Welcome to Weill Cornell Medicine
Care. Discover. Teach.
Welcome to New Faculty Orientation

Getting to Know Your New Academic Home

Dr. Lia Logio
Associate Dean of Faculty Development

September 6, 2017
Housekeeping

• Please ask questions; this should be interactive
• Sign in sheet is critical so we know your interests
• All presentations will be sent to you in one master file
• Please place phones and pagers on vibrate or ‘do not disturb’
• Restrooms are through those doors
• Evaluations are valuable to us; please complete and return
Goals for this afternoon

• Meet leaders of Weill Cornell Medicine
• Network with each other and create connections
• Presentation of key information
• Introduction to important resources
• Create a good beginning for your academic success here

You will also be receiving podcasts by email during the next 12 months to introduce you to other leaders and services available to faculty.
# Brief Schedule

<table>
<thead>
<tr>
<th>Time</th>
<th>Department</th>
<th>Presenter(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:00 to 2:30</td>
<td>Welcome</td>
<td>Lia Logio</td>
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<tr>
<td>2:30 to 2:45</td>
<td>Research</td>
<td>Kathy Hajjar</td>
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<tr>
<td>2:45 to 3:00</td>
<td>Research Administration</td>
<td>Adam Garriga</td>
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<tr>
<td>3:00 to 3:15</td>
<td>Faculty Affairs</td>
<td>Jane Salmon and Mark Albano</td>
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<tr>
<td>3:15 to 3:30</td>
<td>Clinical Affairs</td>
<td>Michael Stewart</td>
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<tr>
<td>3:30 to 3:45</td>
<td>Educational Affairs</td>
<td>Barbara Hempstead</td>
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<td>3:45 to 4:00</td>
<td>Human Resources</td>
<td>Patrick Gallagher</td>
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<td>4:00 to 4:15</td>
<td>Diversity</td>
<td>Rache Simmons and Linnie Golightly</td>
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<tr>
<td>4:15 to 4:30</td>
<td>Technology</td>
<td>Curtis Cole/Josh Gluck</td>
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<tr>
<td>4:30 to 5 PM</td>
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<td>Resource Fair</td>
</tr>
<tr>
<td>5:00 to 6:00 PM</td>
<td>Welcome Reception: Remarks from Vice Dean, Mickey Stewart</td>
<td></td>
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</tbody>
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Resource Fair

• Medical Library
• Technology
• WCM Branding
• Diversity & Inclusion
• Educators Affinity Group

• Research Administration including Joint Clinical Trials Office (JCTO)
• Human Resources
• Clinical and Translational Sciences Center (CTSC)
Connect

Please stand up, identify someone in the room you do not know to pair up with.

Introduce yourselves so you can introduce your new colleague to the group.

Specifically share your favorite form of entertainment – movies, books, sports, crafts, other hobbies.
A little history

New York Hospital (2nd Oldest Hospital in US, Oldest in New York) becomes NewYork Presbyterian- Weill Cornell

1771 - King George III charters Society of the Hospital in the City of New York
1799 - New York Hospital opens to Civilians
1877 - Hospital between 15th and 16th Street
1932 - New York Hospital opens on York Avenue (68th to 70th) opens
1997 - Merges with Presbyterian Hospital

Cornell University Medical College becomes Weill Cornell Medicine

1865 - Cornell University established as land grant university
1898 - Cornell University Medical College founded
1927 - Affiliation with New York Hospital
1952 - Founding of Graduate School in Medical Sciences
1998 - Name changed to Weill Cornell Medical College
WCMC Organizational Relationships

CORNELL UNIVERSITY
Board of Trustees

President
Cornell University

Dean and Provost
Weill Cornell Medical College

Administration

Clinical
Basic Science
Education

New York Presbyterian Hospital Board of Trustees

CEO
NYPH

NYPH Clinical Chiefs
WCMC Clinical Department Chairs

Divisional Chiefs

Faculty
Dr. Martha Pollack

Dr. Steven Corwin

Dr. Laura Forese
Meet Our Dean

• Stephen and Suzanne Weiss Dean of Weill Cornell Medicine
• Provost, Medical Affairs of Cornell University
• Pulmonologist and Translational Scientist
• Member of American Society of Clinical Investigators and Association of American Physicians
• 2015 J. Burns Amberson Lecture for lifetime achievement in pulmonary research
• 2011 Ho-Am Prize in Medicine, “Korean Nobel Prize”
• Strong advocate for mentoring as the fourth mission

Dr. Augustine M.K. Choi
Provost for Medical Affairs and Dean Weill Cornell Medicine
As of September 1, 2017

