

WEBVTT

NOTE duration: "00:40:02.773"

NOTE Confidence: 0.96424055

00:00:00.160 --> 00:00:01.760 Really delighted to have three

NOTE Confidence: 0.96424055

00:00:01.760 --> 00:00:03.279 leaders from the Office of

NOTE Confidence: 0.96424055

00:00:03.279 --> 00:00:05.120 Collaborative Excellence joining us today.

NOTE Confidence: 0.96424055

00:00:05.120 --> 00:00:05.859 We usually,

NOTE Confidence: 0.9729614

00:00:06.480 --> 00:00:08.160 have Darren, come in,

NOTE Confidence: 0.9770665

00:00:08.720 --> 00:00:10.000 every year to our seminar

NOTE Confidence: 0.9770665

00:00:10.000 --> 00:00:10.960 and kinda give us an

NOTE Confidence: 0.9770665

00:00:10.960 --> 00:00:12.494 update on the many things

NOTE Confidence: 0.9770665

00:00:12.494 --> 00:00:14.095 that his office is doing.

NOTE Confidence: 0.9770665

00:00:14.095 --> 00:00:14.895 But this has been a

NOTE Confidence: 0.9770665

00:00:14.895 --> 00:00:16.895 particularly active year in terms

NOTE Confidence: 0.9770665

00:00:16.895 --> 00:00:17.395 of,

NOTE Confidence: 0.9509935

00:00:18.335 --> 00:00:20.355 all kinds of work related

NOTE Confidence: 0.9509935

00:00:20.415 --> 00:00:22.815 to kinda transitioning their office

NOTE Confidence: 0.9509935

00:00:22.815 --> 00:00:24.335 and new initiatives that they're
NOTE Confidence: 0.9509935

00:00:24.335 --> 00:00:25.215 doing. So we thought it
NOTE Confidence: 0.9509935

00:00:25.215 --> 00:00:26.015 would be great to have
NOTE Confidence: 0.9509935

00:00:26.015 --> 00:00:26.430 them,
NOTE Confidence: 0.9580078

00:00:27.150 --> 00:00:28.290 provide some updates.
NOTE Confidence: 0.90355283

00:00:28.830 --> 00:00:30.830 And, Darren is for those
NOTE Confidence: 0.90355283

00:00:30.830 --> 00:00:31.870 of you don't know is
NOTE Confidence: 0.90355283

00:00:31.870 --> 00:00:33.330 the deputy dean for collaborative
NOTE Confidence: 0.90355283

00:00:33.470 --> 00:00:35.870 excellence and professor of internal
NOTE Confidence: 0.90355283

00:00:35.870 --> 00:00:36.370 medicine.
NOTE Confidence: 0.92679584

00:00:36.989 --> 00:00:39.010 He'll be joined by Ariadne
NOTE Confidence: 0.92679584

00:00:39.070 --> 00:00:40.425 Foray who's a professor of
NOTE Confidence: 0.92679584

00:00:40.425 --> 00:00:42.364 psychiatry and the associate dean,
NOTE Confidence: 0.9144694

00:00:42.985 --> 00:00:44.745 and the director of, women
NOTE Confidence: 0.9144694

00:00:44.745 --> 00:00:46.045 in medicine and science.
NOTE Confidence: 0.9439247

00:00:46.665 --> 00:00:48.345 And Ni Adi who is

NOTE Confidence: 0.9439247

00:00:48.345 --> 00:00:50.125 an associate professor of psychiatry

NOTE Confidence: 0.9439247

00:00:50.265 --> 00:00:51.725 and the director of faculty

NOTE Confidence: 0.9439247

00:00:51.784 --> 00:00:53.805 development and collaborative excellence.

NOTE Confidence: 0.932204

00:00:54.350 --> 00:00:55.230 And I didn't know if

NOTE Confidence: 0.932204

00:00:55.230 --> 00:00:56.190 you were going to lead

NOTE Confidence: 0.932204

00:00:56.190 --> 00:00:57.570 off Darren or?

NOTE Confidence: 0.9706587

00:00:58.510 --> 00:00:59.870 Yes, I am. Thank you

NOTE Confidence: 0.9706587

00:00:59.870 --> 00:01:01.150 so much for joining us

NOTE Confidence: 0.9706587

00:01:01.150 --> 00:01:01.650 today,

NOTE Confidence: 0.89122516

00:01:02.030 --> 00:01:03.230 to talk about the Office

NOTE Confidence: 0.89122516

00:01:03.230 --> 00:01:04.830 of Collaborative Excellence and as

NOTE Confidence: 0.89122516

00:01:04.830 --> 00:01:06.510 was just stated, I'll be

NOTE Confidence: 0.89122516

00:01:06.510 --> 00:01:08.190 joined by my colleagues doctor

NOTE Confidence: 0.89122516

00:01:08.190 --> 00:01:09.970 Ferre and doctor Addy.

NOTE Confidence: 0.96966

00:01:10.485 --> 00:01:12.024 I'm gonna do a whirlwind,

NOTE Confidence: 0.96966

00:01:12.084 --> 00:01:13.204 I'm gonna be honest with
NOTE Confidence: 0.96966

00:01:13.204 --> 00:01:14.884 you, just to give you
NOTE Confidence: 0.96966

00:01:14.884 --> 00:01:16.884 a high level view of
NOTE Confidence: 0.96966

00:01:16.884 --> 00:01:18.664 what we are working on.
NOTE Confidence: 0.96966

00:01:18.884 --> 00:01:20.645 I'm gonna start with kind
NOTE Confidence: 0.96966

00:01:20.645 --> 00:01:21.545 of the overall
NOTE Confidence: 0.98065865

00:01:21.845 --> 00:01:23.125 office, but then I'm gonna
NOTE Confidence: 0.98065865

00:01:23.125 --> 00:01:25.069 focus in on specifically
NOTE Confidence: 0.97753906

00:01:25.370 --> 00:01:27.069 things that benefit faculty.
NOTE Confidence: 0.9842601

00:01:27.530 --> 00:01:28.730 Hopefully, we'll have time at
NOTE Confidence: 0.9842601

00:01:28.730 --> 00:01:30.170 the end after all three
NOTE Confidence: 0.9842601

00:01:30.170 --> 00:01:31.770 of us have presented for
NOTE Confidence: 0.9842601

00:01:31.770 --> 00:01:32.430 your questions.
NOTE Confidence: 0.9757857

00:01:33.050 --> 00:01:33.850 This is just to give
NOTE Confidence: 0.9757857

00:01:33.850 --> 00:01:35.050 you an overview of the
NOTE Confidence: 0.9757857

00:01:35.050 --> 00:01:36.730 office. So for those of

NOTE Confidence: 0.9757857
00:01:36.730 --> 00:01:37.930 you who think that we
NOTE Confidence: 0.9757857
00:01:37.930 --> 00:01:39.755 have are are worried that
NOTE Confidence: 0.9757857
00:01:39.755 --> 00:01:41.035 the institution may have cut
NOTE Confidence: 0.9757857
00:01:41.035 --> 00:01:42.095 back on its,
NOTE Confidence: 0.99902344
00:01:42.635 --> 00:01:43.135 dedication
NOTE Confidence: 0.9908114
00:01:43.915 --> 00:01:45.675 and resources to this work,
NOTE Confidence: 0.9908114
00:01:45.675 --> 00:01:46.795 in no way has that
NOTE Confidence: 0.9908114
00:01:46.795 --> 00:01:47.295 happened.
NOTE Confidence: 0.97953576
00:01:48.395 --> 00:01:49.515 I just wanna give you
NOTE Confidence: 0.97953576
00:01:49.515 --> 00:01:50.795 all the different areas that
NOTE Confidence: 0.97953576
00:01:50.795 --> 00:01:52.315 our office is working on.
NOTE Confidence: 0.97953576
00:01:52.315 --> 00:01:53.720 I'll hone in again, on
NOTE Confidence: 0.97953576
00:01:53.720 --> 00:01:54.840 the ones that are more
NOTE Confidence: 0.97953576
00:01:54.840 --> 00:01:55.820 pertinent to you.
NOTE Confidence: 0.99609375
00:01:56.520 --> 00:01:57.420 So coaching,
NOTE Confidence: 0.9860026

00:01:57.960 --> 00:01:59.080 is something that we do.
NOTE Confidence: 0.9860026

00:01:59.080 --> 00:02:00.520 We do cohort style,
NOTE Confidence: 0.9718082

00:02:01.160 --> 00:02:03.320 and, I assume Arianna will
NOTE Confidence: 0.9718082

00:02:03.320 --> 00:02:04.440 talk a little bit more
NOTE Confidence: 0.9718082

00:02:04.440 --> 00:02:05.320 about that, the work that
NOTE Confidence: 0.9718082

00:02:05.320 --> 00:02:07.400 we're doing with, doctor,
NOTE Confidence: 0.9732666

00:02:07.800 --> 00:02:08.780 Darren David.
NOTE Confidence: 0.98570836

00:02:09.125 --> 00:02:10.565 I do individual coaching, and
NOTE Confidence: 0.98570836

00:02:10.565 --> 00:02:11.865 I'll talk more about that
NOTE Confidence: 0.98570836

00:02:12.084 --> 00:02:12.985 as we progress.
NOTE Confidence: 0.99902344

00:02:13.764 --> 00:02:14.745 A new initiative
NOTE Confidence: 0.98494464

00:02:15.044 --> 00:02:16.505 is cultivating conversations.
NOTE Confidence: 0.9995561

00:02:16.965 --> 00:02:18.005 I'll talk a little bit
NOTE Confidence: 0.9995561

00:02:18.005 --> 00:02:19.044 more about that as we
NOTE Confidence: 0.9995561

00:02:19.044 --> 00:02:19.544 progress.
NOTE Confidence: 0.97569436

00:02:21.780 --> 00:02:22.819 What used to be called

NOTE Confidence: 0.97569436
00:02:22.819 --> 00:02:24.500 the diversity champions are now
NOTE Confidence: 0.97569436
00:02:24.500 --> 00:02:26.020 called ACES. There is one
NOTE Confidence: 0.97569436
00:02:26.020 --> 00:02:27.860 embedded in each of your
NOTE Confidence: 0.97569436
00:02:27.860 --> 00:02:28.360 departments,
NOTE Confidence: 0.9946433
00:02:28.660 --> 00:02:29.780 and they should be a
NOTE Confidence: 0.9946433
00:02:29.780 --> 00:02:31.940 resource for you. Their goal
NOTE Confidence: 0.9946433
00:02:31.940 --> 00:02:33.380 is to help work on
NOTE Confidence: 0.9946433
00:02:33.380 --> 00:02:34.280 culture climate.
NOTE Confidence: 0.94994724
00:02:37.305 --> 00:02:38.764 We have a few discrimination
NOTE Confidence: 0.94994724
00:02:38.825 --> 00:02:40.905 harassment resource coordinators. I'll show
NOTE Confidence: 0.94994724
00:02:40.905 --> 00:02:42.425 you the names later. And
NOTE Confidence: 0.94994724
00:02:42.425 --> 00:02:44.185 this is title six, title
NOTE Confidence: 0.94994724
00:02:44.185 --> 00:02:44.685 seven.
NOTE Confidence: 0.99121094
00:02:45.544 --> 00:02:46.665 As we do have a
NOTE Confidence: 0.99121094
00:02:46.665 --> 00:02:48.205 couple of title nine coordinators
NOTE Confidence: 0.99121094

00:02:48.425 --> 00:02:49.944 at the school, and this
NOTE Confidence: 0.99121094

00:02:49.944 --> 00:02:51.625 is anything sexual or gender
NOTE Confidence: 0.99121094

00:02:51.625 --> 00:02:52.125 misconduct
NOTE Confidence: 0.99690753

00:02:52.800 --> 00:02:53.700 or inappropriate behavior.
NOTE Confidence: 0.92210037

00:02:56.000 --> 00:02:57.700 Doctor Ferre will talk about
NOTE Confidence: 0.92210037

00:02:57.760 --> 00:02:59.040 OEM, so I won't say
NOTE Confidence: 0.92210037

00:02:59.040 --> 00:03:00.020 more about that.
NOTE Confidence: 0.7576497

00:03:01.200 --> 00:03:01.700 ELCencia
NOTE Confidence: 0.9952862

00:03:02.240 --> 00:03:04.740 is a learner facing program,
NOTE Confidence: 0.9952862

00:03:04.880 --> 00:03:06.240 so I won't talk a
NOTE Confidence: 0.9952862

00:03:06.240 --> 00:03:07.220 lot about that.
NOTE Confidence: 0.93881106

00:03:08.995 --> 00:03:10.514 Our office of collaborative excellence
NOTE Confidence: 0.93881106

00:03:10.514 --> 00:03:12.115 and student engagement is our
NOTE Confidence: 0.93881106

00:03:12.115 --> 00:03:13.794 student facing office. It is
NOTE Confidence: 0.93881106

00:03:13.794 --> 00:03:15.095 housed in Harkness
NOTE Confidence: 0.91828614

00:03:15.395 --> 00:03:17.075 and works with the MD,

NOTE Confidence: 0.91828614

00:03:17.075 --> 00:03:18.695 MD, PhD, and PA students.

NOTE Confidence: 0.99763995

00:03:20.130 --> 00:03:21.330 For those of you who

NOTE Confidence: 0.99763995

00:03:21.330 --> 00:03:23.010 do work that touches on

NOTE Confidence: 0.99763995

00:03:23.010 --> 00:03:24.069 collaborative excellence,

NOTE Confidence: 0.93837893

00:03:24.450 --> 00:03:26.310 our con our communication specialist

NOTE Confidence: 0.99934894

00:03:26.610 --> 00:03:27.889 is someone who has been

NOTE Confidence: 0.99934894

00:03:27.889 --> 00:03:28.389 helpful

NOTE Confidence: 0.9605824

00:03:28.850 --> 00:03:30.450 in helping people in the

NOTE Confidence: 0.9605824

00:03:30.450 --> 00:03:32.725 language they they use external

NOTE Confidence: 0.9605824

00:03:32.785 --> 00:03:33.285 facing

NOTE Confidence: 0.94766235

00:03:33.745 --> 00:03:35.584 in order not to have

NOTE Confidence: 0.94766235

00:03:35.584 --> 00:03:37.045 detractors, quite frankly,

NOTE Confidence: 0.9781087

00:03:37.425 --> 00:03:38.545 and to make sure that

NOTE Confidence: 0.9781087

00:03:38.545 --> 00:03:40.625 they are conveying their message

NOTE Confidence: 0.9781087

00:03:40.625 --> 00:03:41.345 in a way if they

NOTE Confidence: 0.9781087

00:03:41.345 --> 00:03:42.405 truly want to.
NOTE Confidence: 0.97919923

00:03:43.920 --> 00:03:44.800 For those of you who
NOTE Confidence: 0.97919923

00:03:44.800 --> 00:03:45.940 are in the basic sciences,
NOTE Confidence: 0.9793876

00:03:46.640 --> 00:03:48.480 and have DBS graduate students,
NOTE Confidence: 0.9793876

00:03:48.480 --> 00:03:49.680 we have someone who works
NOTE Confidence: 0.9793876

00:03:49.680 --> 00:03:51.220 specifically with that population.
NOTE Confidence: 0.881368

00:03:52.560 --> 00:03:53.760 Meet Addy is gonna talk
NOTE Confidence: 0.881368

00:03:53.760 --> 00:03:55.540 about faculty development and collaborative
NOTE Confidence: 0.881368

00:03:55.599 --> 00:03:56.880 excellence, so I won't be
NOTE Confidence: 0.881368

00:03:56.880 --> 00:03:57.855 speaking to that.
NOTE Confidence: 0.99319893

00:03:58.254 --> 00:03:59.534 And then lastly, I will
NOTE Confidence: 0.99319893

00:03:59.534 --> 00:04:00.974 show you the affinity groups
NOTE Confidence: 0.99319893

00:04:00.974 --> 00:04:02.194 that we help support.
NOTE Confidence: 0.9935709

00:04:03.215 --> 00:04:04.334 This is not for you
NOTE Confidence: 0.9935709

00:04:04.334 --> 00:04:05.855 to memorize, just for you
NOTE Confidence: 0.9935709

00:04:05.855 --> 00:04:06.894 to see that there is

NOTE Confidence: 0.9935709
00:04:06.894 --> 00:04:07.394 someone
NOTE Confidence: 0.95347273
00:04:07.775 --> 00:04:08.974 who is an ace in
NOTE Confidence: 0.95347273
00:04:08.974 --> 00:04:10.735 each department, including the one
NOTE Confidence: 0.95347273
00:04:10.735 --> 00:04:12.674 that you are affiliated with,
NOTE Confidence: 0.95347273
00:04:12.960 --> 00:04:14.560 and ship your resource to
NOTE Confidence: 0.95347273
00:04:14.560 --> 00:04:16.160 you if you're finding that
NOTE Confidence: 0.95347273
00:04:16.160 --> 00:04:17.920 you have culture climate issues
NOTE Confidence: 0.95347273
00:04:17.920 --> 00:04:18.980 in that department.
NOTE Confidence: 0.9791667
00:04:20.240 --> 00:04:21.120 So how do we get
NOTE Confidence: 0.9791667
00:04:21.120 --> 00:04:22.400 to our new mission statement?
NOTE Confidence: 0.9791667
00:04:22.400 --> 00:04:23.360 How do we get to
NOTE Confidence: 0.9791667
00:04:23.360 --> 00:04:24.580 our new name?
NOTE Confidence: 0.9641113
00:04:27.285 --> 00:04:28.664 Actually, in the
NOTE Confidence: 0.9043213
00:04:30.005 --> 00:04:31.285 the time prior to the
NOTE Confidence: 0.9043213
00:04:31.285 --> 00:04:33.705 actual elections, the presidential elections,
NOTE Confidence: 0.91708094

00:04:34.324 --> 00:04:36.104 I was looking at polling
NOTE Confidence: 0.91708094

00:04:36.164 --> 00:04:38.085 and really realizing that we
NOTE Confidence: 0.91708094

00:04:38.085 --> 00:04:40.005 were losing those people who
NOTE Confidence: 0.91708094

00:04:40.005 --> 00:04:41.365 did what historically was called
NOTE Confidence: 0.91708094

00:04:41.365 --> 00:04:42.345 DEI work,
NOTE Confidence: 0.946167

00:04:42.710 --> 00:04:44.170 really losing the narrative.
NOTE Confidence: 0.99445134

00:04:44.550 --> 00:04:46.170 And that we really needed
NOTE Confidence: 0.99445134

00:04:46.230 --> 00:04:47.110 to get back to the
NOTE Confidence: 0.99445134

00:04:47.110 --> 00:04:47.610 basics
NOTE Confidence: 0.9785156

00:04:47.990 --> 00:04:49.750 and define our work for
NOTE Confidence: 0.9785156

00:04:49.750 --> 00:04:50.250 ourselves.
NOTE Confidence: 0.9665958

00:04:50.870 --> 00:04:52.470 And so a group of
NOTE Confidence: 0.9665958

00:04:52.470 --> 00:04:54.570 the ACEs actually got together,
NOTE Confidence: 0.9665958

00:04:54.790 --> 00:04:56.310 and we reviewed the school's
NOTE Confidence: 0.9665958

00:04:56.310 --> 00:04:57.210 mission statement,
NOTE Confidence: 0.9908447

00:04:58.585 --> 00:05:00.125 the school's core values,

NOTE Confidence: 0.9819641
00:05:01.145 --> 00:05:03.145 guiding principles for our work,
NOTE Confidence: 0.9819641
00:05:03.145 --> 00:05:04.205 and we actually,
NOTE Confidence: 0.99226886
00:05:04.585 --> 00:05:05.964 created this language.
NOTE Confidence: 0.99038464
00:05:06.344 --> 00:05:08.125 The goal was to actually
NOTE Confidence: 0.99038464
00:05:08.185 --> 00:05:09.784 talk about this in a
NOTE Confidence: 0.99038464
00:05:09.784 --> 00:05:11.404 a positive way.
NOTE Confidence: 0.9753547
00:05:11.789 --> 00:05:13.150 Often, even those who do
NOTE Confidence: 0.9753547
00:05:13.150 --> 00:05:14.830 this work talk about it
NOTE Confidence: 0.9753547
00:05:14.830 --> 00:05:16.770 in a with deficit language,
NOTE Confidence: 0.9753547
00:05:16.909 --> 00:05:18.210 which is not helpful.
NOTE Confidence: 0.96272784
00:05:20.270 --> 00:05:21.870 That group, which I would
NOTE Confidence: 0.96272784
00:05:21.870 --> 00:05:22.370 call,
NOTE Confidence: 0.9920247
00:05:22.909 --> 00:05:24.129 a working group,
NOTE Confidence: 0.99505615
00:05:24.430 --> 00:05:26.370 we met four times.
NOTE Confidence: 0.99712455
00:05:26.985 --> 00:05:28.185 We met to talk about
NOTE Confidence: 0.99712455

