

Dear Colleagues,

We are delighted to welcome you to the University of Washington School of Medicine (SoM)! You are joining a diverse faculty of clinicians, researchers, and educators from the WWAMI (Washington, Wyoming, Alaska, Montana, and Idaho) region. Becoming a member of a community as complex as the SoM can be both exciting and overwhelming. With that in mind, we want to provide you with some resources 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)**. OFA was created with one goal – **to help faculty thrive**. The OFA team focuses on bringing career development, skill building, well-being and support resources, educational offerings, and much more to our faculty throughout all stages of their careers. Much of this work is done in collaboration and partnership *with* our faculty, *for* our faculty. This includes working with all 31 departments as well other offices in the SoM including the Offices of Academic Affairs, Administration and Finance, Healthcare Equity, Graduate Medical Education, and Research and Graduate Education.

The first resource we want to highlight is the [SoM faculty website](#) and in particular the [new faculty welcome page](#). This page contains commonly searched-for information about trainings and licensing, new faculty appointments, 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 the [OFA team](#) with more specific inquiries.

CAREER DEVELOPMENT: Promotions, Teaching and Mentoring, Research, Leadership and more!

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 giving faculty tangible skills to advance in their careers.

As you progress in your career at UW, you may also find our leadership development course ([Rising Leaders](#)) or our [Faculty Coaching Program](#) great resources for personal growth. We are 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 ([SURF](#)) within the SoM through academic and leadership coaching, career development strategies, and community building. The SoM also promotes equity, advocacy, and community by bringing together faculty in the Committee for Minority Faculty Advancement ([CMFA](#)) and the Committee for Women in Medicine and Science ([WIMS](#)).

Education

Office of Faculty Affairs

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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 also offers a 10-month certificate program, [Teaching Scholars](#), for faculty for whom education is their scholarly focus.

The SoM also has a regionally, nationally, and internationally recognized program in **Continuing Medical Education** (CME). Our faculty members who are clinicians have the opportunity to participate in a range of accredited educational offerings ranging from grand rounds and case conferences to ECHO programs and on-demand learning. Internally offered programs provide free CME for all faculty. Make sure to ask your department about CME programming or check out the [UW CME website](#) to see what options might be appropriate for you.

Research

Many of our faculty engage in research ranging from bench science to clinical trials to population science. The [Office for Research and Graduate Education](#) (RGE) works with partners across the SoM and the university to support your research and training needs. RGE is the home of the **Institute for Translational Health Sciences** ([ITHS](#)) which brings together resources for clinical research including expert consultation in biostatistics, ethics, clinical trials, and much more. ITHS [Translational Research Unit \(TRU\)](#) offers investigators the support and infrastructure needed to conduct clinical and translational research. ITHS also offers various [pilot funding](#) opportunities and abundant educational & training programs, including [career development series](#) and an annual [introduction to clinical research boot camp](#). We also have a growing [Research Mentor Education](#) program designed to bring mentoring skills to our many faculty who mentor trainees and post-docs.

At the UW level, the [Office of Research](#) is a central hub for scientists across the university and our home for entrepreneurial efforts is [UW CoMotion](#). Many faculty will also collaborate with the UW [Graduate School](#) as part of participation one of our many training programs.

The **UW Health Sciences 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](#).

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WELL-BEING and CLIMATE

The OFA is the central hub of resources to support the well-being of our faculty. Offerings range from our peer support program ([Peer to Peer](#)) for clinicians across UW Medicine to [well-being grants](#) to support local efforts to improve the workplace and learning environment. As part of UW benefits, you have access to free mental health support through the Washington State Employee Assistance Program ([WA-EAP](#)). Many other resources can be found on the [Well-Being and Support website](#).

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 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. The OHCE is also the home of our [Bias Incident Reporting Tool](#). While we aspire to be a community 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 practices](#) are essential to creating the supportive and inclusive community we strive to have. The university [Ombud](#) is a resource for all. The 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.

As a new faculty member, you will likely have many questions. Your department or division administrators are often great resources as are your department chair or division head. We also hope that you will save our [welcome page](#) (as well as the rest of our faculty website) as a place to find additional resources. And know that you can reach out to any of the [OFA team](#) with questions. We look forward to working with you as you begin your journey within the UW School of Medicine!

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Sincerely,

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