*While subject to the supervision of the President, the Provost for Medical Affairs and Dean Weill Cornell Medical College also has responsibility to the Board of Overseers (see resolution regarding governance of the Medical College, Art. I-A(9) & Art. II-B-3).
Total Number of Full Time Faculty = 1,669

**Basic Science = 182**
- 6 basic science departments
- plus Brain and Mind Research Institute
- plus Healthcare Policy and Research
  - 31% women/69% men

**Clinical Sciences = 1487**
- 18 clinical departments
  - Hospital Services, n = 285
    - 39% women/61% men
  - Medical Services, n = 897
    - 51% women/49% men
  - Surgical Services, n = 305
    - 32% woman/68% men
Basic Science Departments (n = 182)

- Brain and Mind Institute: 49
- Healthcare Policy and Research: 35
- Physiology and Biophysics: 24
- Pharmacology: 17
- Microbiology and Immunology: 27
- Genetic Medicine: 12
- Cell and Developmental Biology: 4
- Biochemistry: 14
Clinical Departments (n = 1487)

- Urology: 31
- Surgery: 72
- Rehabilitation Medicine: 10
- Radiology: 108
- Radiation Oncology: 22
- Psychiatry: 143
- Pediatrics: 130
- Pathology & Lab Medicine: 78
- Otolaryngology: 27
- Ophthalmology: 34
- OB/GYN: 89
- Neurology: 54
- Neurological Surgery: 29
- Medicine: 523
- Emergency Medicine: 131
- Dermatology: 15
- Cardiothoracic Surgery: 23
- Anesthesiology: 99
Office of Faculty Affairs and Faculty Development

• Support the professional development of faculty at every stage of career
• Recognize that faculty performing different roles (primarily clinical, educator, basic or translational scientist) have overlapping, but also distinct needs
• Educate faculty regarding criteria for appointment and promotion, and establish procedures for mentorship and faculty review
• Coordinate and provide services for career development activities
• Assist in building multi-disciplinary teams to promote translational research and mentorship based on shared interests
Faculty Development Resources

Mentoring:
To locate a mentor within WCM or at a local-regional institution—first, discuss with your Division Chief or Chair

LAMP: Leadership in Academic Medicine
For faculty in 2\textsuperscript{nd}, 3\textsuperscript{rd}, 4\textsuperscript{th} year of appointment: half day per month for 9 months workshops and peer mentoring to teach the secrets to success in academic medicine

FEED: Faculty Enrichment, Education & Development
Variety of workshops, seminars, events to connect with other faculty and learn; see Educators Affinity Group table
Other Available Resources

Weill Cornell Healthcare Leadership Fellows and NYP LEAD Program
  • Both programs seek to identify and foster the development of Weill Cornell’s and NYP’s “leaders of tomorrow”

Clinical Translational Science Center
  • Research training program utilizing the diverse trans-institutional faculty for teaching and mentoring.
  • Currently offers three degree options for classroom-based training
  • Provides workshops in grant and manuscript writing

Library
  • Tech Tuesdays, Editing services, Reference Management software

Weill Cornell Graduate School of Medical Sciences
  • Master of Science degree programs are offered in a variety of subjects

Joint Clinical Trials Office
  • Several offerings to introduce you to the steps of clinical research
Weill Cornell Medicine is a *learning* environment.

A learning environment **encourages** and **inspires** critical thinking, personal exploration, and professional development.

All interactions should demonstrate mutual **respect** and should include collegiality, honesty, fairness, and equal treatment.
Most physicians behave professionally, yet...

The hidden curriculum exposes learners to instances of unprofessional behavior.

- bias and discrimination
- privacy and confidentiality violations
- slanderous comments about others
- patients pressured into agreeing with care plans
- failure to disclose harmful errors
Unprofessional behaviors are associated with poor outcomes

- poor adherence to practice guidelines
- loss of patients
- low staff morale and high turnover
- medical errors
- adverse outcomes
- malpractice suits
Promoting professional behavior is in the best interest of the patients and the entire healthcare delivery system.

It is everyone’s responsibility

Culture of respect:

Treat others as you would like to be treated
NYP Respect Credo

At NYP, every person and every role counts. We will treat everyone as a valued human being, considering his or her feelings, needs, ideas, and preferences. We will honor everyone's contributions to creating a healing environment for our patients and families.