00:05:28.185 --> 00:05:29.645 how our work intersects
NOTE Confidence: 0.99009484

00:05:30.185 --> 00:05:32.025 the mission statement and the
NOTE Confidence: 0.99009484

00:05:32.025 --> 00:05:32.845 core values.
NOTE Confidence: 0.9466647

00:05:33.305 --> 00:05:35.225 We've talked about what are
NOTE Confidence: 0.9466647

00:05:35.225 --> 00:05:36.824 the school of medicine outputs
NOTE Confidence: 0.9466647

00:05:36.824 --> 00:05:38.365 and how we help facilitate
NOTE Confidence: 0.9466647

00:05:38.505 --> 00:05:40.790 that and drive that. And
NOTE Confidence: 0.9466647

00:05:40.790 --> 00:05:42.390 then we actually, based on
NOTE Confidence: 0.9466647

00:05:42.390 --> 00:05:42.890 that,
NOTE Confidence: 0.97753906

00:05:43.270 --> 00:05:44.470 came up with the first
NOTE Confidence: 0.97753906

00:05:44.470 --> 00:05:44.970 draft
NOTE Confidence: 0.98083496

00:05:45.430 --> 00:05:47.450 of a, mission statement
NOTE Confidence: 1

00:05:47.830 --> 00:05:48.810 for our office.
NOTE Confidence: 0.9595947

00:05:49.670 --> 00:05:51.529 The goal here explicitly
NOTE Confidence: 0.9970703

00:05:52.390 --> 00:05:53.610 is to connect
NOTE Confidence: 0.9995117

00:05:53.990 --> 00:05:54.650 our work

NOTE Confidence: 0.9702467
00:05:55.154 --> 00:05:56.455 to all of the missions
NOTE Confidence: 0.9702467
00:05:56.515 --> 00:05:58.115 of the school, and not
NOTE Confidence: 0.9702467
00:05:58.115 --> 00:05:59.555 to have our work over
NOTE Confidence: 0.9702467
00:05:59.555 --> 00:06:00.835 here and all the other
NOTE Confidence: 0.9702467
00:06:00.835 --> 00:06:02.295 missions over there.
NOTE Confidence: 0.96154785
00:06:03.875 --> 00:06:05.555 After creating a new mission
NOTE Confidence: 0.96154785
00:06:05.555 --> 00:06:07.875 statement that really aligned our
NOTE Confidence: 0.96154785
00:06:07.875 --> 00:06:08.775 work with,
NOTE Confidence: 0.9443534
00:06:09.770 --> 00:06:10.890 the the mission of the
NOTE Confidence: 0.9443534
00:06:10.890 --> 00:06:12.330 school and its values. Then
NOTE Confidence: 0.9443534
00:06:12.330 --> 00:06:13.790 we started talking about
NOTE Confidence: 0.96313477
00:06:14.170 --> 00:06:14.650 the,
NOTE Confidence: 0.96058875
00:06:15.529 --> 00:06:16.890 the name of our office.
NOTE Confidence: 0.96058875
00:06:16.890 --> 00:06:17.710 And again,
NOTE Confidence: 0.99902344
00:06:18.170 --> 00:06:18.670 I
NOTE Confidence: 0.94108886

00:06:19.370 --> 00:06:20.750 had come to the conclusion,
NOTE Confidence: 0.94108886

00:06:21.050 --> 00:06:23.564 as many others, that actually
NOTE Confidence: 0.81136066

00:06:24.025 --> 00:06:25.564 the acronym, DEI,
NOTE Confidence: 0.9884033

00:06:27.224 --> 00:06:28.205 perfectly legal,
NOTE Confidence: 0.9923096

00:06:29.384 --> 00:06:31.544 definitely valuable work, but was
NOTE Confidence: 0.9923096

00:06:31.544 --> 00:06:32.604 becoming a distraction.
NOTE Confidence: 0.9926758

00:06:33.305 --> 00:06:34.525 And so we had
NOTE Confidence: 0.96533203

00:06:35.020 --> 00:06:36.300 focus groups with all the
NOTE Confidence: 0.96533203

00:06:36.300 --> 00:06:37.339 groups that I actually am
NOTE Confidence: 0.96533203

00:06:37.339 --> 00:06:38.240 showing here,
NOTE Confidence: 0.9637186

00:06:38.620 --> 00:06:40.639 and we started talking about
NOTE Confidence: 0.9637186

00:06:40.699 --> 00:06:41.740 what is a name that
NOTE Confidence: 0.9637186

00:06:41.740 --> 00:06:43.659 actually represent what we did.
NOTE Confidence: 0.9637186

00:06:43.659 --> 00:06:44.620 And this was done in
NOTE Confidence: 0.9637186

00:06:44.620 --> 00:06:45.759 an iterative process.
NOTE Confidence: 0.97776884

00:06:46.060 --> 00:06:47.099 So let's just say the

NOTE Confidence: 0.97776884
00:06:47.099 --> 00:06:48.300 first group, Jack, we met
NOTE Confidence: 0.97776884
00:06:48.300 --> 00:06:49.900 with them, came up with
NOTE Confidence: 0.97776884
00:06:49.900 --> 00:06:50.639 what words
NOTE Confidence: 0.9169922
00:06:50.985 --> 00:06:53.165 actually really resonate with them
NOTE Confidence: 0.9169922
00:06:53.225 --> 00:06:53.964 that actually,
NOTE Confidence: 0.89331055
00:06:55.065 --> 00:06:55.964 in their mindset,
NOTE Confidence: 0.96686786
00:06:56.824 --> 00:06:57.945 will describe the work that
NOTE Confidence: 0.96686786
00:06:57.945 --> 00:06:58.745 we were doing in the
NOTE Confidence: 0.96686786
00:06:58.745 --> 00:07:00.345 office, the pluses and the
NOTE Confidence: 0.96686786
00:07:00.345 --> 00:07:01.785 minuses, and I would take
NOTE Confidence: 0.96686786
00:07:01.785 --> 00:07:03.705 whatever that was to the
NOTE Confidence: 0.96686786
00:07:03.705 --> 00:07:05.385 next group as a starting
NOTE Confidence: 0.96686786
00:07:05.385 --> 00:07:07.600 point to get their feedback,
NOTE Confidence: 0.96686786
00:07:07.820 --> 00:07:09.419 etcetera, etcetera. It was a
NOTE Confidence: 0.96686786
00:07:09.419 --> 00:07:11.040 very democratic process.
NOTE Confidence: 0.97008896

00:07:11.740 --> 00:07:13.440 Lots of people weighed in.
NOTE Confidence: 0.97008896

00:07:13.500 --> 00:07:15.020 And once we had something
NOTE Confidence: 0.97008896

00:07:15.020 --> 00:07:16.540 that we felt comfortable with,
NOTE Confidence: 0.97008896

00:07:16.540 --> 00:07:17.660 we presented it to the
NOTE Confidence: 0.97008896

00:07:17.660 --> 00:07:19.020 dean, senior leadership at the
NOTE Confidence: 0.97008896

00:07:19.020 --> 00:07:21.264 medical school, senior leadership on
NOTE Confidence: 0.97008896

00:07:21.264 --> 00:07:22.245 main campus.
NOTE Confidence: 0.97586864

00:07:22.785 --> 00:07:23.905 And that is how we
NOTE Confidence: 0.97586864

00:07:23.905 --> 00:07:25.185 came up with the office
NOTE Confidence: 0.97586864

00:07:25.185 --> 00:07:27.025 of collaborative excellence. It was
NOTE Confidence: 0.97586864

00:07:27.025 --> 00:07:28.405 not an on high
NOTE Confidence: 0.9890679

00:07:28.865 --> 00:07:30.945 imposed upon us. It truly
NOTE Confidence: 0.9890679

00:07:30.945 --> 00:07:32.405 was a democratic process.
NOTE Confidence: 0.9844971

00:07:34.139 --> 00:07:35.419 How can the office and
NOTE Confidence: 0.9844971

00:07:35.419 --> 00:07:37.020 I help you specifically as
NOTE Confidence: 0.9844971

00:07:37.020 --> 00:07:38.000 faculty members?

NOTE Confidence: 0.97206783

00:07:38.940 --> 00:07:39.740 So one of the things

NOTE Confidence: 0.97206783

00:07:39.740 --> 00:07:41.280 that I do is coaching,

NOTE Confidence: 0.97206783

00:07:41.500 --> 00:07:43.039 mentorship, and sponsorship.

NOTE Confidence: 0.9673575

00:07:43.900 --> 00:07:45.600 And this can look like

NOTE Confidence: 0.9673575

00:07:45.660 --> 00:07:47.255 many different things. So I

NOTE Confidence: 0.9673575

00:07:47.255 --> 00:07:48.695 literally in the last week

NOTE Confidence: 0.9673575

00:07:48.695 --> 00:07:49.995 can tell you I've had

NOTE Confidence: 0.9673575

00:07:50.055 --> 00:07:51.015 a person who's come to

NOTE Confidence: 0.9673575

00:07:51.015 --> 00:07:51.675 me saying,

NOTE Confidence: 0.98489815

00:07:52.055 --> 00:07:53.175 I'm not getting I don't

NOTE Confidence: 0.98489815

00:07:53.175 --> 00:07:54.055 feel that I'm getting the

NOTE Confidence: 0.98489815

00:07:54.055 --> 00:07:55.415 resources that I need to

NOTE Confidence: 0.98489815

00:07:55.415 --> 00:07:56.695 actually be successful in my

NOTE Confidence: 0.98489815

00:07:56.695 --> 00:07:57.195 science.

NOTE Confidence: 0.9738312

00:07:58.215 --> 00:07:59.335 Somebody who feels that they're

NOTE Confidence: 0.9738312

00:07:59.335 --> 00:08:01.095 not being treated appropriately based

NOTE Confidence: 0.9738312

00:08:01.095 --> 00:08:02.670 on their identities in their

NOTE Confidence: 0.9738312

00:08:02.830 --> 00:08:03.330 department.

NOTE Confidence: 0.9324294

00:08:03.950 --> 00:08:05.870 Somebody who just found out

NOTE Confidence: 0.9324294

00:08:05.870 --> 00:08:07.230 is devastating to them that

NOTE Confidence: 0.9324294

00:08:07.230 --> 00:08:08.450 they have a learning disability

NOTE Confidence: 0.9324294

00:08:08.750 --> 00:08:09.950 even though they're a faculty

NOTE Confidence: 0.9324294

00:08:09.950 --> 00:08:11.390 member at Yale and quite

NOTE Confidence: 0.9324294

00:08:11.390 --> 00:08:11.890 accomplished.

NOTE Confidence: 0.96896017

00:08:12.270 --> 00:08:14.110 What does that mean? Etcetera,

NOTE Confidence: 0.96896017

00:08:14.110 --> 00:08:16.130 etcetera. And I help people

NOTE Confidence: 0.96896017

00:08:16.414 --> 00:08:17.775 work through those things either

NOTE Confidence: 0.96896017

00:08:17.775 --> 00:08:19.055 using a coaching approach or

NOTE Confidence: 0.96896017

00:08:19.055 --> 00:08:20.194 a mentorship approach.

NOTE Confidence: 0.98950195

00:08:20.815 --> 00:08:21.315 Also,

NOTE Confidence: 0.99934894

00:08:21.775 --> 00:08:23.854 some people are referred to

NOTE Confidence: 0.99934894
00:08:23.854 --> 00:08:24.354 me
NOTE Confidence: 0.95874023
00:08:24.655 --> 00:08:26.675 by OAPD or OEIA
NOTE Confidence: 0.8502197
00:08:27.055 --> 00:08:28.514 or their department chair
NOTE Confidence: 0.9211426
00:08:28.815 --> 00:08:29.315 because,
NOTE Confidence: 0.9987793
00:08:29.775 --> 00:08:31.074 some coaching and mentorship
NOTE Confidence: 1
00:08:31.535 --> 00:08:32.035 around
NOTE Confidence: 0.8956706
00:08:32.470 --> 00:08:33.850 collaborative excellence issues
NOTE Confidence: 0.99541014
00:08:34.150 --> 00:08:35.850 could help that individual grow.
NOTE Confidence: 0.9470923
00:08:37.190 --> 00:08:39.190 Title nine coordinators, we have
NOTE Confidence: 0.9470923
00:08:39.190 --> 00:08:40.790 four at the school. Two
NOTE Confidence: 0.9470923
00:08:40.790 --> 00:08:42.070 of them are embedded in
NOTE Confidence: 0.9470923
00:08:42.070 --> 00:08:43.590 the office, as you can
NOTE Confidence: 0.9470923
00:08:43.590 --> 00:08:44.950 see by there with Arianna
NOTE Confidence: 0.9470923
00:08:44.950 --> 00:08:45.610 and myself.
NOTE Confidence: 0.9353152
00:08:46.304 --> 00:08:48.885 Discrimination and harassment resource coordina-
tors,

NOTE Confidence: 0.9353152

00:08:48.945 --> 00:08:50.304 we have five at the

NOTE Confidence: 0.9353152

00:08:50.304 --> 00:08:51.285 school of medicine,

NOTE Confidence: 0.9630534

00:08:51.585 --> 00:08:53.745 of which three are embedded

NOTE Confidence: 0.9630534

00:08:53.745 --> 00:08:55.765 in our office, Corina, Marietta,

NOTE Confidence: 0.9630534

00:08:55.905 --> 00:08:56.565 and myself.

NOTE Confidence: 0.9889811

00:08:58.329 --> 00:08:59.610 Other things that we actually

NOTE Confidence: 0.9889811

00:08:59.610 --> 00:09:00.570 can do to be helpful

NOTE Confidence: 0.9889811

00:09:00.570 --> 00:09:02.829 for you, professional and development,

NOTE Confidence: 0.9808239

00:09:03.769 --> 00:09:05.370 opportunities. I'm gonna talk about

NOTE Confidence: 0.9808239

00:09:05.370 --> 00:09:06.410 a couple that are coming

NOTE Confidence: 0.9808239

00:09:06.410 --> 00:09:06.910 up.

NOTE Confidence: 0.979662

00:09:07.370 --> 00:09:08.889 So, the next slide or

NOTE Confidence: 0.979662

00:09:08.889 --> 00:09:10.170 two may be of interest

NOTE Confidence: 0.979662

00:09:10.170 --> 00:09:12.035 to you. We also our

NOTE Confidence: 0.979662

00:09:12.035 --> 00:09:13.155 office has a lot of

NOTE Confidence: 0.979662

00:09:13.155 --> 00:09:14.775 professional development workshops

NOTE Confidence: 0.9606222

00:09:15.235 --> 00:09:16.595 to help people grow. And

NOTE Confidence: 0.9606222

00:09:16.595 --> 00:09:18.035 then lastly, I talked about

NOTE Confidence: 0.9606222

00:09:18.035 --> 00:09:18.995 already a little bit, our

NOTE Confidence: 0.9606222

00:09:18.995 --> 00:09:19.495 communications

NOTE Confidence: 0.9703544

00:09:20.035 --> 00:09:22.115 person helping people with public

NOTE Confidence: 0.9703544

00:09:22.115 --> 00:09:23.175 facing content

NOTE Confidence: 0.99328613

00:09:23.554 --> 00:09:24.995 that relates to the work

NOTE Confidence: 0.99328613

00:09:24.995 --> 00:09:26.455 of collaborative excellence.

NOTE Confidence: 0.97144914

00:09:27.769 --> 00:09:28.809 So if you happen to

NOTE Confidence: 0.97144914

00:09:28.809 --> 00:09:30.570 be an early career faculty

NOTE Confidence: 0.97144914

00:09:30.570 --> 00:09:31.949 member, you may be interested.

NOTE Confidence: 0.97144914

00:09:32.089 --> 00:09:33.070 The double AMC

NOTE Confidence: 0.9793701

00:09:33.769 --> 00:09:35.929 has a leadership development series.

NOTE Confidence: 0.9793701

00:09:35.929 --> 00:09:37.389 I'll be honest with you.

NOTE Confidence: 0.9975586

00:09:37.929 --> 00:09:39.389 Historically, it had a

NOTE Confidence: 1

00:09:39.769 --> 00:09:40.269 minority

NOTE Confidence: 0.94939166

00:09:41.565 --> 00:09:43.245 early career series. It had

NOTE Confidence: 0.94939166

00:09:43.245 --> 00:09:45.005 a women in medicine early

NOTE Confidence: 0.94939166

00:09:45.005 --> 00:09:47.005 career series. Now with the

NOTE Confidence: 0.94939166

00:09:47.005 --> 00:09:48.525 current environment that we are

NOTE Confidence: 0.94939166

00:09:48.525 --> 00:09:49.905 in and and interpretation

NOTE Confidence: 0.99658203

00:09:50.285 --> 00:09:51.105 of discrimination,

NOTE Confidence: 0.98535156

00:09:51.725 --> 00:09:53.025 they now have a

NOTE Confidence: 0.93725586

00:09:53.450 --> 00:09:56.110 WMC early career faculty development

NOTE Confidence: 0.93725586

00:09:56.250 --> 00:09:56.750 series.

NOTE Confidence: 0.99869794

00:09:57.370 --> 00:09:58.429 We will be

NOTE Confidence: 0.95458984

00:09:58.809 --> 00:09:59.870 partially funding,

NOTE Confidence: 0.96306694

00:10:01.050 --> 00:10:02.490 a a a group of

NOTE Confidence: 0.96306694

00:10:02.490 --> 00:10:04.090 people who choose to sign

NOTE Confidence: 0.96306694

00:10:04.090 --> 00:10:05.175 up and go to this.

