

Dear Colleagues,

Welcome to the University of Washington School of Medicine (SoM)! We are thrilled to have you join our diverse faculty of clinicians, researchers, and educators from Alaska to Wyoming. Joining a new institution as complex as the SoM can be overwhelming. With that in mind, we want to provide you with some resources put together specifically for new faculty which we hope will help you as you settle into your new job and can be bookmarked for future reference.

Let's start by introducing the Office of Faculty Affairs (OFA). Our office was created with one goal – to help faculty thrive in the SoM. The team in OFA focuses on bringing career development, skill building, well-being, support resources, and much more to our faculty. Much of this work is done in collaboration with folks from the Office of Healthcare Equity, Research and Graduate Education, and Academic Affairs which is why we came together to welcome you!

The first resource we want to highlight is the [SoM faculty website](#). A place to start might be the [new faculty welcome page](#) which contains commonly searched for information about trainings and licensing, new faculty appointments, sorting out your benefits, and much more. It also answers [frequently asked questions](#) ranging from parking and badges to setting up your lab and accessing the clinical toolkit resources. We've done our best to anticipate your questions, but we clearly won't have addressed them all. Please don't hesitate to reach out to any of us with more specific inquiries – our emails are all below.

## CAREER DEVELOPMENT

The faculty [website](#) highlights many resources focused on career development ranging from leadership development workshops to strategies for time management to pearls for effective feedback. While you might not be thinking about promotion yet, people often have questions about how to organize their activities and better understand the steps in the promotion process. The OFA [events calendar](#) is a good place to see our spectrum of offerings. You might also consider subscribing to [Thrivecast](#), the OFA podcast focused on these same topics.

The [Center for Learning and Innovation in Medical Education \(CLIME\)](#) is the SoM home for educators. CLIME provides resources to help you develop as a teacher in the classroom, at the bedside, in virtual spaces and much more. The CLIME team also creates community for members of the faculty engaged in innovation and scholarship in health sciences education. The SoM offers a 10-month certificate program, [Teaching Scholars](#), for faculty for whom education is their scholarly focus.

Many of our faculty engage in research ranging from bench science to clinical trials to population science. The Office of Research and Graduate Education works with the [Office of Research](#), [Office of Animal Welfare](#), [Human Subjects Division](#), [Institute of Translational Health Sciences](#) (ITHS), [UW CoMotion](#), and the [Graduate School](#) to support your research and research training needs.

[ITHS](#) supports clinical research with resources including expert consultation in biostatistics, ethics, clinical trials consulting and much more. ITHS [Translational Research Unit \(TRU\)](#) offers investigators the support and infrastructure needed to conduct clinical and translational research and the [community engagement](#) program offers expertise and resources for translational research with community. ITHS also offers various [pilot funding](#) opportunities and abundant educational & training programs as well as monthly [career development series](#) and annual [introduction to clinical research boot camp](#).

The [UW Health Science Library \(HSL\)](#) serves all faculty in the School of Medicine. As a UW faculty member, you have access to all UW electronic databases, journals, books, ebooks and online videos in support of research and instruction. For off campus access please check out the [FAQ page](#). For Systematic Reviews, HSL offers a fee-based [Review Service](#). The librarian assigned to work with the UW School of Medicine is [Electra Enslow](#). Please take some time to explore the website and [reach out with questions](#). Another library resource is the Li Lu Library in the Health Sciences Education Building. This space offers work and study rooms, large meeting rooms, and lounges. Contact [lilulibrary@uw.edu](mailto:lilulibrary@uw.edu) with any questions.

We are particularly invested in helping our faculty who are underrepresented in medicine and science thrive. We have a program to enhance the experience and success of URMS Faculty within the SoM through academic and leadership coaching, career development strategies, and community building. Please [sign up here](#) to identify yourself as a URMS faculty and receive notification of these events. The SoM also promotes equity, advocacy, and community by bringing together faculty in the Committee for Minority Faculty Advancement and the Committee for Women in Medicine and Science.

## CLIMATE

UW Medicine is committed to a climate that supports excellence, respect, integrity, compassion, altruism, and accountability. Many of our efforts focus on developing an environment supportive of diversity in ideas, perspectives, and experiences. We strive for high standards of professionalism where all individuals in our community are responsible for creating an inclusive environment where every person is valued. The [policy on professional conduct](#) reflects our community standards and our hope is that this community helps to support your growth and academic aspirations as a new faculty member in the UW School of Medicine.

The [Office of Healthcare Equity \(OHCE\)](#) brings together many of the resources to support continued growth towards being an anti-racist, just and inclusive organization. This team has developed a [Healthcare Equity Blueprint](#) for UW Medicine, leads equity, diversity and inclusion (EDI) [education and training](#) across the system, supports creation and revision of policies that promote equity and justice and much more. It is the home of the Center for Workforce Inclusion and Healthcare System Equity ([WHISE](#)), led by Dr. Estelle Williams who runs our pre-med pipeline and outreach programs, including Doctor for a Day (DFAD) and the UW Justice, Equity, Diversity, and Inclusion Center for Transformational Research that focuses on developing EDI research resources for the UW community while engaging in social justice research. The OHCE partners with the [Transgender Non-Binary Program leadership](#) to provide training,

mentoring (Outlist), and LGBTQ+ medical student education. The OHCE is also the home of our [Bias Incident Reporting Tool](#). While we aspire to be an anti-racist institution with a climate without bias, racism, and discrimination, we know that there are still times when these values are challenged, and we want to hear about it as we believe this is how we grow together.

The SoM believes facilitated conversations and [restorative justice](#) are essential to creating the supportive and inclusive community we strive to have. The university [Ombud](#) is resource for all. The Office of Research and Graduate Education has developed [numerous climate initiatives](#) including restorative justice programs to make the research and training climate more welcoming and nurturing. The [SoM Allies](#) program supports graduate students and postdoctoral scholars facing interpersonal conflicts and provides resources to help build trust and connections among diverse members of our community.

## WELL-BEING

The UW School of Medicine offers holistic support for your well-being through [peer support](#), [family care](#), [resilience skill-building](#), cohort-based leadership development, and an evolving set of programming and resources for the unexpected challenges in life – like schooling at home, elder care needs, and coping with stress and uncertainty. There are also many resources available to you from the greater UW community including [childcare resources](#) and [The Whole U](#). Please explore our [well-being and support page](#) for up-to-date information.

While your specific department or division will answer many of your initial questions, we hope you will save our [welcome page](#) (as well as the rest of our faculty website!) as a place to find additional resources.

If you would like to meet with any of us for a one-on-one discussion, we are happy to set up a time. We look forward to working with you as you begin your journey within the UW School of Medicine!

Sincerely,

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