I believe…

• Every individual who comes to us for care and who works here, deserves my courtesy and respect
• Every contact with a patient or co-worker is a chance to build a trusting relationship
• It is my responsibility to honor our commitment to *We Put Patients First*
• Teamwork and clear communication are necessary for providing the highest quality care
• Every team member contributes to NYPs success
I will…

• Treat others as they want to be treated, with kindness, courtesy, and empathy
• Show respect in my words, actions, communication, and body language
• Listen to and respond to patients, families, colleagues
• Do my best to assist a patient or colleague asking for help
• Assume the best of others and give them the benefit of the doubt
• Be open to the ideas of others and handle differences of opinion constructively
• Hold myself, my colleagues, and my team accountable for our work
• Help foster an environment of professionalism, openness, and high ethical standards
I will not...

• Speak or act disrespectfully toward anyone
• Engage in or tolerate abusive language or behavior
• Speak negatively about patients or colleagues, especially in front of patients and visitors
• Create an environment in which people are afraid to bring forward concerns or issues of safety
• Act irresponsibly with NYP resources
Welcome to Weill Cornell Medicine
Care. Discover. Teach.
Introduction to Research at Weill Cornell Medicine

New Faculty Orientation
September 6, 2017

Katherine A. Hajjar, MD
Brine Family Professor of Cell and Developmental Biology
Professor of Pediatrics
Associate Dean for Faculty Development
Welcome!

"Welcome to the I.V. league."

https://i.pinimg.com/736x/d5/97/c1/d597c11aff4200178094f90cf76a76a7--funny-medical-quotes-medical-humor.jpg

https://www.cartoonstock.com/directory/l/laboratory_animal.asp
Research Office

Hugh Hemmings, M.D., Ph.D.
Senior Associate Dean for Research
Chairman, Department of Anesthesiology
Joseph F. Artusio, Jr. Professor of Anesthesiology

Todd Evans, Ph.D.
Associate Dean for Research
Peter I. Pressman, M.D. Professor in Surgery
Professor of Cell and Developmental Biology in Surgery
Research Office Mission

- Support rapid growth and new program development
- Serve the needs of our faculty and young scientists
- Train the next generation of established investigators
- Bridge the gap between fundamental new knowledge and clinical care
Setting Up Your Lab

New Clinical Research Project

Fig. 3 A double-blind placebo-controlled clinical trial for CAM therapies.

https://www.slideshare.net/kclauson/superiority-equivalence-and-noninferiority-trial-designs
WCM Research Website

- https://research.weill.cornell.edu

- Events, Seminars, News, Honors
- Funding Opportunities
- Core Facilities
- Resources and Tools
- Research Administration
Funding Opportunities: Examples

• Federal Funding Opportunities
  • NIH
  • Center for Disease Control and Prevention
  • Department of Defense
    • Congressionally Mandated Medical Research Program (CDMRP)
    • Defense Advanced Research Projects Agency (DARPA)
  • National Science Foundation

• Non-Federal Opportunities
  • March of Dimes Foundation
  • American Cancer Society
  • American Diabetes Association
  • American Heart Association
  • etc
Funding Opportunities: Examples

- **Limited Submission Grants**
  - Mallinkrodt Foundation
  - Rita Allen Foundation
  - Hyundai Foundation

- **Intercampus Grants**
  - Ithaca-NYC Pilot Grants
  - National Priorities Research with Qatar

- **Intracampus Grants**
  - Bridge Funding
Core Laboratories Center

- **Chemistry (Milstein) Core Facility**
  - Chemical synthesis, structure analysis, modeling, etc
- **Citigroup Biomedical Imaging Center**
  - PET, CT, MRI, etc
- **CLC Visual Function Core Facility**
  - ERG, OCT, angiography, histology, etc
- **Flow Cytometry Core Facility**
- **Genomics and Epigenomics**
- **Imaging Core**
  - EM, confocal, multiphoton, image analysis, etc
- **NMR**
- **Proteomics and Metabolomics**
Shared Research Resources

- Tri-I Stem Cell Derivation Lab
- Tri-I Genetically Modified Animal Phenotyping
- Belfer Gene Therapy Core Facility
- BMRI Neuroanatomy EM Core
- Applied Bioinformatics Core
- Biostatistics and Epidemiology Consulting
- Iodination Facility
- Biosafety Level 3 Facility
- Emergency Freezers
- Research Animal Resource Center (RARC)
Clinical and Translational Science Center

- 3D Printing
- Bioinformatics Services
- General Core Laboratory
- Molecular Core
- Multiplex Analysis Core
- Nutrition Research Core
- Research Design and Biostatistics
Grants and contracts, conflicts of interest, animal protocols, human protocols, safety issues

https://researchadministrationnation.files.wordpress.com/2012/05/4493262f1b.gif
Graduate School Membership

