



# DPHB FACULTY ONBOARDING INFORMATION

*(rev. 4/19/2023)*

Welcome to the Department of Psychiatry and Human Behavior (DPHB) in the Alpert Medical School at Brown University!

## BROWN UNIVERSITY

Brown University was established in 1764 as the seventh college in America and today is an independent, coeducational, Ivy League institution of higher learning devoted to the liberal arts and professional training. The University consists of undergraduate and graduate programs plus the Warren Alpert Medical School, School of Public Health, Schools of Engineering, and School of Professional Studies. The Medical School has affiliation agreements with local hospitals.

## DEPARTMENT OF PSYCHIATRY AND HUMAN BEHAVIOR

DPHB has a long record of outstanding training and excellence. With over 500 faculty members, employed at seven different hospitals in Rhode Island, a wealth of opportunities are available through our cutting-edge research programs and highly sought after training programs. Numerous faculty members are national and internationally recognized leaders in their fields. Faculty and trainees in DPHB are highly collaborative with one another and with members of other departments and centers. Mentorship is a very significant component of the Department's academic mission.

## DPHB LEADERSHIP

Steven Rasmussen, MD is the Chair of DPHB and Mary Zucker Professor of Psychiatry and Human Behavior. Vice Chairs include Larry Brown, MD as Vice Chair for the Division of Child and Adolescent Psychiatry and Elizabeth McQuaid, PhD, ABPP as the Vice Chair for Academic Affairs, Director of the Division of Clinical Psychology, Tracey Guthrie, MD, Vice Chair for Clinical Faculty Affairs, and Audrey Tyrka, MD, PhD, Vice Chair for Research. The Leadership Council, composed of the Chair and Vice Chairs, meets weekly to address strategic initiatives for the department, set budget priorities,

and act as advocates for the faculty and trainees. A larger committee, the Department of Psychiatry and Human Behavior Advisory Council (DPAC), meets monthly and includes the above-mentioned department leaders as well as service chiefs & leaders from the various hospitals (Drs. Jody Underwood, Jeff Hunt, Mustafa Surti, Kristy Dalrymple, Christine Low, Jennifer Lambert, Henry Sachs, Laura Stroud, Margaret Howard, Van Miller, Gabor Keitner, and Ben Greenberg) to address the interface of the academic and clinical missions of the Department and the hospitals. DPHB also has two faculty Appointments, Promotions, and Reappointments Committees, one for faculty on academic tracks and one for faculty on clinical tracks. The academic tracks committee membership consists of all full academic track Professors in the Department. The clinical tracks committee membership includes the training program directors, representatives from the larger hospitals, and private practice clinical faculty.

## ANTI-RACISM, DIVERSITY & INCLUSION

DPHB is committed to addressing structural racism and increasing diversity, equity, and inclusion of individuals from underrepresented and marginalized groups. Recent events, including the disproportionate impact of COVID-19 on minority communities and ongoing racial violence toward Black people, remind us of the persistent, longstanding, and painful injustices in our country. This is an important tipping point at which we can challenge ourselves and our systems to change. Key aspects of our commitment include a focus on confronting racism and privilege within our Department, incorporating a social justice lens in our educational offerings for trainees and faculty, renewing our commitment to recruitment of trainees and faculty of color, and ensuring a welcoming and encouraging training environment for a wide spectrum of residents, including those with disabilities. Please see below for links to additional information.

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Below we provide information relevant to your faculty appointment in the DPHB at Brown as well as University-wide resources. We are working to expand the DPHB website, so stay tuned for future updates.

### DEPARTMENTAL FACULTY RESOURCES

*These are policies & procedures for Department faculty members related to teaching, promotions, annual reviews and mentoring. Please email Holly Wilker, Administrative Manager, Academic Affairs, with any questions: [Holly\\_Wilker@brown.edu](mailto:Holly_Wilker@brown.edu)*

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Faculty Tracks: <https://psych.med.brown.edu/faculty-appointments>

Promotion Criteria: <https://psych.med.brown.edu/faculty-promotions>

Reappointment: <https://psych.med.brown.edu/faculty/faculty-affairs/faculty-reappointments-and-reviews>

Annual Review Procedures: <https://psych.med.brown.edu/faculty/faculty-affairs/faculty-reappointments-and-reviews>

DEI/AR Education Requirement: <https://psych.med.brown.edu/faculty/faculty-affairs/deiar-education-requirement>

Training Program Information: <https://psych.med.brown.edu/education> (For faculty concerns about a trainee under your supervision, consult the faculty manual of your training program or speak with the Director of the training program)

### UNIVERSITY WIDE RESOURCES

*Here is some additional information you may find useful for additional support for teaching and other activities.*

BioMed Faculty Affairs – new faculty information overview  
<https://www.brown.edu/about/administration/biomed/faculty-affairs/new-faculty>

BioMed Faculty Handbook  
[https://www.brown.edu/about/administration/biomed/faculty-affairs/sites/brown.edu.about.administration.biomed.faculty-affairs/files/uploads/BioMed%20Faculty%20Handbook\\_with\\_appendix\\_12-10-19.pdf](https://www.brown.edu/about/administration/biomed/faculty-affairs/sites/brown.edu.about.administration.biomed.faculty-affairs/files/uploads/BioMed%20Faculty%20Handbook_with_appendix_12-10-19.pdf)

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### Handbook of Academic Administration

<https://www.brown.edu/about/administration/dean-of-faculty/handbook-academic-administration>

### Alpert Medical School – Policies and Procedures Attestation

<https://education.med.brown.edu/md-curriculum/policies-attestation>

### Brown Code of Conduct

<https://www.brown.edu/about/administration/policies/code-conduct>

### Researchers @ Brown

<https://vivo.brown.edu/>

Researchers@Brown brings together, in one site, publicly available information on the people, departments, and activities that collectively make up research and scholarship in all disciplines at Brown.

