Department of Pathology & Immunology
New Faculty Orientation

The Office of Faculty Development
August 2022
Agenda

2:15  Office of Faculty Development and Faculty Resources  Mark Watson, MD, PhD. (LGM)

2:45  Mentoring Committees and Promotions  Jackie Payton, MD, PhD (LGM)  Rebecca Chernock, MD (AMP)

3:00  Department Business Affairs  Jo Anne Humphries  Eric Schnable

3:10  Break

3:15  Training Programs and Office of Education  Erica Crouch, MD, PhD (AMP)

3:30  “Who’s Who” at WU / BJH / BJC  Charles Eby, MD (LGM)

4:00  Faculty Discussion Panel / Q&A

4:25  Closing Remarks / Adjourn
Introductions
Richard J. Cote, MD
Professor and Chair, Department of Pathology & Immunology

Division of Anatomic and Molecular Pathology
Joseph P. Gaut, MD, PhD
Division Chief, AMP

Division of Neuropathology
Robert E. Schmidt, MD, PhD
Division Chief, NP

Division of Laboratory and Genomic Medicine
Ann Gronowski, PhD
Gautam Dantas, PhD
Division Co-Chiefs, LGM

Division of Immunobiology
Kodi Ravichandran, PhD
Division Chief, IMM
The Office of Faculty Development

to create a thriving and diverse department with professionally happy and healthy faculty who are productive, well recognized, and respected within the Washington University School of Medicine and within Academic Pathology & Immunology worldwide.
Embracing and Supporting Diversity, Equity, and Inclusion

Academic Rank
- Clinical
- Research
- Investigator

Gender
Culture
Lifestyle
OFD Representatives and Working Groups

• Identify, champion, and prioritize concerns across all dimensions of the Department of Pathology and Immunology (‘eyes and ears’)

• Provide preliminary feedback and consensus for new initiatives and policies that impact multiple stakeholders across the department

• Distribute effort and responsibilities for all new and on-going OFD activities, as appropriate

• Monthly meetings to update on all of the above
Welcome New Faculty!

New Faculty Bio Link

Sushil D. Acharya, PhD
Assistant Professor
Biotechnology Program
Center for Brain, Immunology and Microbiology

Bridget O. Creny, PhD
Associate Professor
Biomedical Sciences
University of Missouri-Columbia

Babak Asakura, MD
Assistant Professor
Laboratory and Genomic Medicine

Rebekah Dancer, PhD
Assistant Professor
Anatomical Pathology

Brigitte Guo, MD, PhD
Assistant Professor
Anatomic and Molecular Pathology

Liang J. Kong, MD, PhD
Instructor
Anatomical and Molecular Pathology

Laura Brown Jones, MD
Assistant Professor
Department of Pathology

Carla L. Ross, PhD
Instructor
Biomedical Sciences

Ming Sun Yang, MD
Assistant Professor
Anatomical Pathology

Office of Faculty Development Newsletter: August 2022

OFD Upcoming Programs

New Faculty Orientation
August 22, 2022, 2:00 – 4:30 pm
EPNCQ Room 303
Questions: Email Janet Braun

New Faculty Welcome Breakfast
August 24, 2022
9:00 – 10:00 am
EPNCQ Great Room B
All faculty are invited to meet our newest colleagues.

Diversity Advisor Training
September 14, 2022, 10:30 am – 12:00 pm via Zoom

As faculty, at some point we are called upon to assist with recruitment of staff, trainees and/or faculty. Creating a recruitment, screening, and hiring process that values diversity, equity and inclusion is an intentional effort that requires support. The Office of Diversity, Equity and Inclusion will provide this diversity advisor training. Registration.

Diversity Book Discussion: Blindspot: Hidden Biases of Good People
Authors: Mahzarin R. Banaji and Anthony G. Greenwald
September 15, 2022, 4:00 – 5:00 pm
Registration for Zoom link

To receive a complimentary copy of the book contact Janet Braun. 15 copies available.
Open to faculty, trainees and staff.

Annual P & I Faculty and Staff Awards Program
October 20, 2022
4:00 – 5:00 pm Awards Ceremony in Moore Auditorium
5:00 – 6:00 pm Reception
New Faculty Resources

Faculty Welcome

Welcome to Pathology & Immunology at Washington University School of Medicine. Arriving in a new city and establishing yourself in a new academic setting can be daunting. We have gathered information on this page with the goal to make your transition easier.
Wellness Resources

A central hub for all WUSTL wellness, family support, mental & emotional health and employee assistance program.

Important highlights:

- **WUCare** A primary care practice dedicated to WUSTL employees & family.
- **WU Direct** Priority access to subspeciality WUphysicians for WUSTL employees & family.
OFD Career Programs and Workshops

- Clinician Educator Portfolio (CEP)
- Writing Letters of Recommendation
- Diversity 1.0 - 4.0; Erin Stampp
- HR 101; Gillian Boscan
- IRB; Abbey Keely
- Giving & Receiving Feedback; Sarah Bean, MD, Duke
- Communication Skills for Women Leaders; Diana Gray, MD
- Mentoring
- Strategies for Successful Publications
- Feedback symposium
- Time management series; Sue Johnson
- Grants Dos and Don’ts; Karen Dodson
- Conflict resolution; Jessica Kutchta-Miller
- Resilience; Tim Bono
- Work / Life Balance; Mark Zaydman

- New Events
- Past presentation materials
- Recordings
- Reference Material
Mentoring and Promotions

- Policies / Guidelines
- Support Materials
- Templates
- Examples
- Mentoring Program
Navigating Faculty Resources