NOTE Confidence: 0.96306694

00:10:05.175 --> 00:10:06.554 I can tell you historically,
NOTE Confidence: 0.96306694

00:10:06.855 --> 00:10:09.015 this was very well received
NOTE Confidence: 0.96306694

00:10:09.015 --> 00:10:10.054 and people felt that they
NOTE Confidence: 0.96306694

00:10:10.054 --> 00:10:10.855 got a lot out of
NOTE Confidence: 0.96306694

00:10:10.855 --> 00:10:11.355 it.
NOTE Confidence: 0.97905624

00:10:12.054 --> 00:10:13.495 The second one is for
NOTE Confidence: 0.97905624

00:10:13.495 --> 00:10:15.995 mid career faculty. The conversations
NOTE Confidence: 0.97905624

00:10:16.135 --> 00:10:17.355 will be more appropriate
NOTE Confidence: 0.9541829

00:10:17.780 --> 00:10:18.679 for mid career.
NOTE Confidence: 0.96932983

00:10:19.059 --> 00:10:20.179 Our approach will be the
NOTE Confidence: 0.96932983

00:10:20.179 --> 00:10:22.500 same. We will fund x
NOTE Confidence: 0.96932983

00:10:22.500 --> 00:10:23.860 number of people or partially
NOTE Confidence: 0.96932983

00:10:23.860 --> 00:10:25.300 fund x number of people.
NOTE Confidence: 0.96932983

00:10:25.300 --> 00:10:26.500 So you will still need
NOTE Confidence: 0.96932983

00:10:26.500 --> 00:10:28.020 to get some funding from
NOTE Confidence: 0.96932983

00:10:28.020 --> 00:10:28.760 your department

NOTE Confidence: 0.8905029
00:10:29.220 --> 00:10:29.955 and or,
NOTE Confidence: 0.9849243
00:10:30.355 --> 00:10:31.475 self pay, but we will
NOTE Confidence: 0.9849243
00:10:31.475 --> 00:10:33.155 help pay for x number
NOTE Confidence: 0.9849243
00:10:33.155 --> 00:10:33.895 of registrations.
NOTE Confidence: 0.6149088
00:10:35.715 --> 00:10:36.615 Nee Adi,
NOTE Confidence: 0.9638672
00:10:36.995 --> 00:10:37.395 I,
NOTE Confidence: 0.97943115
00:10:38.275 --> 00:10:39.715 partner with the provost on
NOTE Confidence: 0.97943115
00:10:39.715 --> 00:10:40.934 the faculty success
NOTE Confidence: 0.9914551
00:10:41.235 --> 00:10:41.735 program.
NOTE Confidence: 0.94119084
00:10:42.115 --> 00:10:44.269 This one, we historically have
NOTE Confidence: 0.94119084
00:10:44.269 --> 00:10:45.470 fully paid for because we
NOTE Confidence: 0.94119084
00:10:45.470 --> 00:10:47.230 pay half, the provost office
NOTE Confidence: 0.94119084
00:10:47.230 --> 00:10:48.050 pays half.
NOTE Confidence: 0.9448242
00:10:48.429 --> 00:10:48.929 If,
NOTE Confidence: 0.9941406
00:10:49.709 --> 00:10:51.550 research is a significant part
NOTE Confidence: 0.9941406

00:10:51.550 --> 00:10:52.449 of your portfolio,
NOTE Confidence: 0.99902344

00:10:52.910 --> 00:10:54.290 this is something you should
NOTE Confidence: 0.9970703

00:10:54.670 --> 00:10:55.170 seriously
NOTE Confidence: 0.9941406

00:10:55.550 --> 00:10:56.050 consider.
NOTE Confidence: 0.9859156

00:10:57.154 --> 00:10:59.554 I have only heard really
NOTE Confidence: 0.9859156

00:10:59.554 --> 00:11:01.235 high marks. The goal of
NOTE Confidence: 0.9859156

00:11:01.235 --> 00:11:02.834 this program, which is multi
NOTE Confidence: 0.9859156

00:11:02.834 --> 00:11:04.514 pronged, it's online, but the
NOTE Confidence: 0.9859156

00:11:04.514 --> 00:11:05.635 goal is to really help
NOTE Confidence: 0.9859156

00:11:05.635 --> 00:11:07.014 you become more efficient,
NOTE Confidence: 0.9995117

00:11:07.795 --> 00:11:09.415 in your scientific writing
NOTE Confidence: 0.9616699

00:11:09.875 --> 00:11:10.695 and productivity.
NOTE Confidence: 0.9830322

00:11:11.154 --> 00:11:12.330 And as you can see,
NOTE Confidence: 0.9830322

00:11:12.410 --> 00:11:13.690 ninety four percent of people
NOTE Confidence: 0.9830322

00:11:13.690 --> 00:11:14.510 who participate
NOTE Confidence: 0.94958496

00:11:15.130 --> 00:11:16.330 say that they did become

NOTE Confidence: 0.94958496
00:11:16.330 --> 00:11:17.070 more productive.
NOTE Confidence: 0.977474
00:11:17.770 --> 00:11:19.530 And I would love to
NOTE Confidence: 0.977474
00:11:19.530 --> 00:11:20.890 figure out how they have
NOTE Confidence: 0.977474
00:11:20.890 --> 00:11:22.890 increased work life balance for
NOTE Confidence: 0.977474
00:11:22.890 --> 00:11:23.929 ninety percent of the people
NOTE Confidence: 0.977474
00:11:23.929 --> 00:11:25.370 because I'm still working on
NOTE Confidence: 0.977474
00:11:25.370 --> 00:11:26.990 that on a personal level.
NOTE Confidence: 0.99348956
00:11:29.675 --> 00:11:30.894 The faculty organizations
NOTE Confidence: 0.98367745
00:11:31.595 --> 00:11:32.954 at Yale that you may
NOTE Confidence: 0.98367745
00:11:32.954 --> 00:11:34.394 or may not wanna, be
NOTE Confidence: 0.98367745
00:11:34.394 --> 00:11:36.255 part participate in are,
NOTE Confidence: 0.95302737
00:11:36.634 --> 00:11:38.014 the ones on the board.
NOTE Confidence: 0.95302737
00:11:38.074 --> 00:11:39.514 The Asian one is school
NOTE Confidence: 0.95302737
00:11:39.514 --> 00:11:42.014 of med Yale University wide.
NOTE Confidence: 0.8946126
00:11:42.399 --> 00:11:43.600 SWIM is the school of
NOTE Confidence: 0.8946126

00:11:43.600 --> 00:11:44.100 medicine.
NOTE Confidence: 0.94992405

00:11:44.720 --> 00:11:46.320 DAC is the school of
NOTE Confidence: 0.94992405

00:11:46.320 --> 00:11:48.660 medicine, public health, nursing.
NOTE Confidence: 0.93834734

00:11:49.200 --> 00:11:50.880 Moore is the school of
NOTE Confidence: 0.93834734

00:11:50.880 --> 00:11:52.880 medicine only. And the Jewish
NOTE Confidence: 0.93834734

00:11:52.880 --> 00:11:55.279 academic and friends is Yale
NOTE Confidence: 0.93834734

00:11:55.279 --> 00:11:56.420 University wide.
NOTE Confidence: 0.9715053

00:11:56.985 --> 00:11:58.184 All of them, no matter
NOTE Confidence: 0.9715053

00:11:58.184 --> 00:11:58.665 if they're,
NOTE Confidence: 0.9751465

00:11:59.145 --> 00:12:01.785 only Yale or larger, our
NOTE Confidence: 0.9751465

00:12:01.785 --> 00:12:04.045 office helps support either economically,
NOTE Confidence: 0.9736328

00:12:04.904 --> 00:12:05.404 administratively,
NOTE Confidence: 1

00:12:05.945 --> 00:12:06.684 or both.
NOTE Confidence: 0.99853516

00:12:07.785 --> 00:12:08.525 We also
NOTE Confidence: 0.97314453

00:12:09.160 --> 00:12:11.000 attend national conferences. I'm looking
NOTE Confidence: 0.97314453

00:12:11.000 --> 00:12:12.040 forward to going to the

NOTE Confidence: 0.97314453
00:12:12.040 --> 00:12:14.059 NMA in the, near future.
NOTE Confidence: 0.97314453
00:12:14.200 --> 00:12:15.160 And the goal for us
NOTE Confidence: 0.97314453
00:12:15.160 --> 00:12:16.620 going to these national conferences
NOTE Confidence: 0.9197998
00:12:17.000 --> 00:12:18.780 is to hopefully identify
NOTE Confidence: 0.9880371
00:12:19.160 --> 00:12:19.900 and encourage
NOTE Confidence: 0.89038086
00:12:20.360 --> 00:12:20.860 talented,
NOTE Confidence: 1
00:12:21.559 --> 00:12:22.059 faculty
NOTE Confidence: 0.9970703
00:12:22.520 --> 00:12:24.380 to consider coming to Yale.
NOTE Confidence: 0.9765625
00:12:25.774 --> 00:12:27.694 Upon request, we will,
NOTE Confidence: 0.9756673
00:12:28.175 --> 00:12:29.394 help search committees,
NOTE Confidence: 0.99934894
00:12:30.495 --> 00:12:32.355 either in consultation
NOTE Confidence: 0.97342354
00:12:32.735 --> 00:12:34.654 or doing training. And upon
NOTE Confidence: 0.97342354
00:12:34.654 --> 00:12:36.654 request, we will actually meet
NOTE Confidence: 0.97342354
00:12:36.654 --> 00:12:39.230 with candidates. Again, those latter
NOTE Confidence: 0.97342354
00:12:39.230 --> 00:12:41.470 two are request by the
NOTE Confidence: 0.97342354

00:12:41.470 --> 00:12:41.970 department.
NOTE Confidence: 0.9833008

00:12:44.270 --> 00:12:46.450 Where we're actually moving currently
NOTE Confidence: 0.9296875

00:12:47.070 --> 00:12:48.610 is sort of reimagining
NOTE Confidence: 0.9368286

00:12:49.230 --> 00:12:50.670 our work, not in any
NOTE Confidence: 0.9368286

00:12:50.670 --> 00:12:52.029 way shape or form walking
NOTE Confidence: 0.9368286

00:12:52.029 --> 00:12:53.665 away from the priorities we
NOTE Confidence: 0.9368286

00:12:53.665 --> 00:12:55.184 had before, but trying to
NOTE Confidence: 0.9368286

00:12:55.184 --> 00:12:56.485 be much more inclusive
NOTE Confidence: 0.98691404

00:12:56.945 --> 00:12:58.245 in how we do it.
NOTE Confidence: 0.8540039

00:12:58.625 --> 00:12:59.285 The university
NOTE Confidence: 0.9545399

00:12:59.745 --> 00:13:02.304 has these three focus areas
NOTE Confidence: 0.9545399

00:13:02.304 --> 00:13:03.345 that they're gonna be looking
NOTE Confidence: 0.9545399

00:13:03.345 --> 00:13:04.385 at over the next couple
NOTE Confidence: 0.9545399

00:13:04.385 --> 00:13:05.745 of years, from a culture
NOTE Confidence: 0.9545399

00:13:05.745 --> 00:13:06.725 climate perspective.
NOTE Confidence: 0.998291

00:13:07.170 --> 00:13:08.070 Building capacity,

NOTE Confidence: 0.9255371
00:13:08.610 --> 00:13:09.589 strengthening collaborations,
NOTE Confidence: 0.9848633
00:13:10.290 --> 00:13:10.790 deepening,
NOTE Confidence: 0.9995117
00:13:11.490 --> 00:13:11.990 connections.
NOTE Confidence: 0.94172364
00:13:13.089 --> 00:13:14.290 The ACEs that I showed
NOTE Confidence: 0.94172364
00:13:14.290 --> 00:13:16.149 you the pictures of earlier
NOTE Confidence: 0.95979816
00:13:16.690 --> 00:13:19.010 have actually formed six working
NOTE Confidence: 0.95979816
00:13:19.010 --> 00:13:19.510 groups
NOTE Confidence: 0.9841483
00:13:19.915 --> 00:13:21.434 to look at different things,
NOTE Confidence: 0.9841483
00:13:21.434 --> 00:13:22.395 which I'll show you what
NOTE Confidence: 0.9841483
00:13:22.395 --> 00:13:23.535 they're looking at specifically,
NOTE Confidence: 0.98323566
00:13:23.995 --> 00:13:26.315 but they map to these
NOTE Confidence: 0.98323566
00:13:26.315 --> 00:13:26.815 three
NOTE Confidence: 0.9267578
00:13:27.275 --> 00:13:27.775 things.
NOTE Confidence: 0.8458252
00:13:32.220 --> 00:13:33.120 So currently,
NOTE Confidence: 0.9862739
00:13:33.660 --> 00:13:35.579 we are have focus groups
NOTE Confidence: 0.9862739

00:13:35.579 --> 00:13:37.199 in these six areas.
NOTE Confidence: 0.9654643

00:13:37.740 --> 00:13:38.940 I'm only gonna talk about
NOTE Confidence: 0.9654643

00:13:38.940 --> 00:13:40.139 the two that are bolder
NOTE Confidence: 0.9654643

00:13:40.139 --> 00:13:41.760 because they will affect faculty
NOTE Confidence: 0.9654643

00:13:41.980 --> 00:13:43.420 most. But I will tell
NOTE Confidence: 0.9654643

00:13:43.420 --> 00:13:44.880 you that we have,
NOTE Confidence: 0.9416199

00:13:45.415 --> 00:13:46.455 work going on in all
NOTE Confidence: 0.9416199

00:13:46.455 --> 00:13:47.355 of these areas.
NOTE Confidence: 0.9669829

00:13:47.895 --> 00:13:49.835 Hopefully, we will have finalized
NOTE Confidence: 0.9669829

00:13:49.895 --> 00:13:52.054 reports soon to actually present
NOTE Confidence: 0.9669829

00:13:52.054 --> 00:13:53.815 to leadership. The two that'll
NOTE Confidence: 0.9669829

00:13:53.815 --> 00:13:55.434 affect you most is cultivating
NOTE Confidence: 0.9669829

00:13:55.495 --> 00:13:55.995 conversations
NOTE Confidence: 0.99248046

00:13:56.375 --> 00:13:58.315 and building community through dialogue.
NOTE Confidence: 0.99088544

00:13:59.240 --> 00:14:00.459 So we are
NOTE Confidence: 1

00:14:01.079 --> 00:14:01.579 creating

NOTE Confidence: 0.9970703
00:14:01.880 --> 00:14:02.779 or offering
NOTE Confidence: 0.9902344
00:14:03.320 --> 00:14:03.820 multiple
NOTE Confidence: 0.99902344
00:14:04.200 --> 00:14:04.700 offerings
NOTE Confidence: 0.97555107
00:14:05.079 --> 00:14:06.860 with the goal of helping
NOTE Confidence: 0.97555107
00:14:07.000 --> 00:14:07.820 our community,
NOTE Confidence: 0.9261998
00:14:09.160 --> 00:14:11.820 gain skills and actually communicating
NOTE Confidence: 0.9261998
00:14:11.959 --> 00:14:13.100 across difference.
NOTE Confidence: 0.96120197
00:14:13.425 --> 00:14:15.265 This is a national problem,
NOTE Confidence: 0.96120197
00:14:15.265 --> 00:14:16.465 not a Yale School of
NOTE Confidence: 0.96120197
00:14:16.465 --> 00:14:17.525 Medicine issue,
NOTE Confidence: 0.96229774
00:14:17.904 --> 00:14:19.505 but it is something that
NOTE Confidence: 0.96229774
00:14:19.505 --> 00:14:20.325 we're finding
NOTE Confidence: 0.9650879
00:14:20.705 --> 00:14:21.185 that,
NOTE Confidence: 0.932251
00:14:22.065 --> 00:14:23.825 some work, can can happen.
NOTE Confidence: 0.932251
00:14:23.825 --> 00:14:24.805 And we're also
NOTE Confidence: 0.7692871

00:14:25.345 --> 00:14:25.845 having,
NOTE Confidence: 0.99921876

00:14:27.400 --> 00:14:30.140 workshops to help faculty facilitate
NOTE Confidence: 0.98291016

00:14:30.600 --> 00:14:32.300 when they're doing small groups
NOTE Confidence: 0.9621582

00:14:32.760 --> 00:14:35.080 with, on contentious topics with
NOTE Confidence: 0.9621582

00:14:35.080 --> 00:14:36.600 learners, how to better do
NOTE Confidence: 0.9621582

00:14:36.600 --> 00:14:37.340 that facilitation.
NOTE Confidence: 0.9684634

00:14:38.440 --> 00:14:40.600 The coaching mentorship sponsorship, we
NOTE Confidence: 0.9684634

00:14:40.600 --> 00:14:42.385 have a working group that's
NOTE Confidence: 0.9684634

00:14:42.385 --> 00:14:43.265 working with a lot of
NOTE Confidence: 0.9684634

00:14:43.265 --> 00:14:44.964 the affinity groups. We've also
NOTE Confidence: 0.9684634

00:14:45.105 --> 00:14:46.404 consulted with OAPD
NOTE Confidence: 0.79956055

00:14:46.865 --> 00:14:47.365 also.
NOTE Confidence: 0.8432617

00:14:47.745 --> 00:14:49.125 In looking at
NOTE Confidence: 0.96115947

00:14:49.505 --> 00:14:50.704 what are the departments that
NOTE Confidence: 0.96115947

00:14:50.704 --> 00:14:52.144 are doing the mentorship and
NOTE Confidence: 0.96115947

00:14:52.144 --> 00:14:52.644 sponsorship

NOTE Confidence: 0.7303467
00:14:52.945 --> 00:14:53.445 best,
NOTE Confidence: 0.8562012
00:14:53.904 --> 00:14:54.404 and,
NOTE Confidence: 0.9362305
00:14:54.980 --> 00:14:56.360 with the goal of creating
NOTE Confidence: 0.9995117
00:14:56.980 --> 00:14:58.279 a set of recommendations
NOTE Confidence: 0.8989563
00:14:59.380 --> 00:15:01.160 to present to senior leadership
NOTE Confidence: 0.8989563
00:15:01.459 --> 00:15:02.360 and then ultimately
NOTE Confidence: 0.93066406
00:15:02.820 --> 00:15:04.660 to the department chairs with
NOTE Confidence: 0.93066406
00:15:04.660 --> 00:15:06.040 the hope that they will
NOTE Confidence: 0.93066406
00:15:06.260 --> 00:15:06.760 adopt
NOTE Confidence: 0.9986328
00:15:07.074 --> 00:15:08.595 the recommendations that make the
NOTE Confidence: 0.9986328
00:15:08.595 --> 00:15:10.295 most sense for their individual
NOTE Confidence: 0.9946289
00:15:10.675 --> 00:15:11.175 departments.
NOTE Confidence: 0.9730256
00:15:13.875 --> 00:15:15.154 And with that, I'm going
NOTE Confidence: 0.9730256
00:15:15.154 --> 00:15:16.355 to hand it over to
NOTE Confidence: 0.9730256
00:15:16.355 --> 00:15:17.975 my colleague, Arianna.
NOTE Confidence: 0.98701173

00:15:19.810 --> 00:15:21.170 Thank you so much, Darren.
NOTE Confidence: 0.98701173

00:15:21.170 --> 00:15:22.529 So, hopefully, you know, we're
NOTE Confidence: 0.98701173

00:15:22.529 --> 00:15:23.970 just gonna be picking up,
NOTE Confidence: 0.9397515

00:15:24.450 --> 00:15:26.050 kinda where where Darren left
NOTE Confidence: 0.9397515

00:15:26.050 --> 00:15:27.270 off as it were,
NOTE Confidence: 0.9864502

00:15:27.810 --> 00:15:28.690 because a lot of the
NOTE Confidence: 0.9864502

00:15:28.690 --> 00:15:30.050 work that I'm doing really
NOTE Confidence: 0.9864502

00:15:30.050 --> 00:15:32.050 is collaborating across sort of
NOTE Confidence: 0.9864502

00:15:32.050 --> 00:15:33.830 the office of collaborative excellence
NOTE Confidence: 0.9567871

00:15:34.175 --> 00:15:35.714 and also as well with,
NOTE Confidence: 0.9501953

00:15:36.334 --> 00:15:38.595 OAPD and other offices across,
NOTE Confidence: 0.9763265

00:15:39.615 --> 00:15:40.654 the medical school and the
NOTE Confidence: 0.9763265

00:15:40.654 --> 00:15:42.654 university. Alright. Why oh, sorry,
NOTE Confidence: 0.9763265

00:15:42.654 --> 00:15:43.615 Darren. Can you advance? I
NOTE Confidence: 0.9763265

00:15:43.615 --> 00:15:44.735 was trying I was hitting
NOTE Confidence: 0.9763265

00:15:44.735 --> 00:15:45.694 my arrows, and they weren't

NOTE Confidence: 0.9763265
00:15:45.694 --> 00:15:47.394 moving forward. Okay. Thank you.
NOTE Confidence: 0.90527344
00:15:47.935 --> 00:15:48.334 So,
NOTE Confidence: 0.9291405
00:15:49.209 --> 00:15:50.010 one of the things to
NOTE Confidence: 0.9291405
00:15:50.010 --> 00:15:51.050 tell you about the office
NOTE Confidence: 0.9291405
00:15:51.050 --> 00:15:52.250 of the of for women
NOTE Confidence: 0.9291405
00:15:52.250 --> 00:15:53.450 in medicine and science is
NOTE Confidence: 0.9291405
00:15:53.450 --> 00:15:54.570 that actually is the first
NOTE Confidence: 0.9291405
00:15:54.570 --> 00:15:55.690 office of its kind in
NOTE Confidence: 0.9291405
00:15:55.690 --> 00:15:56.970 the United States. It was
NOTE Confidence: 0.9291405
00:15:56.970 --> 00:15:59.630 founded in nineteen seventy five
NOTE Confidence: 0.9291405
00:15:59.769 --> 00:16:00.830 by Phyllis Bodell.
NOTE Confidence: 0.94759697
00:16:01.654 --> 00:16:02.935 And so we are fortunate
NOTE Confidence: 0.94759697
00:16:02.935 --> 00:16:04.055 to, you know, have the
NOTE Confidence: 0.94759697
00:16:04.055 --> 00:16:05.495 original office for women in
NOTE Confidence: 0.94759697
00:16:05.495 --> 00:16:07.254 medicine and science. And I,
NOTE Confidence: 0.94759697

00:16:07.574 --> 00:16:09.415 took on the role of
NOTE Confidence: 0.94759697

00:16:09.415 --> 00:16:10.394 leading the office,
NOTE Confidence: 0.9862235

00:16:11.095 --> 00:16:12.535 almost a year ago now.
NOTE Confidence: 0.9862235

00:16:12.535 --> 00:16:13.274 And so
NOTE Confidence: 0.9894867

00:16:13.709 --> 00:16:15.629 when I started, really, this
NOTE Confidence: 0.9894867

00:16:15.629 --> 00:16:16.910 was sort of my vision
NOTE Confidence: 0.9894867

00:16:16.910 --> 00:16:18.029 of what the areas of
NOTE Confidence: 0.9894867

00:16:18.029 --> 00:16:19.310 focus for the office would
NOTE Confidence: 0.9894867