• 7 PhD Programs
  • Biochemistry and Structural Biology
  • Cell and Developmental Biology
  • Immunology and Microbial Pathogenesis
  • Molecular Biology
  • Neuroscience
  • Pharmacology
  • Physiology, Biophysics and Systems Biology

• Application Process
• Website:  http://gradschool.weill.cornell.edu
Office of Faculty Development

- Mentorship Program
  - Seminars, workshops, retreats
  - Mentors and mentees

- Promotion and Tenure Process

- “Bootcamp” for Researchers
  - Managing a lab
  - Budgets 101
  - Meetings and networking
  - Grant writing
  - Presentation skills
  - Time management

- Wellness

http://medicine.emory.edu/faculty-staff-resources/faculty-development/
Questions?

- Department Chair
- Division Chief
- Research Deans
  - Hugh Hemmings
  - Todd Evans
- Office of Faculty Development
- Kathy Hajjar
  - khajjar@med.cornell.edu

Let Us Know How We Can Help!

Welcome to Weill Cornell Medicine
Care. Discover. Teach.
Research Operations: Overview

• Management
  o Grants, Contracts, & Clinical Trials
    – Interacts with over 1,800 sponsors each with unique conditions and requirements
    – Unique funding opportunities (internal/external)
  o Compliance

• Resources
  o Cores
    – Core Laboratory Center (CLC)
    – Clinical and Translational Science Center (CTSC)
  o Technology

• Space Management
Leadership Overview

Hugh Hemmings, M.D., Ph.D.
Senior Associate Dean for Research

John Leonard, M.D.
Associate Dean for Clinical Research

Todd Evans, Ph.D.
Associate Dean for Research

Peggy Polaneczky, M.D.
Assistant Dean Human Research Compliance

Adam Garriga
Chief Administrative Officer for Research & Managing Director Business Systems and Operations

Additionally:
David Christini, Ph.D. & Olivier Elimento, Ph.D.
Co-Assistant Deans for Scientific Computing

Teo Staeva, Ph.D.
Assistant Dean for Research
Research Operations: Units

• Operational Units:
  o Office of Sponsored Research Administration (OSRA)
    – Director: Aleta Gunsul
  o Research Finance
    – Assistant Director: Melissa Paray
  o Joint Clinical Trials Office (JCTO)
    – Director: Alicia Lewis
  o Clinical and Translational Science Center (CTSC)
    – Director: Julianne Imperato-McGinley, MD
  o BioPharma Alliance
    – Director: Larry Schlossman
Research Operations: Units

Compliance Units:
- Institutional Review Board (IRB)
  - Director: Alavy Sos
- Human Research Protection (DSMB & Audit)
  - Assistant Director: Gabriel Gaspard
- Institutional Biosafety Committee
  - Regulatory Associate: Katarzyna Lejb
- Institutional Animal Care and Use Committee (IACUC)
  - Director: Andrew Nicholson, DVM, PhD
  - Regulatory Coordinator: Jennifer Akl
- Radiation Safety Committee
  - Director: Peter Capitelli
- Financial Conflicts of Interest
  - Manager: Malikah Fulton
Research Operations: Resources

Core Laboratory Center

• Milstein Chemistry
• Proteomics & Metabolomics
• Flow Cytometry
• Nuclear Magnetic Resonance (NMR)
• Genomics Resources
• Epigenomics
• Visual Function
• Imaging Cores
  o Optical Microscopy
  o Cell Screening
  o Electron Microscopy
  o X-Ray Developer
• Citigroup Biomedical Imaging Cores (CBIC)

Research Animal Resource Center (RARC)
Weill Research Gateway

Weill Research Gateway (WRG)

- Conflicts Management
- Sponsored Programs
- Human Subjects Management

Proposal Development
Proposal Tracking
Mathematical Analysis of Drug Resistance in Chronic Leukemia

The rate at which genetically mutated cancer cells grow may help explain why patients with a common form of leukemia develop treatment resistance, according to new research led by a Weill Cornell Medicine investigator.
Faculty Affairs top five “need to know” items for new faculty

• What is your faculty rank / title?
• What is your Area of Excellence / Pathway?
• What do the above say about your career?
• Reappointment & promotion: how / when?
• Who can help me with my academic career?
Two Approaches to Career Development

Do what you are asked to do and hope you will have a rewarding, fulfilling career while also meeting the promotion expectations.