• Human Resources
• Learn@Work (Compliance)
• WorkDay
• Clinical systems (EPIC, CoPATH)
• Human Studies (myIRB)
• Environmental Health and Safety

• Division of Biology and Biomedical Sciences (DBBS)
• Institute of Clinical and Translational Science (ICTS)
• Siteman Cancer Center (SCC)

• Clinical Training Research Center (CTRC)
• Shared Resource Facilities
• Institute for Informatics (I2)
• Bernard Becker Medical Library
• Office of Technology Management (OTM)
• Medical Public Affairs (MPA)
https://one.wustl.edu/
Office of Ombuds

Helping School of Medicine members resolve conflicts

The Office of the Ombuds is a resource for faculty members and medical students that offers assistance in the informal resolution of work-related conflicts, advocates for fair treatment and process, and follows four distinctive principles of Confidentiality, Independence, Impartiality/Neutrality, Informality.

https://ombuds.med.wustl.edu/

Helpful Documents and Articles

- Common Mistakes People Make in Handling Conflict (pdf)
- Do's and Don'ts When Your Behavior is Perceived as Offensive (pdf)
- Email Civility (pdf)
- Informal Strategies for Responding to Sexual Harrassment (pdf)
- Negotiation Strategies (pdf)
- Options for Creating a Record of Complaint (pdf)
- The Power of Apology (pdf)
- Practices of a Good Listener (pdf)
- Resistance or Cooperation (pdf)
- Responding to Complaints (pdf)
- Responding to Critical Supervisory Feedback (pdf)
- Resources for Bullying and Mobbing (pdf)
- Writing a Letter (pdf)
- We Have to Talk: A Step-By-Step Checklist for Difficult Conversations, by Judy Ringer
- Collaboration and Team Science: A Field Guide
Learn@Work is a cloud-based learning management system (LMS) for Washington University employees.

Use Learn@Work to complete and track compliance-based training, LinkedIn Learning courses, and other professional development activities.

Learn@Work will help you manage your work and career planning at Washington University in a single application.
Human Research Protections Office (HRPO)

Changes with myIRB - Effective 7/1/2022

Exempt Application
- The Exempt application has been revised to improve the efficiency of the IRB submission and review process. Many questions that are not necessary to document eligibility for exempt review have been removed.
- A new Exempt Information Sheet template will also be available.

Stamping Recruitment Materials
- HRPO will no longer stamp recruitment materials.
- The IRB approval stamp will continue to be present and function for recruitment materials uploaded prior to 7/1/2022. When existing IRB stamped recruitment materials are revised or new recruitment materials are submitted, a stamp will not be accepted. Click here for the myIRB FAQ on editing materials previously stamped.

• myIRB protocol submission system

• Need help with your application? Call SWAT! 314-747-6800

https://hrpo.wustl.edu
Division of Biology and Biomedical Sciences (DBBS)

- Graduate school program comprised of more than 420 faculty across the University (Medicine, Arts & Sciences, Engineering).
- More than 620 Ph.D. and M.D./Ph.D. (MSTP) Students
- 11 Interdepartmental Ph.D. Programs
- Support for graduate students, post-doctoral fellows, and their faculty mentors.
- DBBS application and affiliation required to host / mentor DBBS students.

https://dbbs.wustl.edu
Institute of Clinical and Translational Science (ICTS)

- NIH-funded program network with emphasis on translational biomedical research
- Funding opportunities
- Research services and core facilities
- Educational programs for career development
- Clinical Research Training Center
- Collaboration and networking
- Grant and manuscript preparation

http://icts.wustl.edu
Siteman Cancer Center (SCC)

- NCI ‘Exceptional’ rated Comprehensive Cancer Center
- Membership levels for faculty with clinical or research focus in cancer
- Pre-clinical and clinical research programs
- Members have priority and discounted access to shared resource facilities
- Funding opportunities
- Educational opportunities
- Pre-/post-graduate trainee programs

https://siteman.wustl.edu/research
Office of the Vice Chancellor for Research (OVCR)

https://research.wustl.edu/
Shared Resource Core Facilities

- Siteman / ICTS Cores (Programmatic)
  - Genome Technology Access Center (GTAC) - sequencing
  - Genome Engineering and Stem Cell
  - High Speed Cell Sorting - flow cytometry
  - Informatics Core Services (ICS)
  - Biostatistics
  - Mass Spectrometry
  - Metabolomics
  - Immunomonitoring Lab (IML) - immunoassays, flow cytometry
  - WU Center for Cell Imaging (WUCCI)
  - Small Animal Imaging
  - Tissue Procurement Core

- Pathology and Immunology Cores (Departmental)
  - Anatomic and Molecular Pathology (AMP) Core
  - Digital Imaging Center
  - Electron Microscopy
  - Transgenic / Knockout Core
  - Hybridoma Center

https://research.wustl.edu/core-facilities
Institute for Informatics (I²)

Access the Tools You Need

From consultations to cutting-edge software, researchers partnering with I² can benefit from an array of data-mining technologies.

https://informatics.wustl.edu/
Bernard Becker Medical Library

Upcoming Events

19 Aug
MDClone Workshop - Introducing MDClone Version 6
.getTime: 12:00 pm - 1:30 pm

24 Aug
REDCap Virtual Office Hours
getTime: 2:00 pm - 4:00 pm

https://becker.wustl.edu/
Medical Public Affairs (MPA)

COVID-19 communications: Please follow WashU guidelines if posting coronavirus-related content on your website or creating photos or video. See COVID-19 guidelines.

Our school has amazing stories to tell.

We’re here to let the world know.

https://publicaffairs.med.wustl.edu/
Welcome
And
Thank You!