00:16:19.310 --> 00:16:20.029 be. And as you can
NOTE Confidence: 0.9894867

00:16:20.029 --> 00:16:21.069 see, there's a lot of
NOTE Confidence: 0.9894867

00:16:21.069 --> 00:16:22.110 intersection with a lot of
NOTE Confidence: 0.9894867

00:16:22.110 --> 00:16:23.470 what Darren was mentioning. Right?
NOTE Confidence: 0.9894867

00:16:23.470 --> 00:16:25.649 So really focusing on mentorship,
NOTE Confidence: 0.9894867

00:16:25.790 --> 00:16:27.089 sponsorship, and coaching,
NOTE Confidence: 0.888387

00:16:27.504 --> 00:16:29.824 career development, increased representation in
NOTE Confidence: 0.888387

00:16:29.824 --> 00:16:30.324 leadership,

NOTE Confidence: 0.96796453
00:16:30.625 --> 00:16:32.485 and well-being and work life
NOTE Confidence: 0.96796453
00:16:32.704 --> 00:16:33.985 integration. I don't call it
NOTE Confidence: 0.96796453
00:16:33.985 --> 00:16:35.105 balance because I don't think
NOTE Confidence: 0.96796453
00:16:35.105 --> 00:16:36.404 there is such a thing.
NOTE Confidence: 0.96796453
00:16:36.545 --> 00:16:37.685 Next slide, please.
NOTE Confidence: 0.9487915
00:16:38.545 --> 00:16:39.904 So here, we just kinda
NOTE Confidence: 0.9487915
00:16:39.904 --> 00:16:40.785 go into a little bit
NOTE Confidence: 0.9487915
00:16:40.785 --> 00:16:41.745 more detail in terms of
NOTE Confidence: 0.9487915
00:16:41.745 --> 00:16:43.125 kinda what are the things
NOTE Confidence: 0.97495115
00:16:43.470 --> 00:16:45.070 that I'm I'm hoping to,
NOTE Confidence: 0.97495115
00:16:45.470 --> 00:16:46.990 accomplish. And then, you know,
NOTE Confidence: 0.97495115
00:16:46.990 --> 00:16:48.029 later on, we'll talk about
NOTE Confidence: 0.97495115
00:16:48.029 --> 00:16:49.230 some more specific things that
NOTE Confidence: 0.97495115
00:16:49.230 --> 00:16:50.910 we're developing. But in terms
NOTE Confidence: 0.97495115
00:16:50.910 --> 00:16:52.589 of mentorship, you know, we,
NOTE Confidence: 0.9403158

00:16:53.709 --> 00:16:55.709 currently had previous to me
NOTE Confidence: 0.9403158

00:16:55.709 --> 00:16:56.670 coming on board to the
NOTE Confidence: 0.9403158

00:16:56.670 --> 00:16:58.610 office. Darren David had led,
NOTE Confidence: 0.9277344

00:16:59.655 --> 00:17:00.155 these,
NOTE Confidence: 0.96468097

00:17:00.775 --> 00:17:01.995 the leadership development,
NOTE Confidence: 1

00:17:02.695 --> 00:17:03.195 programs
NOTE Confidence: 0.9759251

00:17:04.695 --> 00:17:06.215 that were initially targeted for
NOTE Confidence: 0.9759251

00:17:06.215 --> 00:17:07.835 early career, and then subsequently,
NOTE Confidence: 0.9759251

00:17:07.975 --> 00:17:09.355 she added a mid career.
NOTE Confidence: 0.9759251

00:17:09.494 --> 00:17:10.375 And one of the things
NOTE Confidence: 0.9759251

00:17:10.375 --> 00:17:11.255 that has come out of
NOTE Confidence: 0.9759251

00:17:11.255 --> 00:17:12.450 some of the focus groups
NOTE Confidence: 0.9759251

00:17:12.529 --> 00:17:13.889 that I've, done over the
NOTE Confidence: 0.9759251

00:17:13.889 --> 00:17:14.850 year, which I'll talk about
NOTE Confidence: 0.9759251

00:17:14.850 --> 00:17:15.570 in a little bit, is
NOTE Confidence: 0.9759251

00:17:15.570 --> 00:17:17.010 really expanding that beyond that.

NOTE Confidence: 0.9759251
00:17:17.010 --> 00:17:18.690 So it's really sort of
NOTE Confidence: 0.9759251
00:17:18.690 --> 00:17:20.289 continuing some of the existing
NOTE Confidence: 0.9759251
00:17:20.289 --> 00:17:21.490 programs and, like I said,
NOTE Confidence: 0.9759251
00:17:21.490 --> 00:17:22.950 also building on it.
NOTE Confidence: 0.9536035
00:17:23.649 --> 00:17:24.769 And, again, I think one
NOTE Confidence: 0.9536035
00:17:24.769 --> 00:17:25.649 of the things is not
NOTE Confidence: 0.9536035
00:17:25.649 --> 00:17:27.015 to really reinvent the wheel.
NOTE Confidence: 0.9536035
00:17:27.015 --> 00:17:27.735 So a lot of this
NOTE Confidence: 0.9536035
00:17:27.735 --> 00:17:29.915 is collaboration with folks already,
NOTE Confidence: 0.9705021
00:17:30.295 --> 00:17:31.494 doing some of this work
NOTE Confidence: 0.9705021
00:17:31.494 --> 00:17:32.935 and thinking about kinda how
NOTE Confidence: 0.9705021
00:17:32.935 --> 00:17:35.255 to better support those folks
NOTE Confidence: 0.9705021
00:17:35.255 --> 00:17:35.994 that identify
NOTE Confidence: 0.9906548
00:17:36.295 --> 00:17:37.655 as women in the medical
NOTE Confidence: 0.9906548
00:17:37.655 --> 00:17:38.615 school. But, again, all of
NOTE Confidence: 0.9906548

00:17:38.615 --> 00:17:40.135 our programming is available and

NOTE Confidence: 0.9906548

00:17:40.135 --> 00:17:41.195 open for everyone.

NOTE Confidence: 0.972041

00:17:41.890 --> 00:17:43.330 In terms of sponsorship, this

NOTE Confidence: 0.972041

00:17:43.330 --> 00:17:44.530 is an area that we

NOTE Confidence: 0.972041

00:17:44.530 --> 00:17:45.890 think is really important as

NOTE Confidence: 0.972041

00:17:45.890 --> 00:17:47.650 kinda Darren mentioned, and I

NOTE Confidence: 0.972041

00:17:47.650 --> 00:17:49.109 will touch on it more,

NOTE Confidence: 0.9697876

00:17:49.890 --> 00:17:50.850 you know, when we talk

NOTE Confidence: 0.9697876

00:17:50.850 --> 00:17:52.309 about some of the initiatives.

NOTE Confidence: 0.9697876

00:17:52.369 --> 00:17:53.890 But I think, really, this

NOTE Confidence: 0.9697876

00:17:53.890 --> 00:17:55.510 is a key factor, particularly,

NOTE Confidence: 0.9751134

00:17:56.865 --> 00:17:59.125 as it relates to, ultimately

NOTE Confidence: 0.9751134

00:17:59.265 --> 00:18:00.705 having folks be able to

NOTE Confidence: 0.9751134

00:18:00.705 --> 00:18:01.825 move up and advance in

NOTE Confidence: 0.9751134

00:18:01.825 --> 00:18:03.365 terms of promotion and leadership

NOTE Confidence: 0.9751134

00:18:03.425 --> 00:18:04.225 as well. So a lot

NOTE Confidence: 0.9751134
00:18:04.225 --> 00:18:05.345 of these things are really
NOTE Confidence: 0.9751134
00:18:05.345 --> 00:18:05.845 integrated.
NOTE Confidence: 0.9690607
00:18:06.465 --> 00:18:07.665 And in terms of coaching,
NOTE Confidence: 0.9690607
00:18:07.665 --> 00:18:09.265 right, part of that leadership
NOTE Confidence: 0.9690607
00:18:09.265 --> 00:18:11.425 development program include that Darren
NOTE Confidence: 0.9690607
00:18:11.425 --> 00:18:12.520 David runs for our office,
NOTE Confidence: 0.9690607
00:18:12.520 --> 00:18:13.100 you know,
NOTE Confidence: 0.9684837
00:18:13.559 --> 00:18:15.400 include some coaching. And, hopefully,
NOTE Confidence: 0.9684837
00:18:15.400 --> 00:18:16.200 one of the things that
NOTE Confidence: 0.9684837
00:18:16.200 --> 00:18:17.320 we will do going forward
NOTE Confidence: 0.9684837
00:18:17.320 --> 00:18:19.080 is also expanding and providing
NOTE Confidence: 0.9684837
00:18:19.080 --> 00:18:19.820 more individual
NOTE Confidence: 0.9789551
00:18:20.280 --> 00:18:22.520 level coaching around issues that,
NOTE Confidence: 0.98981583
00:18:23.160 --> 00:18:24.760 individuals that identify as women
NOTE Confidence: 0.98981583
00:18:24.760 --> 00:18:25.500 might experience.
NOTE Confidence: 0.9968262

00:18:26.359 --> 00:18:27.340 Next, please.
NOTE Confidence: 0.9978202

00:18:28.625 --> 00:18:29.664 So in terms of career
NOTE Confidence: 0.9978202

00:18:29.664 --> 00:18:30.705 development, again, a lot of
NOTE Confidence: 0.9978202

00:18:30.705 --> 00:18:31.924 these things are intersecting
NOTE Confidence: 0.9664917

00:18:32.385 --> 00:18:34.565 with, other initiatives across,
NOTE Confidence: 0.98063153

00:18:35.024 --> 00:18:36.164 the medical school.
NOTE Confidence: 0.9970703

00:18:36.625 --> 00:18:37.424 But I think one of
NOTE Confidence: 0.9970703

00:18:37.424 --> 00:18:39.205 the things is really continuing
NOTE Confidence: 0.9970703

00:18:39.424 --> 00:18:39.904 to,
NOTE Confidence: 0.99934894

00:18:40.544 --> 00:18:41.524 you know, offer
NOTE Confidence: 0.99902344

00:18:42.970 --> 00:18:43.470 targeted
NOTE Confidence: 0.9024048

00:18:44.889 --> 00:18:46.909 sort of speakers or programming
NOTE Confidence: 0.9024048

00:18:47.130 --> 00:18:48.429 and networking opportunities
NOTE Confidence: 0.99110246

00:18:49.529 --> 00:18:50.809 for those that identify as
NOTE Confidence: 0.99110246

00:18:50.809 --> 00:18:52.190 women or those underrepresented
NOTE Confidence: 0.9925537

00:18:52.490 --> 00:18:53.710 in medicine and science.

NOTE Confidence: 0.97554153
00:18:54.169 --> 00:18:55.130 That was, I think, one
NOTE Confidence: 0.97554153
00:18:55.130 --> 00:18:55.929 of the things that the
NOTE Confidence: 0.97554153
00:18:55.929 --> 00:18:57.130 office did a really nice
NOTE Confidence: 0.97554153
00:18:57.130 --> 00:18:58.184 job prior to me taking
NOTE Confidence: 0.97554153
00:18:58.184 --> 00:18:58.744 on, and it's one of
NOTE Confidence: 0.97554153
00:18:58.744 --> 00:19:00.105 the things they wanna continue
NOTE Confidence: 0.97554153
00:19:00.105 --> 00:19:00.984 to work on. And one
NOTE Confidence: 0.97554153
00:19:00.984 --> 00:19:01.705 of the things that I
NOTE Confidence: 0.97554153
00:19:01.705 --> 00:19:02.845 think is really critical
NOTE Confidence: 0.99348956
00:19:03.385 --> 00:19:04.505 is that I heard from
NOTE Confidence: 0.99348956
00:19:04.505 --> 00:19:05.325 a lot of folks
NOTE Confidence: 0.9337158
00:19:05.625 --> 00:19:07.065 is, as we did some
NOTE Confidence: 0.9337158
00:19:07.065 --> 00:19:08.025 of the focus groups, is
NOTE Confidence: 0.9337158
00:19:08.025 --> 00:19:09.865 really kinda curating and at
NOTE Confidence: 0.9337158
00:19:09.865 --> 00:19:10.365 least
NOTE Confidence: 0.9187012

00:19:10.744 --> 00:19:11.244 having,
NOTE Confidence: 0.9970703

00:19:11.705 --> 00:19:12.205 some
NOTE Confidence: 0.96870214

00:19:13.519 --> 00:19:15.759 place a launching place for
NOTE Confidence: 0.96870214

00:19:15.759 --> 00:19:16.960 some of these resources that
NOTE Confidence: 0.96870214

00:19:16.960 --> 00:19:18.480 exist across the medical school
NOTE Confidence: 0.96870214

00:19:18.480 --> 00:19:19.519 and kinda how to integrate
NOTE Confidence: 0.96870214

00:19:19.519 --> 00:19:20.320 them. And in fact, I'm
NOTE Confidence: 0.96870214

00:19:20.320 --> 00:19:20.960 in part of one of
NOTE Confidence: 0.96870214

00:19:20.960 --> 00:19:22.159 the working groups that Darren
NOTE Confidence: 0.96870214

00:19:22.159 --> 00:19:23.759 mentioned where we're trying to
NOTE Confidence: 0.96870214

00:19:23.759 --> 00:19:25.059 work on sort of building
NOTE Confidence: 0.96870214

00:19:25.279 --> 00:19:27.519 collaboration across departments, but that
NOTE Confidence: 0.96870214

00:19:27.519 --> 00:19:27.759 also,
NOTE Confidence: 0.96667796

00:19:29.244 --> 00:19:30.924 you know, requires kinda integrating
NOTE Confidence: 0.96667796

00:19:30.924 --> 00:19:32.765 kinda available resources. So that's
NOTE Confidence: 0.96667796

00:19:32.765 --> 00:19:33.565 sort of one way in

NOTE Confidence: 0.96667796

00:19:33.565 --> 00:19:34.684 which we're doing that. Again,

NOTE Confidence: 0.96667796

00:19:34.684 --> 00:19:35.965 not reinventing the wheel, but

NOTE Confidence: 0.96667796

00:19:35.965 --> 00:19:37.725 maybe potentially just pulling together

NOTE Confidence: 0.96667796

00:19:37.725 --> 00:19:38.924 resources that are available and

NOTE Confidence: 0.96667796

00:19:38.924 --> 00:19:40.385 links to existing resources.

NOTE Confidence: 0.96200126

00:19:40.924 --> 00:19:42.044 And, again, this would be,

NOTE Confidence: 0.96200126

00:19:42.044 --> 00:19:43.725 again, in collaboration with a

NOTE Confidence: 0.96200126

00:19:43.725 --> 00:19:44.820 lot of folks across,

NOTE Confidence: 0.94433594

00:19:45.940 --> 00:19:47.399 the medical school, including,

NOTE Confidence: 0.99731445

00:19:48.659 --> 00:19:49.559 Sam's office

NOTE Confidence: 0.9315769

00:19:49.859 --> 00:19:51.220 and it as well as,

NOTE Confidence: 0.9315769

00:19:51.220 --> 00:19:52.340 for example, the the work

NOTE Confidence: 0.9315769

00:19:52.340 --> 00:19:53.299 that that Nhi is doing

NOTE Confidence: 0.9315769

00:19:53.299 --> 00:19:54.659 that he'll talk more about.

NOTE Confidence: 0.9315769

00:19:54.659 --> 00:19:55.880 Next slide, please.

NOTE Confidence: 0.9445647

00:19:57.975 --> 00:19:59.435 And in terms of increasing
NOTE Confidence: 0.9445647

00:19:59.494 --> 00:20:01.015 representation and leadership, again, a
NOTE Confidence: 0.9445647

00:20:01.015 --> 00:20:02.135 lot of this kinda goes
NOTE Confidence: 0.9445647

00:20:02.135 --> 00:20:03.494 hand in hand with some
NOTE Confidence: 0.9445647

00:20:03.494 --> 00:20:04.455 of the other things that
NOTE Confidence: 0.9445647

00:20:04.455 --> 00:20:05.734 I'm mentioning in terms of
NOTE Confidence: 0.9445647

00:20:05.734 --> 00:20:07.515 creating resources for career development,
NOTE Confidence: 0.9445647

00:20:07.734 --> 00:20:08.875 mentorship, sponsorship,
NOTE Confidence: 0.96655273

00:20:10.619 --> 00:20:12.060 and and coaching. But I
NOTE Confidence: 0.96655273

00:20:12.060 --> 00:20:12.460 think,
NOTE Confidence: 0.9536743

00:20:13.180 --> 00:20:14.320 you know, again, working,
NOTE Confidence: 0.97110265

00:20:14.619 --> 00:20:16.859 closely with with Dingwall, as
NOTE Confidence: 0.97110265

00:20:16.859 --> 00:20:18.060 as I mentioned, is gonna
NOTE Confidence: 0.97110265

00:20:18.060 --> 00:20:19.100 be a key component to
NOTE Confidence: 0.97110265

00:20:19.100 --> 00:20:19.980 this. And that's one of
NOTE Confidence: 0.97110265

00:20:19.980 --> 00:20:21.500 the things that we're actively

NOTE Confidence: 0.97110265
00:20:21.500 --> 00:20:22.540 working on is kind of
NOTE Confidence: 0.97110265
00:20:22.540 --> 00:20:23.260 having a good
NOTE Confidence: 0.9580078
00:20:25.075 --> 00:20:25.575 creating
NOTE Confidence: 0.9800618
00:20:26.035 --> 00:20:27.075 a database for us to
NOTE Confidence: 0.9800618
00:20:27.075 --> 00:20:28.035 be able to kinda see
NOTE Confidence: 0.9800618
00:20:28.035 --> 00:20:29.655 the progression of folks across,
NOTE Confidence: 0.9923968
00:20:29.955 --> 00:20:31.475 their career and in terms
NOTE Confidence: 0.9923968
00:20:31.475 --> 00:20:32.215 of promotion.
NOTE Confidence: 0.99082726
00:20:32.595 --> 00:20:33.475 And I think one of
NOTE Confidence: 0.99082726
00:20:33.475 --> 00:20:34.055 the things,
NOTE Confidence: 0.9564209
00:20:34.515 --> 00:20:36.035 would be really important, again,
NOTE Confidence: 0.9564209
00:20:36.035 --> 00:20:37.655 is to really help promote
NOTE Confidence: 0.9304548
00:20:38.669 --> 00:20:40.510 leadership is having targeted leadership
NOTE Confidence: 0.9304548
00:20:40.510 --> 00:20:41.570 development resources.
NOTE Confidence: 0.9928223
00:20:42.029 --> 00:20:43.070 And part of it is
NOTE Confidence: 0.9928223

00:20:43.070 --> 00:20:44.510 kind of expanding our leadership

NOTE Confidence: 0.9928223

00:20:44.510 --> 00:20:46.450 coaching that Darren David already,

NOTE Confidence: 0.9534668

00:20:47.070 --> 00:20:48.510 does and is also expanding

NOTE Confidence: 0.9534668

00:20:48.510 --> 00:20:49.649 on some of the sponsorship.

NOTE Confidence: 0.9970703

00:20:50.590 --> 00:20:51.490 Next, please.

NOTE Confidence: 0.9607476

00:20:53.275 --> 00:20:54.555 And then, again, finally, this

NOTE Confidence: 0.9607476

00:20:54.555 --> 00:20:55.595 is one of the topics

NOTE Confidence: 0.9607476

00:20:55.595 --> 00:20:56.875 that, as I go through

NOTE Confidence: 0.9607476

00:20:56.875 --> 00:20:57.755 some of the findings to

NOTE Confidence: 0.9607476

00:20:57.755 --> 00:20:59.195 our focus groups, it really

NOTE Confidence: 0.9607476

00:20:59.195 --> 00:20:59.935 was highlighted

NOTE Confidence: 1

00:21:00.475 --> 00:21:00.975 by

NOTE Confidence: 0.96606445

00:21:01.675 --> 00:21:02.875 folks across the board. So,

NOTE Confidence: 0.96606445

00:21:02.875 --> 00:21:04.395 again, my office doesn't only

NOTE Confidence: 0.96606445

00:21:04.395 --> 00:21:06.255 represent faculty. It also represents

NOTE Confidence: 0.9973958

00:21:06.795 --> 00:21:07.295 trainees,

NOTE Confidence: 0.9791593

00:21:08.470 --> 00:21:10.230 postdocs, and staff across the

NOTE Confidence: 0.9791593

00:21:10.230 --> 00:21:11.669 medical school. And across the

NOTE Confidence: 0.9791593

00:21:11.669 --> 00:21:12.630 board, this is one of

NOTE Confidence: 0.9791593

00:21:12.630 --> 00:21:13.669 the topics that came up

NOTE Confidence: 0.9791593

00:21:13.669 --> 00:21:14.789 over and over again. So,

NOTE Confidence: 0.9791593

00:21:14.789 --> 00:21:16.549 again, really thinking about how

NOTE Confidence: 0.9791593

00:21:16.549 --> 00:21:17.450 to think about,

NOTE Confidence: 0.99885255

00:21:17.830 --> 00:21:19.590 enhancing support for folks to

NOTE Confidence: 0.99885255

00:21:19.590 --> 00:21:21.450 be able to successfully navigate.