Be proactive, develop a plan and negotiate responsibilities to be sure you will have vitality, find real meaning in your work, and meet promotion expectations.
Your Faculty Rank and Title

• **Ranks:**
  • Instructor, Assistant Professor: junior faculty
  • Associate Professor, Professor: senior faculty

• **Titles**
  • “Rank” in/of “Department”

• **Examples**
  • Assistant Professor of Medicine
  • Associate Professor of Clinical Medicine

• **Reference**
  • Academic Staff Handbook [ASH] – Section 2
  • [www.med.cornell.edu/handbook](http://www.med.cornell.edu/handbook)
Your Area of Excellence and Pathway

• **Areas of Excellence**
  • Major area of achievement and impact
  • Activities to which the candidate has devoted substantial time and academic effort
  • Basis of candidate's reputation
  • Consistent with type and focus of candidate's scholarship
Your Area of Excellence and Pathway

• Areas of Excellence
  1. Clinical Expertise and Innovation
  2. Investigation
  3. Educational Leadership

• Pathways
  • Academic Achievement and Scholarship (1,2,3)
  • Clinical Excellence (1)
  • Excellence in Investigation (2)

• Reference
  • Guidebook [ASH Section 2]
Where Do you Fit / What Are Your Goals?

• Do you devote most of your effort to Academic Achievement and Scholarship?
  • Clinician Scholar - Clinical Expertise and Innovation
  • Research Scholar - Investigation
  • Educational Scholar – Educational Leadership
• Do you devote most of your effort to Clinical Care and Teaching?
  • Clinical Excellence - Clinical Expertise and Innovation
• Do you devote most of your effort to Research Support and Related Service?
  • Excellence in Investigation - Investigation
• Remember: there is flexibility and changes are allowed
Reappointment and Promotion

• **Reappointment:**
  • Appointments are typically renewed annually
  • Academic calendar: July 1- June 30
  • Some appointments are off-cycle

• **Promotion:**
  • Begin and Continue the conversation in your Department
  • Seek advice from mentors and senior faculty
  • Use the Annual Faculty Review meeting to document your activities and guidance
Promotion – example time-line*

* Intervals are approximate; some appointments are time-constrained
Getting advice & guidance

- **Department-level**
  - Mentor or Mentor Committee
  - Dept Chair / Division Chief
  - Department-sponsored workshops, outreach

- **College-level**
  - Faculty Development, Faculty Affairs
  - Web: ASH, Guidebook
  - College-wide faculty development programs

- **Extramural**
  - AAMC
In closing, you should be able to answer these questions

• What are your rank and title
• What are your pathway and area of excellence
• What is your timeline for reappointment and promotion?
• What are the criteria for promotion and where do I find them?
• How do I get help for promotion?
Welcome to Weill Cornell Medicine

Care. Discover. Teach.
Medical Education
New Faculty Orientation
September 6, 2017
Barbara Hempstead MD, PhD
(Sr. Assoc. Dean, Education)
WCMC Students

• 6,245 Applicants
• 100 total class (83 MD, 17 MD-PhD students)
• MCAT: 96-97% percentile
• Diversity:
  • 16% UR in Medicine
  • 28% Educational or economic disadvantage
• 83-91% match at top 50 US institutions*
• 25-35% remain at NYPH
• WCCC, WCCHR, Global Health initiatives

• *US News & World Report
Faculty Engagement in Medical Education

- Teaching Expectation—30-40 hrs. per year
- Teacher-Learner Environment Policy
- Education Leadership Compensation
- Teaching Awards
- Educator Track Faculty Appointment
- Faculty Development in Teaching
  - Office of Curriculum and Educational Development/Problem-Based Learning
  - Office of Faculty Development
  - Educators Affinity Group
Overview

- LCME: Accreditation body for medical schools

- Site visit – March, 2018
  - Participants: Course leaders, junior faculty, residents, students

- Fostering a positive and effective learning environment
  - Collaborative effort
  - New policies, procedures, and programs
Teacher Learner Environment

• Weill Cornell Medical College accreditation standard

• Located in the Student Handbook

• Outlines professional behavioral expectations for faculty and house staff
  • Examples and faculty obligation to inform

• Intended to prohibit abusive practices

• Outlines procedures for handling grievances
Students are specifically asked if they have experienced:

- Public embarrassment
- Public humiliation
- Threats of physical harm
- Physical harm
- Requirements to perform personal services
- Offensive sexist remarks
- Denied opportunities for training or rewards based upon gender
- Received lower evaluations or grades based solely because of gender rather than performance
Weill Cornell Policy:

• Zero tolerance for mistreatment
“Preparation to Teach” Module

- Brief (20min) and modeled after Annual Hospital Training
- All non-faculty instructors: Residents and Fellows
  - 100% compliance required by accrediting body, requires “attestation”
  - Includes Affiliate sites
  - Launch in August
- Students, core teaching faculty – launch now
“Preparation to Teach” Module

• Clear and aligned expectations:
  • Learning objectives: Medical school and clerkship level
  • Required clinical experiences
  • Methods of formative and summative assessment
  • Core institutional policies: Attendance, Duty hours, clinical supervision

• Links to key teaching resources (NYP modules, etc.)
• Customized to your teaching activities
The module will take approximately 20 minutes to complete and upon completion, you will receive a confirmation email that includes links to all of the policies and core content. We hope that this email will serve as a useful reference document.

Thank you for participating in this module! It's through a shared understanding of our educational goals and mission and the thoughtful engagement and commitment of our entire community that Weill Cornell Medicine can continue to excel and grow.

Welcome from Dr. Augustine M.K. Choi, Stephen and Suzanne Weiss Dean of Weill Cornell Medicine and Cornell University's provost for medical affairs.

Easy to use links to policies
Attestation- checking a box
A few assessment questions

Can be completed on iPhone or iPad

New Faculty Orientation – September 2017
Weill Cornell Medical College

Curriculum

<table>
<thead>
<tr>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
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<tbody>
<tr>
<td>Essential Principles of Medicine (EPOM)</td>
<td>Health, Illness &amp; Disease 1 (HID 1)</td>
<td>Health, Illness &amp; Disease 1 (HID 1)</td>
<td>Electives/Sub-I, MPS III, HCP, AOC SP Block 2, Residency Interviews</td>
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<tr>
<td>Fundamental Disease Processes</td>
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<td>Electives/Sub-I, MPS III, HCP, AOC SP Block 2</td>
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<td>Hem/Onc Endo Repro</td>
<td>Heart Lung GI Renal</td>
<td>Heart Lung GI Renal</td>
<td>Intro to Intern</td>
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<td>Science Patient Care Physicianship</td>
<td>Summer Recess</td>
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<td>Health, Illness and Disease 2 (HID 2) Clerkships</td>
<td>Step 1 Study Option 1 – 6 wks</td>
<td>Clerkships</td>
<td>Electives Only</td>
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<td>AOC SP Block 1 Translational Science Advanced Professionalism</td>
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How Can I Participate?
## Faculty Teaching Opportunities by Role

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<th>Foundational Years</th>
<th>Clinical Clerkships</th>
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<tr>
<td><em>(first 18 months)</em></td>
<td><em>(Year 1.5 – 2.5)</em></td>
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<tr>
<td>Lecturer</td>
<td>Small Group Tutor</td>
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<tr>
<td>PBL Facilitator</td>
<td>Oral Examiner</td>
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<tr>
<td>Small Group Facilitator</td>
<td>OSCE/Simulation</td>
</tr>
<tr>
<td>Office Clinical Preceptor</td>
<td>Facilitator</td>
</tr>
<tr>
<td>LEAP Faculty Mentor</td>
<td>Office Clinical Preceptor</td>
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<td>Student Advisor</td>
<td><strong>Specialty based</strong></td>
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<td><strong>Email to: Sibel Klimstra</strong></td>
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<td></td>
<td><em>(Associate Dean, Academic Affairs)</em></td>
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<td><strong><a href="mailto:sakyol@med.cornell.edu">sakyol@med.cornell.edu</a></strong></td>
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Medical Education
New Faculty Orientation
September 6, 2017
Barbara Hempstead MD, PhD
(Sr. Assoc. Dean, Education)
Welcome to Weill Cornell Medicine

Care. Discover. Teach.
Human Resources
Department Structure

Angela Charter Lent
HR Services
• Compensation
• Training & Development
• Employee Relations & Diversity

Susan Shevlin
Talent Acquisition
• Recruitment
• Onboarding
• Compliance (EEO & Article 28/JC Space)
• Immigration

Valerie Grubman
HR Solution Center
• Customer Service
• Transaction Processing
• Data Management
• Employment Verification

Patrick V. Gallagher
Managing Director
HR & Housing

HR Business Partners

Link to HR Services for Leadership
Vacancy Management • Employee Relations Issues • Performance Management • Staff Planning
Weill Cornell Medicine
Shared Values

Our Shared Values help foster a culture of excellence among our faculty and staff

<table>
<thead>
<tr>
<th>Mission Driven</th>
<th>Service</th>
</tr>
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<tbody>
<tr>
<td>Vision</td>
<td>Teamwork</td>
</tr>
<tr>
<td>Integrity</td>
<td>Accountability</td>
</tr>
<tr>
<td></td>
<td>Excellence</td>
</tr>
</tbody>
</table>
Human Resources
Managing Yourself and Others