NOTE Confidence: 0.9636754

00:21:22.275 --> 00:21:22.835 And I know I have

NOTE Confidence: 0.9636754

00:21:22.835 --> 00:21:23.955 work life balance in here

NOTE Confidence: 0.9636754

00:21:23.955 --> 00:21:25.075 because I had changed my

NOTE Confidence: 0.9636754

00:21:25.075 --> 00:21:26.195 slides. I really call it

NOTE Confidence: 0.9636754

00:21:26.195 --> 00:21:27.875 life work integration because I

NOTE Confidence: 0.9636754

00:21:27.875 --> 00:21:28.994 don't think there really is

NOTE Confidence: 0.9636754

00:21:28.994 --> 00:21:30.035 such thing as balance because
NOTE Confidence: 0.9636754

00:21:30.035 --> 00:21:31.075 it's really juggle it's a
NOTE Confidence: 0.9636754

00:21:31.075 --> 00:21:31.975 juggling act.
NOTE Confidence: 0.98254395

00:21:32.675 --> 00:21:34.215 And, again, there's really opportunity
NOTE Confidence: 0.98254395

00:21:34.355 --> 00:21:35.975 to work across with other,
NOTE Confidence: 0.9615157

00:21:37.300 --> 00:21:38.900 you know, departments and offices
NOTE Confidence: 0.9615157

00:21:38.900 --> 00:21:40.180 in in in the medical
NOTE Confidence: 0.9615157

00:21:40.180 --> 00:21:41.940 school, and the university at
NOTE Confidence: 0.9615157

00:21:41.940 --> 00:21:43.400 large. Next slide, please.
NOTE Confidence: 0.99791896

00:21:44.180 --> 00:21:45.140 So as I mentioned, one
NOTE Confidence: 0.99791896

00:21:45.140 --> 00:21:45.859 of the things that I
NOTE Confidence: 0.99791896

00:21:45.859 --> 00:21:47.140 was really interested in doing
NOTE Confidence: 0.99791896

00:21:47.140 --> 00:21:47.940 when I took on this
NOTE Confidence: 0.99791896

00:21:47.940 --> 00:21:48.440 role,
NOTE Confidence: 0.97297734

00:21:48.900 --> 00:21:50.195 was really getting a sense
NOTE Confidence: 0.97297734

00:21:50.195 --> 00:21:50.994 of kind of what were

NOTE Confidence: 0.97297734
00:21:50.994 --> 00:21:52.035 the issues. Right? Those what
NOTE Confidence: 0.97297734
00:21:52.035 --> 00:21:53.155 you heard were sort of
NOTE Confidence: 0.97297734
00:21:53.155 --> 00:21:54.835 my vision of my expectations
NOTE Confidence: 0.97297734
00:21:54.835 --> 00:21:55.875 of what I thought the
NOTE Confidence: 0.97297734
00:21:55.875 --> 00:21:56.994 office would focus on, but
NOTE Confidence: 0.97297734
00:21:56.994 --> 00:21:58.115 I really wanted to back
NOTE Confidence: 0.97297734
00:21:58.115 --> 00:21:59.795 this up with data from
NOTE Confidence: 0.97297734
00:21:59.795 --> 00:22:00.295 folks,
NOTE Confidence: 0.9324815
00:22:00.755 --> 00:22:02.435 and their lived experience and
NOTE Confidence: 0.9324815
00:22:02.435 --> 00:22:04.135 and, in terms of,
NOTE Confidence: 0.94344074
00:22:04.820 --> 00:22:06.580 their the barriers that they
NOTE Confidence: 0.94344074
00:22:06.580 --> 00:22:07.080 experience,
NOTE Confidence: 0.9734638
00:22:07.460 --> 00:22:08.820 and the opportunities that they
NOTE Confidence: 0.9734638
00:22:08.820 --> 00:22:09.940 saw. So, again, what we
NOTE Confidence: 0.9734638
00:22:09.940 --> 00:22:11.000 did is we
NOTE Confidence: 0.99902344

00:22:11.619 --> 00:22:12.119 over
NOTE Confidence: 0.8856608

00:22:13.540 --> 00:22:14.580 the course of,
NOTE Confidence: 0.9710036

00:22:15.060 --> 00:22:16.740 from September through March, we
NOTE Confidence: 0.9710036

00:22:16.740 --> 00:22:18.580 we conducted some focus groups
NOTE Confidence: 0.9710036

00:22:18.580 --> 00:22:19.560 to really assess
NOTE Confidence: 0.9718035

00:22:20.105 --> 00:22:20.905 sort of and I'll talk
NOTE Confidence: 0.9718035

00:22:20.905 --> 00:22:21.705 more a little bit about
NOTE Confidence: 0.9718035

00:22:21.705 --> 00:22:22.845 that in the next slide
NOTE Confidence: 0.9718035

00:22:22.905 --> 00:22:24.025 to really assess kind of
NOTE Confidence: 0.9718035

00:22:24.025 --> 00:22:24.984 what the barriers and what
NOTE Confidence: 0.9718035

00:22:24.984 --> 00:22:26.505 the opportunities were, you know,
NOTE Confidence: 0.9718035

00:22:26.505 --> 00:22:27.945 and that's kinda helped inform
NOTE Confidence: 0.9718035

00:22:27.945 --> 00:22:28.825 sort of some of our
NOTE Confidence: 0.9718035

00:22:28.825 --> 00:22:30.605 programming for the coming year.
NOTE Confidence: 0.9718035

00:22:30.744 --> 00:22:32.265 And, again, what the plan
NOTE Confidence: 0.9718035

00:22:32.265 --> 00:22:33.769 is to sort of, you

NOTE Confidence: 0.9718035
00:22:33.769 --> 00:22:35.289 know, kinda do this process
NOTE Confidence: 0.9718035
00:22:35.289 --> 00:22:36.649 on an ongoing basis, but
NOTE Confidence: 0.9718035
00:22:36.649 --> 00:22:37.850 it really was helpful. Next
NOTE Confidence: 0.9718035
00:22:37.850 --> 00:22:38.350 slide.
NOTE Confidence: 0.9482829
00:22:38.889 --> 00:22:39.690 Oh, I think there's a
NOTE Confidence: 0.9482829
00:22:39.690 --> 00:22:40.730 couple of things. So so
NOTE Confidence: 0.9482829
00:22:40.730 --> 00:22:41.929 we did the focus groups,
NOTE Confidence: 0.9482829
00:22:41.929 --> 00:22:42.889 and we kinda had a
NOTE Confidence: 0.9482829
00:22:42.889 --> 00:22:43.609 lot of buy in and
NOTE Confidence: 0.9482829
00:22:43.609 --> 00:22:45.389 engagement from folks, again, across
NOTE Confidence: 0.998291
00:22:45.690 --> 00:22:46.429 the spectrum.
NOTE Confidence: 0.77905273
00:22:47.049 --> 00:22:47.535 Next,
NOTE Confidence: 0.9508121
00:22:48.015 --> 00:22:49.455 click it again. Yep. And,
NOTE Confidence: 0.9508121
00:22:49.455 --> 00:22:50.415 again, this is gonna be
NOTE Confidence: 0.9508121
00:22:50.415 --> 00:22:51.695 sort of ongoing engagement. So
NOTE Confidence: 0.9508121

00:22:51.695 --> 00:22:52.494 that we have the first
NOTE Confidence: 0.9508121

00:22:52.494 --> 00:22:53.795 round, we have some initiatives,
NOTE Confidence: 0.9508121

00:22:53.855 --> 00:22:54.815 but I plan to kinda
NOTE Confidence: 0.9508121

00:22:54.815 --> 00:22:55.935 continue to do this on
NOTE Confidence: 0.9508121

00:22:55.935 --> 00:22:56.994 a yearly basis,
NOTE Confidence: 0.98945314

00:22:57.375 --> 00:22:58.755 maybe on a smaller scale.
NOTE Confidence: 0.9568441

00:22:59.055 --> 00:22:59.950 Thank you, Darren. So in
NOTE Confidence: 0.9568441

00:22:59.950 --> 00:23:00.990 terms of the focus groups,
NOTE Confidence: 0.9568441

00:23:00.990 --> 00:23:01.869 like I said, we we,
NOTE Confidence: 0.9568441

00:23:02.190 --> 00:23:04.350 conduct between March, September and
NOTE Confidence: 0.9568441

00:23:04.350 --> 00:23:05.310 March, and it was twelve
NOTE Confidence: 0.9568441

00:23:05.310 --> 00:23:07.310 different focus groups. In total,
NOTE Confidence: 0.9568441

00:23:07.310 --> 00:23:08.590 we ended up having at
NOTE Confidence: 0.9568441

00:23:08.590 --> 00:23:10.210 least twenty six ladder faculty
NOTE Confidence: 0.9568441

00:23:10.270 --> 00:23:12.450 attend, thirteen staff, three postdocs,
NOTE Confidence: 0.88757324

00:23:13.415 --> 00:23:14.934 four medical students and two

NOTE Confidence: 0.88757324

00:23:14.934 --> 00:23:16.615 PhD students and at least,

NOTE Confidence: 0.98779297

00:23:17.895 --> 00:23:19.494 three or four different affinity

NOTE Confidence: 0.98779297

00:23:19.494 --> 00:23:20.554 groups that participated

NOTE Confidence: 0.9883789

00:23:20.855 --> 00:23:22.934 in this. These sessions really,

NOTE Confidence: 0.9644736

00:23:23.494 --> 00:23:24.960 were mixed. So, like, except

NOTE Confidence: 0.9644736

00:23:25.039 --> 00:23:25.919 for some of the affinity

NOTE Confidence: 0.9644736

00:23:25.919 --> 00:23:26.799 group ones, the rest of

NOTE Confidence: 0.9644736

00:23:26.799 --> 00:23:27.760 them, you know, it was

NOTE Confidence: 0.9644736

00:23:27.760 --> 00:23:28.800 open to anyone that was

NOTE Confidence: 0.9644736

00:23:28.960 --> 00:23:30.480 wanted to participate and provide

NOTE Confidence: 0.9644736

00:23:30.480 --> 00:23:30.980 feedback,

NOTE Confidence: 0.9297078

00:23:31.760 --> 00:23:32.960 and really kinda explore the

NOTE Confidence: 0.9297078

00:23:32.960 --> 00:23:35.039 lived experiences, again, of anybody

NOTE Confidence: 0.9297078

00:23:35.039 --> 00:23:35.779 that identified

NOTE Confidence: 0.991333

00:23:36.080 --> 00:23:37.760 as, women at Yale School

NOTE Confidence: 0.991333

00:23:37.760 --> 00:23:39.539 of Medicine. Next slide, please.

NOTE Confidence: 0.9753906

00:23:40.994 --> 00:23:42.435 And so what we found

NOTE Confidence: 0.9753906

00:23:42.435 --> 00:23:44.115 in terms of the, from

NOTE Confidence: 0.9753906

00:23:44.675 --> 00:23:45.895 we took kind of all

NOTE Confidence: 0.8647461

00:23:46.515 --> 00:23:47.555 the notes and all the,

NOTE Confidence: 0.9382774

00:23:48.435 --> 00:23:50.035 data from these focus groups

NOTE Confidence: 0.9382774

00:23:50.035 --> 00:23:51.395 that kind of identified sort

NOTE Confidence: 0.9382774

00:23:51.395 --> 00:23:52.915 of, some core themes. And

NOTE Confidence: 0.9382774

00:23:52.915 --> 00:23:54.275 I listed them here from

NOTE Confidence: 0.9382774

00:23:54.275 --> 00:23:55.650 the most frequently cited to

NOTE Confidence: 0.9382774

00:23:55.650 --> 00:23:56.850 to the least frequently cited.

NOTE Confidence: 0.9382774

00:23:56.850 --> 00:23:58.210 But, again, these came up

NOTE Confidence: 0.9382774

00:23:58.210 --> 00:23:59.109 sort of repeatedly,

NOTE Confidence: 0.88985187

00:23:59.570 --> 00:24:00.770 like I said, across the

NOTE Confidence: 0.88985187

00:24:00.770 --> 00:24:01.270 board

NOTE Confidence: 0.800354

00:24:01.650 --> 00:24:03.010 regardless of sort of,

NOTE Confidence: 0.9995117
00:24:03.650 --> 00:24:04.390 what level
NOTE Confidence: 0.9396798
00:24:04.690 --> 00:24:05.730 in engagement you are at
NOTE Confidence: 0.9396798
00:24:05.730 --> 00:24:07.010 the medical school. So the
NOTE Confidence: 0.9396798
00:24:07.010 --> 00:24:08.390 main one really was
NOTE Confidence: 0.9540351
00:24:08.775 --> 00:24:10.535 this is universally cited across
NOTE Confidence: 0.9540351
00:24:10.535 --> 00:24:12.135 all groups, faculty, staff, trainees,
NOTE Confidence: 0.9540351
00:24:12.135 --> 00:24:13.494 and students, which was really
NOTE Confidence: 0.9540351
00:24:13.494 --> 00:24:15.335 this work life challenges and
NOTE Confidence: 0.9540351
00:24:15.335 --> 00:24:16.855 the care given burden. Right?
NOTE Confidence: 0.9540351
00:24:16.855 --> 00:24:18.395 And it's, again, this persistent
NOTE Confidence: 0.9540351
00:24:18.535 --> 00:24:19.335 strain for a lot of
NOTE Confidence: 0.9540351
00:24:19.335 --> 00:24:20.550 folks that have either child
NOTE Confidence: 0.9540351
00:24:20.550 --> 00:24:21.590 care, but even if it's
NOTE Confidence: 0.9540351
00:24:21.590 --> 00:24:22.630 not child care, some elder
NOTE Confidence: 0.9540351
00:24:22.630 --> 00:24:23.670 care and then some folks
NOTE Confidence: 0.9540351

00:24:23.670 --> 00:24:25.369 struggling with really managing both.

NOTE Confidence: 0.9166667

00:24:25.750 --> 00:24:27.610 And so that, came across

NOTE Confidence: 0.9166667

00:24:27.910 --> 00:24:28.710 and a lot of,

NOTE Confidence: 0.98359376

00:24:29.670 --> 00:24:31.369 challenges around sort of flexibility,

NOTE Confidence: 0.9842529

00:24:32.230 --> 00:24:33.210 finding coverage,

NOTE Confidence: 0.9608724

00:24:34.205 --> 00:24:35.645 and additionally, sort of some

NOTE Confidence: 0.9608724

00:24:35.645 --> 00:24:36.765 family support. So this sort

NOTE Confidence: 0.9608724

00:24:36.765 --> 00:24:38.145 of is something that came,

NOTE Confidence: 0.99350995

00:24:38.685 --> 00:24:40.685 up in nearly every session

NOTE Confidence: 0.99350995

00:24:40.685 --> 00:24:42.285 that we held. And as

NOTE Confidence: 0.99350995

00:24:42.285 --> 00:24:42.845 a result,

NOTE Confidence: 0.9917763

00:24:43.165 --> 00:24:44.125 one of the things that

NOTE Confidence: 0.9917763

00:24:44.125 --> 00:24:45.565 this has kind of inspired

NOTE Confidence: 0.9917763

00:24:45.565 --> 00:24:46.285 us to do is to

NOTE Confidence: 0.9917763

00:24:46.285 --> 00:24:47.505 create a work life

NOTE Confidence: 0.9742753

00:24:47.940 --> 00:24:49.299 integration series that we will

NOTE Confidence: 0.9742753

00:24:49.299 --> 00:24:50.260 be launching in the fall,

NOTE Confidence: 0.9742753

00:24:50.260 --> 00:24:51.059 and I'll talk a little

NOTE Confidence: 0.9742753

00:24:51.059 --> 00:24:52.200 bit more about that.

NOTE Confidence: 0.906467

00:24:52.580 --> 00:24:53.940 The second was career development

NOTE Confidence: 0.906467

00:24:53.940 --> 00:24:55.720 promotion and advancement barriers.

NOTE Confidence: 0.9932617

00:24:56.100 --> 00:24:57.799 Again, this was highly prevalent,

NOTE Confidence: 0.95608956

00:24:58.260 --> 00:25:00.100 across faculty, staff, and trainees

NOTE Confidence: 0.95608956

00:25:00.100 --> 00:25:00.919 again. So,

NOTE Confidence: 0.9261331

00:25:01.715 --> 00:25:02.755 there was a sense that

NOTE Confidence: 0.9261331

00:25:02.755 --> 00:25:04.195 at the departmental level, there

NOTE Confidence: 0.9261331

00:25:04.195 --> 00:25:05.955 was unclear promotion pathways. I

NOTE Confidence: 0.9261331

00:25:05.955 --> 00:25:07.155 think folks have a clear,

NOTE Confidence: 0.9261331

00:25:07.155 --> 00:25:08.435 clear sense once you kinda

NOTE Confidence: 0.9261331

00:25:08.435 --> 00:25:10.195 can get to the medical

NOTE Confidence: 0.9261331

00:25:10.195 --> 00:25:11.475 school wide level. But I

NOTE Confidence: 0.9261331

00:25:11.475 --> 00:25:12.755 think at the department level,
NOTE Confidence: 0.9261331

00:25:12.755 --> 00:25:13.795 some folks still felt that
NOTE Confidence: 0.9261331

00:25:13.795 --> 00:25:14.595 there were some lack of
NOTE Confidence: 0.9261331

00:25:14.595 --> 00:25:15.095 clarity,
NOTE Confidence: 0.99469864

00:25:15.850 --> 00:25:16.809 and then sort of some
NOTE Confidence: 0.99469864

00:25:16.809 --> 00:25:17.869 challenges around,
NOTE Confidence: 0.98321533

00:25:18.490 --> 00:25:20.330 sort of compensation and and
NOTE Confidence: 0.98321533

00:25:20.330 --> 00:25:21.710 opportunities for advancement.
NOTE Confidence: 0.9864502

00:25:22.090 --> 00:25:23.529 Then there's mentorship gaps and
NOTE Confidence: 0.9864502

00:25:23.529 --> 00:25:24.510 lack of sponsorship.
NOTE Confidence: 0.9614868

00:25:25.130 --> 00:25:26.250 And, again, this is,
NOTE Confidence: 0.9404297

00:25:26.889 --> 00:25:28.090 as I mentioned before, an
NOTE Confidence: 0.9404297

00:25:28.090 --> 00:25:30.244 area that collaborating with, you
NOTE Confidence: 0.9404297

00:25:30.244 --> 00:25:31.525 know, Darren and and other
NOTE Confidence: 0.9404297

00:25:31.525 --> 00:25:32.805 folks is in ACES along
NOTE Confidence: 0.9404297

00:25:32.805 --> 00:25:34.085 with Darren David, something that

NOTE Confidence: 0.9404297
00:25:34.085 --> 00:25:35.305 we're expanding on.
NOTE Confidence: 0.9863932
00:25:35.685 --> 00:25:36.485 And I and I think
NOTE Confidence: 0.9863932
00:25:36.485 --> 00:25:37.285 one of the things that
NOTE Confidence: 0.9863932
00:25:37.285 --> 00:25:38.565 we heard repeatedly is that
NOTE Confidence: 0.9863932
00:25:38.565 --> 00:25:39.925 folks you know, we have
NOTE Confidence: 0.9863932
00:25:39.925 --> 00:25:41.125 some program, like I mentioned,
NOTE Confidence: 0.9863932
00:25:41.125 --> 00:25:42.665 for early career, mid career
NOTE Confidence: 0.9661597
00:25:43.080 --> 00:25:44.279 folks, but we really don't
NOTE Confidence: 0.9661597
00:25:44.279 --> 00:25:45.799 have anything for folks that,
NOTE Confidence: 0.9661597
00:25:45.799 --> 00:25:47.240 you know, be like, are
NOTE Confidence: 0.9661597
00:25:47.240 --> 00:25:48.679 advanced in terms of their
NOTE Confidence: 0.9661597
00:25:48.679 --> 00:25:50.039 associate professor level. So really
NOTE Confidence: 0.9661597
00:25:50.039 --> 00:25:51.320 kinda how to support folks
NOTE Confidence: 0.9661597
00:25:51.320 --> 00:25:52.760 to that next level. And
NOTE Confidence: 0.9661597
00:25:52.760 --> 00:25:53.640 so one of the things
NOTE Confidence: 0.9661597

00:25:53.640 --> 00:25:54.140 that,
NOTE Confidence: 0.993511

00:25:54.760 --> 00:25:55.559 so we heard that loud
NOTE Confidence: 0.993511

00:25:55.559 --> 00:25:56.440 and clear from folks, and
NOTE Confidence: 0.993511

00:25:56.440 --> 00:25:57.240 that's one of the things
NOTE Confidence: 0.993511

00:25:57.240 --> 00:25:58.700 that we're expanding on
NOTE Confidence: 0.9801136

00:25:59.075 --> 00:26:00.994 is creating a leadership development
NOTE Confidence: 0.9801136

00:26:00.994 --> 00:26:03.155 program specifically tailored for advanced
NOTE Confidence: 0.9801136

00:26:03.155 --> 00:26:03.655 career
NOTE Confidence: 0.9462515

00:26:04.595 --> 00:26:06.434 folks. And then, sort of
NOTE Confidence: 0.9462515

00:26:06.434 --> 00:26:08.515 concerns about compensation and equity,
NOTE Confidence: 0.9462515

00:26:08.515 --> 00:26:09.415 lack of transparency,
NOTE Confidence: 0.94511276

00:26:11.119 --> 00:26:12.880 staff shortages and role overload
NOTE Confidence: 0.94511276

00:26:12.880 --> 00:26:14.320 that also came across, you
NOTE Confidence: 0.94511276

00:26:14.320 --> 00:26:14.820 know,
NOTE Confidence: 0.94140625

00:26:15.280 --> 00:26:15.780 specifically
NOTE Confidence: 0.9277344

00:26:16.320 --> 00:26:18.020 around staff and clinical faculty,

NOTE Confidence: 0.8939752

00:26:18.800 --> 00:26:20.000 the sense of there's chronic

NOTE Confidence: 0.8939752

00:26:20.000 --> 00:26:20.500 understaffing

NOTE Confidence: 0.9798991

00:26:20.800 --> 00:26:21.700 and role overload.