Manage employee performance
• Probationary and annual appraisals
• Corrective Action Plans (CAPs)

Follow or administer Weill Cornell Medicine policies and procedures

Reinforce appropriate workplace behavior

Recognize great performance

Utilize your HR Business Partners when needed:
• Identify and hire top talent
• Employee relations guidance
• Performance management
# Human Resources
## Your Benefits

### Health
- Medical, Dental, & Vision Coverage
- Life Insurance
- Short & Long-Term Disability
- Wellness Programs

### Wealth
- Retirement Plan
- Voluntary Employee Retirement Plan
- Financial & Investment Seminars
- Flexible Spending Accounts

### Work/Life
- Child & Elder Back-up Care Services
- Weill Cornell Children’s Center
- Children’s Tuition Scholarship Plan
- EduProfile
- Voluntary Benefits
- Commuter Benefits

## Benefits Contacts
- **Health & Welfare:** Helen Borshchenko at heb2026@med.cornell.edu
- **Retirement & Work/Life:** Rosemary Cius at rcius@med.cornell.edu
Human Resources Development

**Performance Appraisals**
- Conducted annually for non-academic staff
- Assess performance, behavior, and reliability

**Workplace Fundamentals**
- Six-module professional development series for Weill Cornell staff
- Focused on practical concepts to help staff better understand communications styles, strengths, weaknesses, and career goals

**Supervisor Fundamentals** (In development)
- Multi-module series for supervisory staff
- Focused on developing skills for leading others and important policies/process
Human Resources
Contacts & Additional Info

HR Intranet: intranet.med.cornell.edu/hr
  • Benefits information
  • Weill Cornell Medicine policies
  • Employee forms

HR Solution Center: hrsc.weill.cornell.edu or 646-962-9247
  • Benefits questions
  • Employee Relations
  • Recruitment
  • HR transactions
Welcome to Weill Cornell Medicine
Care. Discover. Teach.
Office of Diversity and Inclusion
Faculty Orientation

Associate Deans of Diversity and Inclusion:
Dr. Rache Simmons
Dr. Linnie Golightly
Office of Diversity and Inclusion

The Office is a central hub for developing, implementing, and disseminating programs that support diversity and inclusion residents, fellows and faculty.

Rache Simmons, MD
Professor of Surgery
Chief of Breast Surgery
Anne K. and Edwin C. Weiskopf Professor of Surgical Oncology
Associate Dean for Diversity and Inclusion

Linnie Golightly, MD
Associate Professor of Clinical Medicine
Microbiology & Immunology
Division of Infectious Diseases
Center for Global Health
Associate Dean for Diversity and Inclusion
Staff: Office of Diversity and Inclusion

Elizabeth Omondi
Administrator

Fatima Doumbia
Administrative Assistant

Angelina Patterson
Research Coordinator
Our Mission

*Our mission* is to foster an atmosphere in which individual characteristics are respected and where both differences and similarities are valued. Our goal is to create a collaborative working and learning environment.

We believe that diversity is a platform for developing creative solutions to challenging healthcare problems, advancing cutting-edge biomedical research, and designing and implementing innovative teaching modalities in medical education.

We view diversity in the broadest sense and as including differences in race, ethnicity, sexual orientation, gender identity, sex, ability, religious practices, socioeconomic class, citizenship, life experiences, and other important aspects of human life.
Programs and Policy Initiatives

- Implemented an online course on appropriate workplace behavior: “Avoiding Harassment and Discrimination”
- Modified and updated policies for faculty and academic new hires in compliance with federal guidelines
- Updated policies on promotion and tenure
- Established a paid parental leave policy for the medical college
- Established emergency childcare and eldercare programs
- Established on-site day care facilities
Policies

WCM is committed to providing a safe, inclusive, and respectful learning, living, and working environment for its students, faculty, and staff members.

• Grievance Procedure and Faculty Misconduct:

• Discrimination and Harassment:
  http://intranet.med.cornell.edu/hr/general-info/policies/employee-conduct-policies/206-prohibited-discrimination-and-harassment.html

• Title IX Coordinators:
  http://intranet.med.cornell.edu/hr/static_local/pdf/Title%20IX%20Coordinators.pdf

Links are also at: diversity.weill.cornell.edu
Partnerships

Diversity Champions

Dr. Susana Morales
Vice Chair for Diversity,
Dept. of Medicine

Dr. Joy Howell
Vice Chair for Diversity,
Dept. of Pediatrics

Black & Latino Men in Medicine
Networking and Social events

• Support an active LGBT Committee

• Host social events: Diversity Mixers “Meet and Greet”

• Facilitate mentorship of undergraduate, medical, and graduate students through our pipeline programs

• Sponsor faculty development seminars
SPARC
Tri-I Diversity Retreat
Communications

• Website
• Database
• Listserv
• Newsletter
• Facebook

Greetings,

It brings us great pleasure to share with you our first inaugural newsletter from the Office of Diversity and Inclusion at Weill Cornell Medicine! We envision it as a forum to share upcoming events, recent news, and special acknowledgements to congratulate and celebrate those doing amazing work in our community. As always, we look forward to working together with you, in our continuing efforts build a community that is diverse, inclusive, and strong.