NOTE Confidence: 0.9433594

00:26:22.080 --> 00:26:22.880 And I think a lot

NOTE Confidence: 0.9433594

00:26:22.880 --> 00:26:24.315 of times specifically for those

NOTE Confidence: 0.9433594

00:26:24.315 --> 00:26:25.915 identify as women having sort

NOTE Confidence: 0.9433594

00:26:25.915 --> 00:26:26.715 of a lot of what

NOTE Confidence: 0.9433594

00:26:26.715 --> 00:26:28.095 we call invisible labor.

NOTE Confidence: 0.9815486

00:26:28.475 --> 00:26:29.915 And so whether that's kinda

NOTE Confidence: 0.9815486

00:26:29.915 --> 00:26:31.434 taking on more mentorship roles,

NOTE Confidence: 0.9815486

00:26:31.434 --> 00:26:32.475 taking on more sort of

NOTE Confidence: 0.9815486

00:26:32.475 --> 00:26:34.075 the administrative work than maybe

NOTE Confidence: 0.9815486

00:26:34.075 --> 00:26:35.275 some of their male colleagues

NOTE Confidence: 0.9815486

00:26:35.275 --> 00:26:35.775 might.

NOTE Confidence: 0.97825116

00:26:36.240 --> 00:26:37.940 And then finally, underrepresentation

NOTE Confidence: 0.92318565

00:26:38.400 --> 00:26:40.000 and leadership, which, was not
NOTE Confidence: 0.92318565

00:26:40.000 --> 00:26:41.359 surprising was an issue. But,
NOTE Confidence: 0.92318565

00:26:41.359 --> 00:26:43.119 again, that came across, all
NOTE Confidence: 0.92318565

00:26:43.119 --> 00:26:44.660 groups. Next slide, please.
NOTE Confidence: 0.96259767

00:26:45.359 --> 00:26:46.320 So I I already kinda
NOTE Confidence: 0.96259767

00:26:46.320 --> 00:26:47.359 mentioned some of the things
NOTE Confidence: 0.96259767

00:26:47.359 --> 00:26:48.640 that we might be doing
NOTE Confidence: 0.96259767

00:26:48.640 --> 00:26:50.000 to, address some of this,
NOTE Confidence: 0.96259767

00:26:50.000 --> 00:26:50.715 but this is sort of
NOTE Confidence: 0.96259767

00:26:50.715 --> 00:26:51.434 to review. One of the
NOTE Confidence: 0.96259767

00:26:51.434 --> 00:26:52.895 things that we already started
NOTE Confidence: 0.8993327

00:26:53.275 --> 00:26:54.255 and we launched,
NOTE Confidence: 0.947347

00:26:54.875 --> 00:26:56.475 back in April, in fact,
NOTE Confidence: 0.947347

00:26:56.475 --> 00:26:57.434 and had a second one
NOTE Confidence: 0.947347

00:26:57.434 --> 00:26:58.554 this month, and we're gonna
NOTE Confidence: 0.947347

00:26:58.554 --> 00:26:59.934 continue it is a community

NOTE Confidence: 0.947347

00:26:59.994 --> 00:27:00.494 circles.

NOTE Confidence: 0.97696316

00:27:00.955 --> 00:27:02.955 And, again, this was really

NOTE Confidence: 0.97696316

00:27:02.955 --> 00:27:04.170 based on the feedback of

NOTE Confidence: 0.97696316

00:27:04.170 --> 00:27:05.770 folks really enjoying just the

NOTE Confidence: 0.97696316

00:27:05.770 --> 00:27:06.810 simple fact of coming to

NOTE Confidence: 0.97696316

00:27:06.810 --> 00:27:08.010 the focus groups, of having

NOTE Confidence: 0.97696316

00:27:08.010 --> 00:27:09.210 that space where people can

NOTE Confidence: 0.97696316

00:27:09.210 --> 00:27:10.650 come together and have a

NOTE Confidence: 0.97696316

00:27:10.650 --> 00:27:12.030 space to talk. So,

NOTE Confidence: 0.97204787

00:27:12.410 --> 00:27:13.530 it was we got such

NOTE Confidence: 0.97204787

00:27:13.530 --> 00:27:14.570 good feedback about it that

NOTE Confidence: 0.97204787

00:27:14.570 --> 00:27:15.930 we actually created these community

NOTE Confidence: 0.97204787

00:27:15.930 --> 00:27:17.130 groups. We did two pilots,

NOTE Confidence: 0.97204787

00:27:17.130 --> 00:27:18.465 like I mentioned, and those

NOTE Confidence: 0.97204787

00:27:18.465 --> 00:27:19.744 were also very well attended,

NOTE Confidence: 0.97204787

00:27:19.744 --> 00:27:20.625 and we got very good
NOTE Confidence: 0.97204787

00:27:20.625 --> 00:27:22.065 feedback. So now we're continuing
NOTE Confidence: 0.97204787

00:27:22.065 --> 00:27:23.585 that. And so be on
NOTE Confidence: 0.97204787

00:27:23.585 --> 00:27:24.865 the lookout for those that
NOTE Confidence: 0.97204787

00:27:24.865 --> 00:27:25.984 will be held monthly in
NOTE Confidence: 0.97204787

00:27:25.984 --> 00:27:26.945 different days of the week
NOTE Confidence: 0.97204787

00:27:26.945 --> 00:27:27.845 so that folks,
NOTE Confidence: 0.9410593

00:27:28.785 --> 00:27:30.005 are able to make it.
NOTE Confidence: 0.9410593

00:27:30.225 --> 00:27:31.345 And then, like I mentioned
NOTE Confidence: 0.9410593

00:27:31.345 --> 00:27:32.389 earlier, is the work life
NOTE Confidence: 0.9410593

00:27:32.389 --> 00:27:33.750 integration series, where we'll be
NOTE Confidence: 0.9410593

00:27:33.750 --> 00:27:35.669 launching in September. Again, touching
NOTE Confidence: 0.9410593

00:27:35.669 --> 00:27:36.470 on a lot of the
NOTE Confidence: 0.9410593

00:27:36.470 --> 00:27:38.070 issues that folks kinda brought
NOTE Confidence: 0.9410593

00:27:38.070 --> 00:27:39.210 up related to,
NOTE Confidence: 0.92439777

00:27:40.149 --> 00:27:41.509 the the barriers that they

NOTE Confidence: 0.92439777
00:27:41.509 --> 00:27:42.009 experience
NOTE Confidence: 0.99365234
00:27:42.309 --> 00:27:43.210 related to
NOTE Confidence: 0.56591797
00:27:44.149 --> 00:27:44.649 family
NOTE Confidence: 0.9835612
00:27:45.465 --> 00:27:46.744 life and life outside of
NOTE Confidence: 0.9835612
00:27:46.744 --> 00:27:47.625 work and work and how
NOTE Confidence: 0.9835612
00:27:47.625 --> 00:27:49.085 to how to navigate that.
NOTE Confidence: 0.9914958
00:27:49.544 --> 00:27:50.744 And then one of the
NOTE Confidence: 0.9914958
00:27:50.744 --> 00:27:52.744 things that we are going
NOTE Confidence: 0.9914958
00:27:52.744 --> 00:27:53.325 to be,
NOTE Confidence: 1
00:27:54.265 --> 00:27:54.765 actively
NOTE Confidence: 0.99902344
00:27:55.225 --> 00:27:55.725 supporting
NOTE Confidence: 0.98668617
00:27:56.105 --> 00:27:58.105 and creating along with Darren
NOTE Confidence: 0.98668617
00:27:58.105 --> 00:27:59.065 David is sort of this
NOTE Confidence: 0.98668617
00:27:59.065 --> 00:28:00.924 peer to peer sponsorship program
NOTE Confidence: 0.9807961
00:28:01.250 --> 00:28:02.609 that's really gonna be based
NOTE Confidence: 0.9807961

00:28:02.609 --> 00:28:03.890 on the leadership the folks
NOTE Confidence: 0.9807961

00:28:03.890 --> 00:28:05.490 that participated in the leadership
NOTE Confidence: 0.9807961

00:28:05.490 --> 00:28:06.850 development program, but it's gonna
NOTE Confidence: 0.9807961

00:28:06.850 --> 00:28:08.050 be expanded and open to
NOTE Confidence: 0.9807961

00:28:08.050 --> 00:28:09.410 anyone that's interested in doing
NOTE Confidence: 0.9807961

00:28:09.410 --> 00:28:10.850 this. So that's something that
NOTE Confidence: 0.9807961

00:28:10.850 --> 00:28:12.130 sort of we're currently working
NOTE Confidence: 0.9807961

00:28:12.130 --> 00:28:13.510 on and hopefully launching,
NOTE Confidence: 0.9567308

00:28:14.524 --> 00:28:16.125 in the coming months. And
NOTE Confidence: 0.9567308

00:28:16.125 --> 00:28:17.244 like I already mentioned, the
NOTE Confidence: 0.9567308

00:28:17.244 --> 00:28:18.544 advanced career development,
NOTE Confidence: 0.9784459

00:28:19.164 --> 00:28:21.325 leadership development program, which is
NOTE Confidence: 0.9784459

00:28:21.325 --> 00:28:22.065 in progress.
NOTE Confidence: 0.94353265

00:28:22.445 --> 00:28:23.404 And I and I mentioned
NOTE Confidence: 0.94353265

00:28:23.404 --> 00:28:24.524 that as well in terms
NOTE Confidence: 0.94353265

00:28:24.524 --> 00:28:26.125 of working with Dean Ball

NOTE Confidence: 0.94353265
00:28:26.125 --> 00:28:27.404 on the OAPD and creating
NOTE Confidence: 0.94353265
00:28:27.404 --> 00:28:29.010 a system to evaluate equity
NOTE Confidence: 0.94353265
00:28:29.010 --> 00:28:30.609 and promotions across the medical
NOTE Confidence: 0.94353265
00:28:30.609 --> 00:28:31.109 school.
NOTE Confidence: 0.998291
00:28:31.810 --> 00:28:32.550 Next slide.
NOTE Confidence: 0.9958008
00:28:33.970 --> 00:28:35.350 And that's it for me.
NOTE Confidence: 0.9617513
00:28:38.690 --> 00:28:39.810 Alright. Thank you so much,
NOTE Confidence: 0.9617513
00:28:39.810 --> 00:28:41.190 Ariadna. Thank you, Darren.
NOTE Confidence: 0.96971786
00:28:41.605 --> 00:28:42.325 It's good to be here
NOTE Confidence: 0.96971786
00:28:42.325 --> 00:28:43.625 with you all this afternoon.
NOTE Confidence: 0.96971786
00:28:43.684 --> 00:28:45.065 Fortunately, I think I did
NOTE Confidence: 0.96971786
00:28:45.205 --> 00:28:46.164 unmute my audio. I was
NOTE Confidence: 0.96971786
00:28:46.164 --> 00:28:46.885 worried that was gonna be
NOTE Confidence: 0.96971786
00:28:46.885 --> 00:28:47.705 an issue, but,
NOTE Confidence: 0.96533203
00:28:48.644 --> 00:28:49.565 thankful to,
NOTE Confidence: 0.99211776

00:28:50.284 --> 00:28:51.524 to Sam for giving us
NOTE Confidence: 0.99211776

00:28:51.524 --> 00:28:52.264 this opportunity.
NOTE Confidence: 0.90600586

00:28:52.804 --> 00:28:53.610 And they
NOTE Confidence: 0.7839111

00:28:54.650 --> 00:28:55.049 've teed things up for
NOTE Confidence: 0.7839111

00:28:55.049 --> 00:28:56.429 me well. So you're gonna
NOTE Confidence: 0.9263265

00:28:56.730 --> 00:28:57.093 hear a little bit of
NOTE Confidence: 0.9263265

00:28:57.093 --> 00:28:57.457 overlap, but I think that
NOTE Confidence: 0.9263265

00:28:57.457 --> 00:28:58.409 also speaks to some of
NOTE Confidence: 0.9263265

00:28:58.409 --> 00:29:00.090 the, unifying principles of some
NOTE Confidence: 0.9263265

00:29:00.090 --> 00:29:01.130 of our efforts as well.
NOTE Confidence: 0.9263265

00:29:01.130 --> 00:29:02.170 But basically what I'm gonna
NOTE Confidence: 0.9263265

00:29:02.170 --> 00:29:03.210 be talking about is one
NOTE Confidence: 0.9263265

00:29:03.210 --> 00:29:04.730 of our specific programs is
NOTE Confidence: 0.9263265

00:29:04.730 --> 00:29:06.350 really focused on a small,
NOTE Confidence: 0.9397786

00:29:06.730 --> 00:29:08.190 small cohort mentorship,
NOTE Confidence: 0.99853516

00:29:08.895 --> 00:29:09.395 program.

NOTE Confidence: 0.99035645
00:29:09.695 --> 00:29:10.735 So you already saw this
NOTE Confidence: 0.99035645
00:29:10.735 --> 00:29:12.095 mission statement from Darren as
NOTE Confidence: 0.99035645
00:29:12.095 --> 00:29:13.135 well, but I did want
NOTE Confidence: 0.99035645
00:29:13.135 --> 00:29:14.735 to just reiterate it again
NOTE Confidence: 0.99035645
00:29:14.735 --> 00:29:16.015 just because a lot of
NOTE Confidence: 0.99035645
00:29:16.015 --> 00:29:16.815 what I think about in
NOTE Confidence: 0.99035645
00:29:16.815 --> 00:29:18.255 terms of faculty development is
NOTE Confidence: 0.99035645
00:29:18.255 --> 00:29:18.755 really
NOTE Confidence: 0.9509356
00:29:19.215 --> 00:29:20.655 grounded in our Yale School
NOTE Confidence: 0.9509356
00:29:20.655 --> 00:29:21.855 of Medicine mission statement. So
NOTE Confidence: 0.9509356
00:29:21.855 --> 00:29:22.495 I'm gonna go ahead and
NOTE Confidence: 0.9509356
00:29:22.495 --> 00:29:23.295 read it real quick. If
NOTE Confidence: 0.9509356
00:29:23.295 --> 00:29:24.220 not, I know many of
NOTE Confidence: 0.9509356
00:29:24.220 --> 00:29:25.179 you are familiar with it
NOTE Confidence: 0.9509356
00:29:25.179 --> 00:29:25.679 already.
NOTE Confidence: 0.98217773

00:29:26.059 --> 00:29:27.679 Yale School of Medicine educates
NOTE Confidence: 0.98217773

00:29:27.740 --> 00:29:29.659 and nurtures creative leaders in
NOTE Confidence: 0.98217773

00:29:29.659 --> 00:29:30.639 medicine and science,
NOTE Confidence: 0.98742676

00:29:30.940 --> 00:29:33.440 promoting curiosity and critical inquiry
NOTE Confidence: 0.98742676

00:29:33.500 --> 00:29:35.440 in an inclusive environment enriched
NOTE Confidence: 0.98742676

00:29:35.580 --> 00:29:36.320 by diversity.
NOTE Confidence: 0.86035156

00:29:37.144 --> 00:29:38.365 We advance discovery
NOTE Confidence: 0.91641235

00:29:38.825 --> 00:29:40.924 and innovation fostered by partnerships
NOTE Confidence: 0.91641235

00:29:40.985 --> 00:29:42.044 across the university,
NOTE Confidence: 0.99641925

00:29:42.504 --> 00:29:44.184 our local community, and the
NOTE Confidence: 0.99641925

00:29:44.184 --> 00:29:44.684 world.
NOTE Confidence: 0.99886066

00:29:44.985 --> 00:29:46.264 We care for patients with
NOTE Confidence: 0.99886066

00:29:46.264 --> 00:29:46.764 compassion
NOTE Confidence: 0.99815536

00:29:47.065 --> 00:29:48.664 and commit to improving the
NOTE Confidence: 0.99815536

00:29:48.664 --> 00:29:50.044 health of all people.
NOTE Confidence: 0.9539701

00:29:50.750 --> 00:29:51.550 And so when it comes

NOTE Confidence: 0.9539701

00:29:51.550 --> 00:29:53.090 to this aspect of faculty

NOTE Confidence: 0.9539701

00:29:53.150 --> 00:29:54.530 to faculty development,

NOTE Confidence: 0.97694975

00:29:55.070 --> 00:29:56.190 that really, for me, kind

NOTE Confidence: 0.97694975

00:29:56.190 --> 00:29:57.150 of ties in with this

NOTE Confidence: 0.97694975

00:29:57.150 --> 00:29:58.590 first part of this mission

NOTE Confidence: 0.97694975

00:29:58.590 --> 00:30:00.190 statement, really making sure that

NOTE Confidence: 0.97694975

00:30:00.190 --> 00:30:01.710 we are providing support to

NOTE Confidence: 0.97694975

00:30:01.710 --> 00:30:02.850 you all as faculty

NOTE Confidence: 0.9947754

00:30:03.245 --> 00:30:04.365 and making sure that we're

NOTE Confidence: 0.9947754

00:30:04.365 --> 00:30:06.465 creating and fostering and facilitating

NOTE Confidence: 0.99609375

00:30:06.845 --> 00:30:08.145 an inclusive environment.

NOTE Confidence: 0.9700856

00:30:09.165 --> 00:30:10.685 So for the faculty development

NOTE Confidence: 0.9700856

00:30:10.685 --> 00:30:11.885 program itself, Darren, you can

NOTE Confidence: 0.9700856

00:30:11.885 --> 00:30:13.005 hit the next button if

NOTE Confidence: 0.9700856

00:30:13.005 --> 00:30:13.665 you could.

NOTE Confidence: 0.9450971

00:30:14.765 --> 00:30:15.725 So the program that we're
NOTE Confidence: 0.9450971

00:30:15.725 --> 00:30:16.525 gonna be talking about this
NOTE Confidence: 0.9450971

00:30:16.525 --> 00:30:18.145 afternoon is our faculty development
NOTE Confidence: 0.9450971

00:30:18.205 --> 00:30:18.865 and collaborative
NOTE Confidence: 0.96937394

00:30:19.210 --> 00:30:20.890 excellence program, also known as
NOTE Confidence: 0.96937394

00:30:20.890 --> 00:30:21.390 FCE.
NOTE Confidence: 0.99471027

00:30:22.090 --> 00:30:23.930 And this FCE program basically
NOTE Confidence: 0.99471027

00:30:23.930 --> 00:30:25.690 serves as a supportive resource
NOTE Confidence: 0.99471027

00:30:25.690 --> 00:30:26.430 for faculty
NOTE Confidence: 0.94524276

00:30:26.730 --> 00:30:28.350 as they navigate their careers,
NOTE Confidence: 0.94524276

00:30:28.650 --> 00:30:30.410 connecting them with mentorship teams,
NOTE Confidence: 0.94524276

00:30:30.410 --> 00:30:32.190 leadership and funding opportunities,
NOTE Confidence: 0.96815324

00:30:32.975 --> 00:30:34.515 and a network of supportive
NOTE Confidence: 0.96815324

00:30:34.575 --> 00:30:36.515 colleagues, leaders, and sponsors.
NOTE Confidence: 0.95572156

00:30:37.215 --> 00:30:38.815 Now I will admit whenever
NOTE Confidence: 0.95572156

00:30:38.815 --> 00:30:40.415 I read this description to

NOTE Confidence: 0.95572156
00:30:40.415 --> 00:30:41.855 people, people all often say
NOTE Confidence: 0.95572156
00:30:41.855 --> 00:30:42.735 that this sounds like a
NOTE Confidence: 0.95572156
00:30:42.735 --> 00:30:44.895 really, enriching program, but it
NOTE Confidence: 0.95572156
00:30:44.895 --> 00:30:45.775 also does sound a little
NOTE Confidence: 0.95572156
00:30:45.775 --> 00:30:46.515 bit aspirational.
NOTE Confidence: 0.99147385
00:30:46.815 --> 00:30:47.590 So So what I want
NOTE Confidence: 0.99147385
00:30:47.590 --> 00:30:48.630 to do is actually take
NOTE Confidence: 0.99147385
00:30:48.630 --> 00:30:49.510 you through some of the
NOTE Confidence: 0.99147385
00:30:49.510 --> 00:30:50.870 practical pieces to give you
NOTE Confidence: 0.99147385
00:30:50.870 --> 00:30:51.750 a sense of how we
NOTE Confidence: 0.99147385
00:30:51.750 --> 00:30:52.250 actually
NOTE Confidence: 0.99016464
00:30:52.710 --> 00:30:54.889 facilitate these opportunities and facilitate
NOTE Confidence: 0.99016464
00:30:55.029 --> 00:30:55.690 the program.
NOTE Confidence: 0.9793701
00:30:56.389 --> 00:30:57.110 So we can go to
NOTE Confidence: 0.9793701
00:30:57.110 --> 00:30:57.929 the next slide.
NOTE Confidence: 0.95644534

00:30:59.855 --> 00:31:01.135 So the first component, Darren,
NOTE Confidence: 0.95644534

00:31:01.135 --> 00:31:02.275 if you can hit next.
NOTE Confidence: 0.97654504

00:31:03.695 --> 00:31:04.895 Again, this is a cohort
NOTE Confidence: 0.97654504

00:31:04.895 --> 00:31:06.575 based program really focusing on
NOTE Confidence: 0.97654504

00:31:06.575 --> 00:31:08.355 small cohorts of faculty,
NOTE Confidence: 0.9436035

00:31:08.655 --> 00:31:10.175 which really supports and connects
NOTE Confidence: 0.9436035

00:31:10.175 --> 00:31:11.535 those connects them with one
NOTE Confidence: 0.9436035

00:31:11.535 --> 00:31:13.289 another. Now for this iteration
NOTE Confidence: 0.9436035

00:31:13.289 --> 00:31:14.669 of the program, we're specifically
NOTE Confidence: 0.9436035

00:31:14.730 --> 00:31:16.649 focused on assistant professors in
NOTE Confidence: 0.9436035

00:31:16.649 --> 00:31:17.929 one of three tracks here
NOTE Confidence: 0.9436035

00:31:17.929 --> 00:31:18.909 at the school of medicine,
NOTE Confidence: 0.97791636

00:31:19.210 --> 00:31:21.230 the traditional track, the clinician
NOTE Confidence: 0.97791636

00:31:21.289 --> 00:31:23.230 scientist track, and the investigator
NOTE Confidence: 0.97791636

00:31:23.370 --> 00:31:23.870 track.
NOTE Confidence: 0.86250305

00:31:24.250 --> 00:31:24.970 Darren, if you go to

NOTE Confidence: 0.86250305

00:31:24.970 --> 00:31:25.870 the next slide.

NOTE Confidence: 0.9594378

00:31:27.845 --> 00:31:28.965 And one of the key

NOTE Confidence: 0.9594378

00:31:28.965 --> 00:31:30.325 pieces of their program, again,

NOTE Confidence: 0.9594378

00:31:30.325 --> 00:31:31.605 this overlaps with the themes

NOTE Confidence: 0.9594378

00:31:31.605 --> 00:31:33.445 that Ariana just mentioned as

NOTE Confidence: 0.9594378

00:31:33.445 --> 00:31:34.804 well, but is having a

NOTE Confidence: 0.9594378

00:31:34.804 --> 00:31:36.164 space for faculty to be

NOTE Confidence: 0.9594378

00:31:36.164 --> 00:31:37.524 able to come together in

NOTE Confidence: 0.9594378

00:31:37.524 --> 00:31:39.125 small groups and really have

NOTE Confidence: 0.9594378

00:31:39.125 --> 00:31:40.184 discussion based

NOTE Confidence: 0.9952637

00:31:40.590 --> 00:31:42.929 based gatherings around specific topics.

NOTE Confidence: 0.9968792

00:31:43.309 --> 00:31:44.350 I'll describe some more of

NOTE Confidence: 0.9968792

00:31:44.350 --> 00:31:45.309 those in detail as we

NOTE Confidence: 0.9968792

00:31:45.309 --> 00:31:46.190 come through, but this has

NOTE Confidence: 0.9968792

00:31:46.190 --> 00:31:47.330 been one of the hallmarks

NOTE Confidence: 0.9968792

00:31:47.390 --> 00:31:48.289 of the program
NOTE Confidence: 0.96452916

00:31:48.590 --> 00:31:49.549 so much so that many
NOTE Confidence: 0.96452916

00:31:49.549 --> 00:31:50.669 faculty have said that it's
NOTE Confidence: 0.96452916

00:31:50.669 --> 00:31:52.030 been nice just to basically
NOTE Confidence: 0.96452916

00:31:52.030 --> 00:31:53.330 be in the same room
NOTE Confidence: 0.96452916

00:31:53.470 --> 00:31:54.830 with other faculty that the
NOTE Confidence: 0.96452916

00:31:54.830 --> 00:31:56.644 similar career stage. There's a
NOTE Confidence: 0.96452916

00:31:56.644 --> 00:31:57.684 lot of peer to peer
NOTE Confidence: 0.96452916

00:31:57.684 --> 00:31:59.205 mentoring that happens in these
NOTE Confidence: 0.96452916

00:31:59.205 --> 00:32:00.885 meetings as well. And people
NOTE Confidence: 0.96452916

00:32:00.885 --> 00:32:02.505 have even made comments about
NOTE Confidence: 0.96452916

00:32:02.565 --> 00:32:03.684 just hearing what other people
NOTE Confidence: 0.96452916

00:32:03.684 --> 00:32:05.044 are kind of navigating through
NOTE Confidence: 0.96452916

00:32:05.044 --> 00:32:06.085 both things that are going
NOTE Confidence: 0.96452916

00:32:06.085 --> 00:32:07.445 well and the things that
NOTE Confidence: 0.96452916

00:32:07.445 --> 00:32:08.644 people are challenged with. And

NOTE Confidence: 0.96452916

00:32:08.644 --> 00:32:09.524 people have said that that

NOTE Confidence: 0.96452916

00:32:09.524 --> 00:32:10.485 helps them feel like they're

NOTE Confidence: 0.96452916

00:32:10.485 --> 00:32:11.605 not alone. They're not the

NOTE Confidence: 0.96452916

00:32:11.605 --> 00:32:12.990 only one experiencing those types

NOTE Confidence: 0.96452916

00:32:12.990 --> 00:32:13.730 of things.

NOTE Confidence: 0.99179685

00:32:14.270 --> 00:32:15.950 Sometimes within these gatherings, people

NOTE Confidence: 0.99179685

00:32:15.950 --> 00:32:17.550 might hear advice from other

NOTE Confidence: 0.99179685

00:32:17.550 --> 00:32:18.990 faculty members who maybe are

NOTE Confidence: 0.99179685

00:32:18.990 --> 00:32:20.450 a year or two further

NOTE Confidence: 0.98732865

00:32:20.830 --> 00:32:22.910 in their academic appointment than

NOTE Confidence: 0.98732865

00:32:22.910 --> 00:32:24.030 they are themselves. And so

NOTE Confidence: 0.98732865

00:32:24.030 --> 00:32:25.365 that also becomes an opportunity

NOTE Confidence: 0.98732865

00:32:25.525 --> 00:32:26.325 for people to be able

NOTE Confidence: 0.98732865

00:32:26.325 --> 00:32:27.365 to share things back and

NOTE Confidence: 0.98732865

00:32:27.365 --> 00:32:28.405 forth. And for me as

NOTE Confidence: 0.98732865

00:32:28.405 --> 00:32:29.765 a director, it's been very
NOTE Confidence: 0.98732865

00:32:29.765 --> 00:32:30.885 encouraging to kind of see
NOTE Confidence: 0.98732865

00:32:30.885 --> 00:32:32.245 those things happen in real
NOTE Confidence: 0.98732865

00:32:32.245 --> 00:32:33.925 time at our small group
NOTE Confidence: 0.98732865

00:32:33.925 --> 00:32:34.425 gatherings.
NOTE Confidence: 0.9490397

00:32:34.885 --> 00:32:36.105 Going back to what Ariadne
NOTE Confidence: 0.9490397

00:32:36.165 --> 00:32:37.125 mentioned as well, it seems
NOTE Confidence: 0.9490397

00:32:37.125 --> 00:32:37.925 like this is a theme
NOTE Confidence: 0.9490397

00:32:37.925 --> 00:32:39.205 across and it even reminds
NOTE Confidence: 0.9490397

00:32:39.205 --> 00:32:40.530 me of the community circles,
NOTE Confidence: 0.9540318

00:32:40.930 --> 00:32:41.810 that she has been able
NOTE Confidence: 0.9540318

00:32:41.810 --> 00:32:43.090 to start in her role
NOTE Confidence: 0.9540318

00:32:43.090 --> 00:32:44.470 with Owens as well.
NOTE Confidence: 0.93233234

00:32:45.090 --> 00:32:46.050 Darren, if you could hit
NOTE Confidence: 0.93233234

00:32:46.050 --> 00:32:46.550 next.
NOTE Confidence: 0.9707621

00:32:47.650 --> 00:32:48.850 Another aspect of the program,

NOTE Confidence: 0.9707621
00:32:48.850 --> 00:32:49.810 and, again, I'll go through
NOTE Confidence: 0.9707621
00:32:49.810 --> 00:32:51.010 this in more detail in
NOTE Confidence: 0.9707621
00:32:51.010 --> 00:32:52.530 upcoming slides, is that we
NOTE Confidence: 0.9707621
00:32:52.530 --> 00:32:54.850 also offer professional development courses
NOTE Confidence: 0.9707621
00:32:54.850 --> 00:32:56.175 and workshops for faculty
NOTE Confidence: 0.9549071
00:32:57.375 --> 00:32:58.275 I don't know if you
NOTE Confidence: 0.9549071
00:32:58.415 --> 00:33:01.055 could hit next. Another key
NOTE Confidence: 0.9549071
00:33:01.055 --> 00:33:02.655 component of the program is
NOTE Confidence: 0.9549071
00:33:02.655 --> 00:33:04.415 mentoring. I already mentioned the
NOTE Confidence: 0.9549071
00:33:04.415 --> 00:33:05.695 peer to peer mentoring that
NOTE Confidence: 0.9549071
00:33:05.695 --> 00:33:07.055 happens in our small group
NOTE Confidence: 0.9549071
00:33:07.055 --> 00:33:08.815 gatherings, but I also provide
NOTE Confidence: 0.9549071
00:33:08.815 --> 00:33:10.095 mentoring in a one on
NOTE Confidence: 0.9549071
00:33:10.095 --> 00:33:12.120 one setting to faculty members
NOTE Confidence: 0.9549071
00:33:12.120 --> 00:33:13.640 in the cohort at least
NOTE Confidence: 0.9549071

00:33:13.640 --> 00:33:14.680 once a year, but up
NOTE Confidence: 0.9549071

00:33:14.680 --> 00:33:15.880 to quarterly as well for
NOTE Confidence: 0.9549071

00:33:15.880 --> 00:33:16.940 those who are interested.
NOTE Confidence: 0.7849579

00:33:17.320 --> 00:33:18.120 And then, Darren, if you
NOTE Confidence: 0.7849579

00:33:18.120 --> 00:33:18.860 could hit next.
NOTE Confidence: 0.99088544

00:33:20.200 --> 00:33:21.480 And then still keeping with
NOTE Confidence: 0.99088544

00:33:21.480 --> 00:33:22.760 this theme of mentoring, we
NOTE Confidence: 0.99088544

00:33:22.760 --> 00:33:24.780 also have yearly panel discussions.
NOTE Confidence: 0.983963

00:33:25.405 --> 00:33:26.765 Sometimes these are near peer
NOTE Confidence: 0.983963

00:33:26.765 --> 00:33:28.285 panels. So in these instances,
NOTE Confidence: 0.983963

00:33:28.285 --> 00:33:30.305 we've had recently promoted associate
NOTE Confidence: 0.983963

00:33:30.365 --> 00:33:30.865 professors
NOTE Confidence: 0.98708767

00:33:31.325 --> 00:33:32.285 who will come back and
NOTE Confidence: 0.98708767

00:33:32.285 --> 00:33:33.665 share about their experiences
NOTE Confidence: 0.9516276

00:33:34.125 --> 00:33:35.165 as faculty here at the
NOTE Confidence: 0.9516276

00:33:35.165 --> 00:33:36.685 school of medicine, talking not

NOTE Confidence: 0.9516276

00:33:36.685 --> 00:33:37.965 only about their journey to

NOTE Confidence: 0.9516276

00:33:37.965 --> 00:33:39.480 get to Yale, but also

NOTE Confidence: 0.9516276

00:33:39.480 --> 00:33:41.240 their journey as assistant professors

NOTE Confidence: 0.9516276

00:33:41.240 --> 00:33:42.540 while they've been at Yale.

NOTE Confidence: 0.9679959

00:33:43.240 --> 00:33:44.360 In addition, we also have

NOTE Confidence: 0.9679959

00:33:44.360 --> 00:33:46.040 panel discussions with senior leadership

NOTE Confidence: 0.9679959

00:33:46.040 --> 00:33:47.240 at times. We've had different

NOTE Confidence: 0.9679959

00:33:47.240 --> 00:33:48.440 deputy deans who have come

NOTE Confidence: 0.9679959

00:33:48.440 --> 00:33:49.980 and talked to the faculty

NOTE Confidence: 0.9679959

00:33:50.040 --> 00:33:51.560 cohorts. And, again, this has

NOTE Confidence: 0.9679959

00:33:51.560 --> 00:33:52.520 been really nice to see

NOTE Confidence: 0.9679959

00:33:52.520 --> 00:33:53.800 the connections that are made

NOTE Confidence: 0.9679959

00:33:53.800 --> 00:33:55.455 during those times. We've had

NOTE Confidence: 0.9679959

00:33:55.455 --> 00:33:56.895 panel discussions but we've also

NOTE Confidence: 0.9679959

00:33:56.895 --> 00:33:58.414 had small breakout kind of

NOTE Confidence: 0.9679959

00:33:58.414 --> 00:33:59.775 discussions in those meetings as
NOTE Confidence: 0.9679959

00:33:59.775 --> 00:34:00.975 well and you know as
NOTE Confidence: 0.9679959

00:34:00.975 --> 00:34:02.015 I've been walking around from
NOTE Confidence: 0.9679959

00:34:02.015 --> 00:34:03.135 table to table I've heard
NOTE Confidence: 0.9679959

00:34:03.135 --> 00:34:04.895 comments from deputies saying things
NOTE Confidence: 0.9679959

00:34:04.895 --> 00:34:06.095 like oh it's so nice
NOTE Confidence: 0.9679959

00:34:06.095 --> 00:34:07.155 to be able to connect
NOTE Confidence: 0.9977504

00:34:07.850 --> 00:34:08.810 a face to a name.
NOTE Confidence: 0.9977504

00:34:08.810 --> 00:34:10.410 So it really does facilitate
NOTE Confidence: 0.9977504

00:34:10.410 --> 00:34:11.469 some of those conversations
NOTE Confidence: 0.9961751

00:34:12.090 --> 00:34:14.410 and facilitate future interactions as
NOTE Confidence: 0.9961751

00:34:14.410 --> 00:34:14.910 well.
NOTE Confidence: 0.93032837

00:34:15.610 --> 00:34:16.330 If we can go to
NOTE Confidence: 0.93032837

00:34:16.330 --> 00:34:17.150 the next slide.
NOTE Confidence: 0.97909653

00:34:18.969 --> 00:34:19.850 So I do want to
NOTE Confidence: 0.97909653

00:34:19.850 --> 00:34:20.810 highlight again, this is a

NOTE Confidence: 0.97909653

00:34:20.810 --> 00:34:21.930 theme that you've heard already

NOTE Confidence: 0.97909653

00:34:21.930 --> 00:34:23.474 from Darren and Ariadna, but

NOTE Confidence: 0.97909653

00:34:23.474 --> 00:34:24.434 this is not something that

NOTE Confidence: 0.97909653

00:34:24.434 --> 00:34:25.414 we do in isolation.

NOTE Confidence: 0.9750802

00:34:25.714 --> 00:34:26.994 So even though I'm serving

NOTE Confidence: 0.9750802

00:34:26.994 --> 00:34:28.114 as a director in this

NOTE Confidence: 0.9750802

00:34:28.114 --> 00:34:29.555 role, I do interface with

NOTE Confidence: 0.9750802

00:34:29.555 --> 00:34:30.994 a lot of different offices

NOTE Confidence: 0.9750802

00:34:30.994 --> 00:34:31.795 and groups here at the

NOTE Confidence: 0.9750802

00:34:31.795 --> 00:34:32.614 school of medicine.

NOTE Confidence: 0.9378436

00:34:33.075 --> 00:34:34.835 This program itself is actually

NOTE Confidence: 0.9378436

00:34:34.835 --> 00:34:36.120 housed out of two offices.

NOTE Confidence: 0.9378436

00:34:36.200 --> 00:34:37.480 So I have leadership roles

NOTE Confidence: 0.9378436

00:34:37.480 --> 00:34:38.440 both in the office of

NOTE Confidence: 0.9378436

00:34:38.440 --> 00:34:40.440 physician scientists and scientist development

NOTE Confidence: 0.9378436

00:34:40.440 --> 00:34:41.180 or OPSSD
NOTE Confidence: 0.9645006

00:34:42.040 --> 00:34:43.340 and the office of collaborative
NOTE Confidence: 0.9645006

00:34:43.400 --> 00:34:45.080 excellence. So that's a natural
NOTE Confidence: 0.9645006

00:34:45.080 --> 00:34:46.680 place for collaboration between the
NOTE Confidence: 0.9645006

00:34:46.680 --> 00:34:47.960 two groups. But as I
NOTE Confidence: 0.9645006

00:34:47.960 --> 00:34:48.765 was speaking to you all
NOTE Confidence: 0.9645006

00:34:48.765 --> 00:34:49.724 all here today in this
NOTE Confidence: 0.9645006

00:34:49.724 --> 00:34:51.644 OAPD session, that's another point
NOTE Confidence: 0.9645006

00:34:51.644 --> 00:34:52.385 of collaboration
NOTE Confidence: 0.9943034

00:34:53.005 --> 00:34:54.224 and working together.
NOTE Confidence: 0.9577817

00:34:54.605 --> 00:34:56.525 I also, collaborate with the
NOTE Confidence: 0.9577817

00:34:56.525 --> 00:34:58.525 advocates for collaborative excellence, also
NOTE Confidence: 0.9577817

00:34:58.525 --> 00:34:59.565 known as the ACES, which
NOTE Confidence: 0.9577817

00:34:59.565 --> 00:35:00.704 Darren already mentioned.
NOTE Confidence: 0.92102474

00:35:01.290 --> 00:35:02.890 Also, collaborations with the office
NOTE Confidence: 0.92102474

00:35:02.890 --> 00:35:03.850 of women in medicine and

NOTE Confidence: 0.92102474

00:35:03.850 --> 00:35:04.969 science as you also heard

NOTE Confidence: 0.92102474

00:35:04.969 --> 00:35:06.810 from Arianna as well. And

NOTE Confidence: 0.92102474

00:35:06.810 --> 00:35:09.070 collaborations with the minority organization

NOTE Confidence: 0.92102474

00:35:09.210 --> 00:35:10.590 for attention and expansion.