Kind Regards,

The Office of Diversity and Inclusion
We want to hear from you

Linnie Golightly
212 746 6303
lgolight@med.cornell.edu

Rache Simmons
212 821 0853
rms2002@med.cornell.edu
Welcome to Weill Cornell Medicine
Care. Discover. Teach.
Samuel J. Wood Library and C.V. Starr Biomedical Information Center

**Services**
- Teaching
- Evidenced Based Medicine
- Citation Management
- Preparing to Publish
- Database Training/Search Strategies (NCBI, PubMed, Embase, Scopus)
- Research Support
  - Grant Editing
  - Systematic Reviews
  - Citation Analysis & Bibliometrics
  - Metadata management
  - Literature Searches
  - NIH Compliance
  - Copyright/Digital Rights Management
  - Interlibrary Loan & Document Delivery

**Resources**
- > 18,000 Journals
- > 50,000 eBooks
- > 300 Databases
- Free/discount software
- Medical Center Archives
- Myra Mahon Patient Family Resource Center
- Duplicating Services
- Medical Photography
- SmartDesk
Information Technologies and Services

• Provides a stack of services from basic to application specific

• Provides the basic infrastructure to everyone and the higher level services for some areas (e.g. SAP)

• Some of the higher level services are provided by others (e.g. SCU, POIS)
Email/Calendar
File Sharing/Storage
Websites
Hosting/Servers/DBs
RedCloud Secure
ARCH: Data Repositories
Admin Systems
SAP/WBG
Grants/IRB
Education/Training
Reporting
Telephones

WCM:
ITS Library
Physician Organization Information Services

CAC/Ithaca

HPR
RedCloud
HPC
Scientific Computing

Outside Vendors

NYP:
Information Services
Biomedical Engineering

Allscripts/Eclipsys
Cerner
CoPath
PACS
Eagle/Siemens
Telephones

HPC
Bioinformatics

Informatics
Biostatistics

User Support 746-GURU (746-4878)
myhelpdesk.med.cornell.edu
SMARTDesk – Wood Library at 1300 York & 3rd Flr 575 Lexington

If you aren’t sure who to call, call us & we will forward as needed
Profiles and Identity

- Your username: Center-Wide Identity (CWID, pronounced “seaweed”)
  - CWID@med.cornell.edu
- To change your password:
  - mypassword.med.cornell.edu
- Update your profile:
  - directory.weill.cornell.edu
- VIVO Researcher Profiles:
  - vivo.med.cornell.edu
- ITS staff will never ask you for your password
- Never share your password with ANYONE.
ITS Departmental Liaison Program

Onboarding Support & Outreach
Coordinate Service Improvements
Department Advocate & Escalation Point
Communicate Projects & New Services
Align Department Needs to IT Services
Maintain Tribal Knowledge of Departments

Contact: liaisons@med.cornell.edu

Ray Adams
(Focus: Clinical)

Saadia Malik
(Focus: Administration)

Michele Fuortes
(Focus: Research)

Dan Green
(Focus: Education/Qatar)
Purchasing and Support

• its.weill.cornell.edu
  • Free and discounted software!
    - Microsoft
    - Adobe Cloud
    - Zoom web conferencing
    - EndNote reference manager
    - LastPass password manager
    - Qualtrics surveys
    - Lynda/Skilsoft training
  • Discounted computer purchasing agreements with
    - Apple
    - Dell
    - Lenovo

• Softwarehub.weill.cornell.edu
  • Scientific Software through the library.
    - Genespring
    - Lasergene
    - SAS
  • Save money: Check the ITS Technology Sales site BEFORE buying hardware or software for recommendations
  • Save sorrow: For servers and scientific equipment call BEFORE you buy or submit a grant
Hundreds of Services

- Free unlimited storage from Box.com
- Fee-based high performance secure storage
- Server and application management
- Event Calendar
- Event AV
- Survey tools
- Research Databases
- Virtual desktops
- Security consulting
- Preconfigured lab website (Drupal)
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