NOTE Confidence: 0.96058875

00:35:10.969 --> 00:35:12.090 And, again, I'm not listing

NOTE Confidence: 0.96058875

00:35:12.090 --> 00:35:13.185 all the groups that our

NOTE Confidence: 0.96058875

00:35:13.185 --> 00:35:14.465 our office has collaborated with,

NOTE Confidence: 0.96058875

00:35:14.465 --> 00:35:15.265 but just giving you a

NOTE Confidence: 0.96058875

00:35:15.265 --> 00:35:16.145 sense of what some of

NOTE Confidence: 0.96058875

00:35:16.145 --> 00:35:17.205 those groups are.

NOTE Confidence: 0.8682338

00:35:19.105 --> 00:35:19.905 There we can go to

NOTE Confidence: 0.8682338

00:35:19.905 --> 00:35:20.485 the next

NOTE Confidence: 0.9757191

00:35:21.745 --> 00:35:22.705 slide. And I do want

NOTE Confidence: 0.9757191

00:35:22.705 --> 00:35:23.425 to give you a sense

NOTE Confidence: 0.9757191

00:35:23.425 --> 00:35:24.465 of some of the topics

NOTE Confidence: 0.9757191

00:35:24.465 --> 00:35:25.585 that we have discussed in

NOTE Confidence: 0.9757191

00:35:25.585 --> 00:35:27.105 our small group gatherings. Again,

NOTE Confidence: 0.9757191

00:35:27.105 --> 00:35:28.210 this points to some of

NOTE Confidence: 0.9757191

00:35:28.210 --> 00:35:30.010 the key important components here

NOTE Confidence: 0.9757191

00:35:30.010 --> 00:35:30.770 at the school of medicine

NOTE Confidence: 0.9757191

00:35:30.770 --> 00:35:31.570 because some of these are

NOTE Confidence: 0.9757191

00:35:31.570 --> 00:35:32.850 things you've already heard just

NOTE Confidence: 0.9757191

00:35:32.850 --> 00:35:34.950 recently as Arianna was presenting.

NOTE Confidence: 0.9941281

00:35:35.489 --> 00:35:36.450 But things that have come

NOTE Confidence: 0.9941281

00:35:36.450 --> 00:35:37.489 up in those discussions are

NOTE Confidence: 0.9941281

00:35:37.489 --> 00:35:38.550 things like onboarding.

NOTE Confidence: 0.9906413

00:35:38.850 --> 00:35:40.130 We talked about aspects of

NOTE Confidence: 0.9906413

00:35:40.130 --> 00:35:40.630 recruitment.

NOTE Confidence: 0.9850098

00:35:41.285 --> 00:35:42.645 We also talked about trying

NOTE Confidence: 0.9850098

00:35:42.645 --> 00:35:44.265 to understand the hidden curriculum.

NOTE Confidence: 0.9806722

00:35:45.205 --> 00:35:46.485 Another key piece has really

NOTE Confidence: 0.9806722

00:35:46.485 --> 00:35:47.925 been thinking about and leaning

NOTE Confidence: 0.9806722

00:35:47.925 --> 00:35:49.545 into this idea of navigating

NOTE Confidence: 0.9806722

00:35:49.765 --> 00:35:50.965 the Yale School of Medicine

NOTE Confidence: 0.9806722

00:35:50.965 --> 00:35:52.105 as either a traditional

NOTE Confidence: 0.9412857

00:35:52.485 --> 00:35:54.789 or nontraditional faculty member. And

NOTE Confidence: 0.9412857

00:35:54.789 --> 00:35:55.910 I put those in Natalya

NOTE Confidence: 0.9412857

00:35:55.910 --> 00:35:57.509 because it really depends on

NOTE Confidence: 0.9412857

00:35:57.509 --> 00:35:58.630 each faculty member and what

NOTE Confidence: 0.9412857

00:35:58.630 --> 00:35:59.910 they consider to be traditional

NOTE Confidence: 0.9412857

00:35:59.910 --> 00:36:00.569 or nontraditional,

NOTE Confidence: 0.99853516

00:36:01.029 --> 00:36:02.230 but we basically want to

NOTE Confidence: 0.99853516

00:36:02.230 --> 00:36:03.349 create a space for those

NOTE Confidence: 0.99853516

00:36:03.349 --> 00:36:04.630 conversations to be able to

NOTE Confidence: 0.99853516

00:36:04.630 --> 00:36:05.130 happen.

NOTE Confidence: 0.97265625

00:36:06.069 --> 00:36:07.430 We've also talked about aspects

NOTE Confidence: 0.97265625

00:36:07.430 --> 00:36:09.130 of recruiting a research team,
NOTE Confidence: 0.9996745

00:36:09.435 --> 00:36:10.495 aspects of retention
NOTE Confidence: 0.9613037

00:36:11.035 --> 00:36:11.775 and promotion,
NOTE Confidence: 0.96362174

00:36:12.475 --> 00:36:14.235 aspects of work family balance
NOTE Confidence: 0.96362174

00:36:14.235 --> 00:36:15.594 or a a phrase I
NOTE Confidence: 0.96362174

00:36:15.594 --> 00:36:16.635 often like to use there
NOTE Confidence: 0.96362174

00:36:16.635 --> 00:36:18.075 is juggling. And I think
NOTE Confidence: 0.96362174

00:36:18.075 --> 00:36:19.594 I like, Arianna's phrase of
NOTE Confidence: 0.96362174

00:36:19.594 --> 00:36:20.715 integration, so I may have
NOTE Confidence: 0.96362174

00:36:20.715 --> 00:36:22.370 to integrate that into this,
NOTE Confidence: 0.96362174

00:36:22.770 --> 00:36:23.810 component as well. But that's
NOTE Confidence: 0.96362174

00:36:23.810 --> 00:36:24.850 something that has also come
NOTE Confidence: 0.96362174

00:36:24.850 --> 00:36:26.450 up. And similar to what
NOTE Confidence: 0.96362174

00:36:26.450 --> 00:36:27.570 she mentioned, it's come up
NOTE Confidence: 0.96362174

00:36:27.570 --> 00:36:28.450 in a lot of different
NOTE Confidence: 0.96362174

00:36:28.450 --> 00:36:29.910 ways. So that might include

NOTE Confidence: 0.99542236

00:36:30.290 --> 00:36:31.650 just the time at work

NOTE Confidence: 0.99542236

00:36:31.650 --> 00:36:32.850 versus the time at home.

NOTE Confidence: 0.99542236

00:36:32.850 --> 00:36:34.050 It can include things like

NOTE Confidence: 0.99542236

00:36:34.050 --> 00:36:35.675 raising young children. It can

NOTE Confidence: 0.99542236

00:36:35.675 --> 00:36:37.515 also include things like caring

NOTE Confidence: 0.99542236

00:36:37.515 --> 00:36:39.515 for extended family or older

NOTE Confidence: 0.99542236

00:36:39.515 --> 00:36:40.635 parents. And so we've had

NOTE Confidence: 0.99542236

00:36:40.635 --> 00:36:42.335 all those discussions and conversations

NOTE Confidence: 0.97526044

00:36:42.715 --> 00:36:43.515 and tried to make sure

NOTE Confidence: 0.97526044

00:36:43.515 --> 00:36:44.795 that we've incorporated as many

NOTE Confidence: 0.97526044

00:36:44.795 --> 00:36:46.255 of those components as possible.

NOTE Confidence: 0.9772949

00:36:46.875 --> 00:36:48.075 We've also talked about aspects

NOTE Confidence: 0.9772949

00:36:48.075 --> 00:36:49.535 of team building and management,

NOTE Confidence: 0.9885254

00:36:49.980 --> 00:36:51.680 addressing challenges and obstacles

NOTE Confidence: 0.98164874

00:36:51.980 --> 00:36:52.940 that come up as a

NOTE Confidence: 0.98164874

00:36:52.940 --> 00:36:53.440 PI,
NOTE Confidence: 0.9772206
00:36:53.900 --> 00:36:55.420 thinking about aspects of networking,
NOTE Confidence: 0.9772206
00:36:55.420 --> 00:36:56.860 ways to do networking well,
NOTE Confidence: 0.9772206
00:36:56.860 --> 00:36:58.060 or challenges that may come
NOTE Confidence: 0.9772206
00:36:58.060 --> 00:36:59.180 up to feeling like they're
NOTE Confidence: 0.9772206
00:36:59.180 --> 00:37:00.480 having effective networking.
NOTE Confidence: 0.96920574
00:37:01.100 --> 00:37:02.734 We've also talked about departmental
NOTE Confidence: 0.96920574
00:37:02.795 --> 00:37:04.795 support, both navigating departmental support
NOTE Confidence: 0.96920574
00:37:04.795 --> 00:37:06.894 and garnering more departmental support
NOTE Confidence: 0.92451173
00:37:07.275 --> 00:37:09.454 and also interactions with leadership.
NOTE Confidence: 0.98132324
00:37:10.234 --> 00:37:11.114 Darren, we can go to
NOTE Confidence: 0.98132324
00:37:11.114 --> 00:37:11.934 the next slide.
NOTE Confidence: 0.97791517
00:37:13.194 --> 00:37:14.154 So I also did want
NOTE Confidence: 0.97791517
00:37:14.154 --> 00:37:15.355 to highlight just briefly some
NOTE Confidence: 0.97791517
00:37:15.355 --> 00:37:16.894 of the courses and workshops
NOTE Confidence: 0.97791517
00:37:16.954 --> 00:37:18.359 that we do offer through

NOTE Confidence: 0.97791517

00:37:18.359 --> 00:37:19.880 this program. And again, these,

NOTE Confidence: 0.97791517

00:37:19.880 --> 00:37:20.839 like many of the things

NOTE Confidence: 0.97791517

00:37:20.839 --> 00:37:22.359 are done in collaboration with

NOTE Confidence: 0.97791517

00:37:22.359 --> 00:37:23.180 different offices.

NOTE Confidence: 0.9414453

00:37:23.559 --> 00:37:24.200 So we do have a

NOTE Confidence: 0.9414453

00:37:24.200 --> 00:37:25.480 grant writing course that is

NOTE Confidence: 0.9414453

00:37:25.480 --> 00:37:27.099 offered by Doctor. Jean Shapiro,

NOTE Confidence: 0.9414453

00:37:27.160 --> 00:37:28.440 specifically through the office of

NOTE Confidence: 0.9414453

00:37:28.440 --> 00:37:30.460 physician scientists and scientist development.

NOTE Confidence: 0.9532734

00:37:30.895 --> 00:37:32.095 We have a manuscript writing

NOTE Confidence: 0.9532734

00:37:32.095 --> 00:37:33.295 course that's offered every year

NOTE Confidence: 0.9532734

00:37:33.295 --> 00:37:34.735 from doctor Angie Hoffman, again,

NOTE Confidence: 0.9532734

00:37:34.735 --> 00:37:35.555 through OPSSD.

NOTE Confidence: 0.9524468

00:37:36.495 --> 00:37:38.255 We've also provided leadership and

NOTE Confidence: 0.9524468

00:37:38.255 --> 00:37:40.415 management course courses for early

NOTE Confidence: 0.9524468

00:37:40.415 --> 00:37:42.515 career faculty and investigators specifically

NOTE Confidence: 0.9524468

00:37:42.655 --> 00:37:44.114 through HFP consulting.

NOTE Confidence: 0.97487795

00:37:44.739 --> 00:37:46.340 And we do also have

NOTE Confidence: 0.97487795

00:37:46.340 --> 00:37:48.580 professional development funds within the

NOTE Confidence: 0.97487795

00:37:48.580 --> 00:37:50.340 FCE program that faculty have

NOTE Confidence: 0.97487795

00:37:50.340 --> 00:37:51.719 used for things like coaching,

NOTE Confidence: 0.99902344

00:37:52.020 --> 00:37:53.160 attending conferences,

NOTE Confidence: 0.9895182

00:37:53.860 --> 00:37:55.620 things like sponsored writing retreats,

NOTE Confidence: 0.9895182

00:37:55.620 --> 00:37:56.980 and things that basically are

NOTE Confidence: 0.9895182

00:37:56.980 --> 00:37:59.000 helping them to develop professionally.

NOTE Confidence: 0.995752

00:38:00.114 --> 00:38:01.255 Darren, you can hit next.

NOTE Confidence: 0.9597486

00:38:02.114 --> 00:38:02.915 And then just to give

NOTE Confidence: 0.9597486

00:38:02.915 --> 00:38:03.555 you a sense of some

NOTE Confidence: 0.9597486

00:38:03.555 --> 00:38:04.855 of the programs and workshops,

NOTE Confidence: 0.9597486

00:38:04.915 --> 00:38:06.435 we do have offerings of

NOTE Confidence: 0.9597486

00:38:06.435 --> 00:38:07.715 mock study section where you

NOTE Confidence: 0.9597486
00:38:07.715 --> 00:38:08.835 can send a grant to
NOTE Confidence: 0.9597486
00:38:08.835 --> 00:38:10.614 us in the OPSSD office
NOTE Confidence: 0.9597486
00:38:10.835 --> 00:38:12.435 before sending it to NIH
NOTE Confidence: 0.9597486
00:38:12.435 --> 00:38:13.750 or other funding agencies, And
NOTE Confidence: 0.9597486
00:38:13.750 --> 00:38:14.250 we'll
NOTE Confidence: 0.8883789
00:38:15.830 --> 00:38:16.166 actually do a mock study
NOTE Confidence: 0.8883789
00:38:16.166 --> 00:38:16.950 section review where you'll get
NOTE Confidence: 0.8883789
00:38:16.950 --> 00:38:18.570 video feedback of the discussion
NOTE Confidence: 0.9199513
00:38:18.870 --> 00:38:20.230 in those sessions. And again,
NOTE Confidence: 0.9199513
00:38:20.230 --> 00:38:21.270 faculty have found these to
NOTE Confidence: 0.9199513
00:38:21.270 --> 00:38:22.390 be very helpful. I have
NOTE Confidence: 0.9199513
00:38:22.390 --> 00:38:24.070 multiple faculty that have come
NOTE Confidence: 0.9199513
00:38:24.070 --> 00:38:25.270 up afterwards and said that
NOTE Confidence: 0.9199513
00:38:25.270 --> 00:38:26.390 the feedback they got for
NOTE Confidence: 0.9199513
00:38:26.390 --> 00:38:28.075 the mock study section was
NOTE Confidence: 0.9199513

00:38:28.075 --> 00:38:29.835 helpful in helping them shift
NOTE Confidence: 0.9199513

00:38:29.835 --> 00:38:31.995 and revise their applications before
NOTE Confidence: 0.9199513

00:38:31.995 --> 00:38:33.275 they submit them and actually
NOTE Confidence: 0.9199513

00:38:33.275 --> 00:38:34.635 in many cases help them
NOTE Confidence: 0.9199513

00:38:34.635 --> 00:38:35.455 to get funded.
NOTE Confidence: 0.96375483

00:38:36.075 --> 00:38:36.875 We do have the one
NOTE Confidence: 0.96375483

00:38:36.875 --> 00:38:37.835 on one mentoring, which I
NOTE Confidence: 0.96375483

00:38:37.835 --> 00:38:38.955 mentioned that I provide as
NOTE Confidence: 0.96375483

00:38:38.955 --> 00:38:40.235 the director of the FCE
NOTE Confidence: 0.96375483

00:38:40.235 --> 00:38:40.735 program.
NOTE Confidence: 0.9765745

00:38:41.300 --> 00:38:43.060 Doctor Lattimore also talked about
NOTE Confidence: 0.9765745

00:38:43.060 --> 00:38:44.260 this, but we do have
NOTE Confidence: 0.9765745

00:38:44.260 --> 00:38:45.780 the faculty success program, which
NOTE Confidence: 0.9765745

00:38:45.780 --> 00:38:46.900 we have sponsored in both
NOTE Confidence: 0.9765745

00:38:46.900 --> 00:38:48.840 our offices together in collaboration
NOTE Confidence: 0.9765745

00:38:48.980 --> 00:38:50.340 with the provost office over

NOTE Confidence: 0.9765745

00:38:50.340 --> 00:38:51.480 the last several years.

NOTE Confidence: 0.9609938

00:38:51.780 --> 00:38:53.300 And again, the near mentoring

NOTE Confidence: 0.9609938

00:38:53.460 --> 00:38:54.739 near peer mentoring panels, which

NOTE Confidence: 0.9609938

00:38:54.739 --> 00:38:55.880 I've mentioned before.

NOTE Confidence: 0.9294782

00:38:56.315 --> 00:38:56.875 So we can go to

NOTE Confidence: 0.9294782

00:38:56.875 --> 00:38:57.695 next slide.

NOTE Confidence: 0.9826538

00:38:59.114 --> 00:39:00.075 So just to wrap up

NOTE Confidence: 0.9826538

00:39:00.075 --> 00:39:00.955 before we open up for

NOTE Confidence: 0.9826538

00:39:00.955 --> 00:39:02.315 questions, I would encourage any

NOTE Confidence: 0.9826538

00:39:02.315 --> 00:39:03.435 of you that are interested

NOTE Confidence: 0.9826538

00:39:03.435 --> 00:39:05.114 in applying to definitely do

NOTE Confidence: 0.9826538

00:39:05.114 --> 00:39:06.955 so. The next application cycle

NOTE Confidence: 0.9826538

00:39:06.955 --> 00:39:08.075 is going to open in

NOTE Confidence: 0.9826538

00:39:08.075 --> 00:39:10.095 September of twenty twenty six.

NOTE Confidence: 0.9826538

00:39:10.315 --> 00:39:11.530 The The application is relatively

NOTE Confidence: 0.9826538

00:39:11.530 --> 00:39:13.450 straightforward. So basically it will

NOTE Confidence: 0.9826538

00:39:13.450 --> 00:39:15.049 include a description of how

NOTE Confidence: 0.9826538

00:39:15.049 --> 00:39:16.670 the program you'll be describing

NOTE Confidence: 0.9762508

00:39:17.210 --> 00:39:18.489 how the program will benefit

NOTE Confidence: 0.9762508

00:39:18.489 --> 00:39:20.109 you as a faculty member

NOTE Confidence: 0.9762508

00:39:20.329 --> 00:39:21.770 and what you plan to

NOTE Confidence: 0.9762508

00:39:21.770 --> 00:39:22.969 bring to the program as

NOTE Confidence: 0.9762508

00:39:22.969 --> 00:39:24.969 well. And then also include

NOTE Confidence: 0.9762508

00:39:24.969 --> 00:39:26.125 your CV. And for that

NOTE Confidence: 0.9762508

00:39:26.125 --> 00:39:27.325 description, it's a five hundred

NOTE Confidence: 0.9762508

00:39:27.325 --> 00:39:29.085 word limit, so something that

NOTE Confidence: 0.9762508

00:39:29.085 --> 00:39:30.285 is not too onerous by

NOTE Confidence: 0.9762508

00:39:30.285 --> 00:39:31.025 any means.

NOTE Confidence: 0.9904297

00:39:31.885 --> 00:39:33.105 Then you can hit next.

NOTE Confidence: 0.9544678

00:39:34.845 --> 00:39:35.805 And then just again to

NOTE Confidence: 0.9544678

00:39:35.805 --> 00:39:37.725 highlight this program specifically for

NOTE Confidence: 0.9544678

00:39:37.725 --> 00:39:38.705 assistant professors

NOTE Confidence: 0.9645793

00:39:39.039 --> 00:39:40.960 in the traditional clinician scientists

NOTE Confidence: 0.9645793

00:39:40.960 --> 00:39:43.359 or investigator tracks, I particularly

NOTE Confidence: 0.9645793

00:39:43.359 --> 00:39:44.400 encourage those of you who

NOTE Confidence: 0.9645793

00:39:44.400 --> 00:39:45.920 are looking for a small

NOTE Confidence: 0.9645793

00:39:45.920 --> 00:39:48.239 cohort based professional development program

NOTE Confidence: 0.9645793

00:39:48.239 --> 00:39:49.599 to consider it. And also

NOTE Confidence: 0.9645793

00:39:49.599 --> 00:39:50.480 those of you who feel

NOTE Confidence: 0.9645793

00:39:50.480 --> 00:39:51.619 like you may be navigating

NOTE Confidence: 0.9645793

00:39:51.759 --> 00:39:53.878 specific challenges in your professional

NOTE Confidence: 0.9645793

00:39:53.938 --> 00:39:55.318 development or advancement.