### Mentoring

**Faculty Mentoring Guide** – Prepared by faculty in the Centers for Behavioral and Preventive Medicine. Email [Holly\\_Wilker@brown.edu](mailto:Holly_Wilker@brown.edu) to request.

**National Research Mentoring Network:** <https://nrmnet.net/>

**Center for the Improvement of Mentored Experiences in Research (CIMER):**

<https://cimerproject.org/online-resources/>

### Office of Faculty Professional Development

<https://www.brown.edu/academics/biomed/faculty-development/>

### Sheridan Center for Teaching and Learning

<https://www.brown.edu/sheridan/>

### University Ombuds Office

<https://www.brown.edu/about/administration/ombudsperson/>

The Ombuds Office provides an independent, confidential, neutral, and informal resource for faculty, staff, postdoctoral fellows and associates, graduate students, and medical students who have concerns arising from or affecting their work and studies at Brown.

### Create Your Own Website

<https://sites.brown.edu/>

Sites.brown.edu is a self-service platform for Brown faculty and staff who wish to host individual, lab, conference or other non-departmental or non-administrative organization websites on the brown.edu domain. Sites.brown.edu facilitates the creation of accessible, secure websites within the Brown web environment.

### Brown University Internal Event Planning Services

<https://event-strategy.brown.edu/plan-your-event>



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### Brown University Marketing Services

<https://www.brown.edu/university-communications/marketing-services>

## DIVERSITY AND INCLUSION RESOURCES

*DPHB is committed to promoting cultural competence in training and clinical services, providing ongoing educational opportunities for trainees and faculty, and promoting awareness of issues of diversity within all training sites.*

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### DPHB Diversity Website

<https://psych.med.brown.edu/diversity-inclusion-equity-and-anti-racism>

### DPHB Anti-Racism Committees

<https://psych.med.brown.edu/diversity/anti-racism-steering-committee>

### DPHB Diversity, Equity, Inclusion & Belonging Committee

<https://psych.med.brown.edu/diversity/diversity-equity-inclusion-and-belonging-committee>

### Office of Women in Medicine and Science

<https://owims.biomed.brown.edu/>

### Office of Diversity and Multicultural Affairs (Brown BioMed)

<https://www.brown.edu/academics/medical/diversity/>

### Office of Diversity and Multicultural Affairs Faculty Association

<https://diversity.med.brown.edu/our-community/faculty>

### MEDSTEP (Mentoring and Educating Diverse Students to Excel as Physicians)

<https://diversity.med.brown.edu/our-programs/medstep>

### Office of Institutional Equity and Diversity

<https://www.brown.edu/about/administration/institutional-diversity/>

### Sexual Assault and Gender-based Harassment

<https://www.brown.edu/about/administration/institutional-diversity/incident-reporting/sexual-assault-and-gender-based-harassment>

### Title IX and Gender Equity Office

<https://www.brown.edu/about/administration/title-ix/>

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### **BROWN PERKS**

*Below is a list of opportunities & benefits offered to Brown faculty.*

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#### List of Discounts (updated frequently by Brown)

<https://www.brown.edu/about/administration/human-resources/bear-bargains-discount-list>

<https://library.brown.edu/info/eresources/nytimes/>

<https://library.brown.edu/info/eresources/wall-street-journal/>

#### Brown Gym

Membership is discounted

<https://brownrec.com/sports/2018/4/27/Membership-brownmembership.aspx>

BioMed Faculty Perks and Benefits (including free software access for personal computers)

<https://www.brown.edu/about/administration/biomed/faculty-affairs/faculty-perks-and-benefits>

#### CME and Educational Programming

<https://www.brown.edu/academics/medical/education/other-programs/continuing-medical-education/>

<https://cme-learning.brown.edu/>

<https://www.brown.edu/academics/biomed/faculty-development/>

#### Brown Faculty Club

Cost: \$100 per year. The major perk is the reciprocal privileges by virtue of the Club's affiliation with the Association of College and University Clubs. (No cost membership for Brown-paid faculty)

<https://facultyclub.brown.edu/>

### **DEPARTMENTAL CORES & OTHER RESOURCES**

*The Department has partnered for many years with other departments, institutes, and centers at Brown and our affiliated hospitals. Support from numerous research cores and programs is available to faculty and trainees.*

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#### **DPHB CORES:**

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### Quantitative Sciences Program

<https://sites.google.com/a/brown.edu/quantsci/quantitative-sciences-program>  
([quantsci@brown.edu](mailto:quantsci@brown.edu))

The QSP provides training in the form of formal workshops, seminars, and individual mentoring in the areas of quantitative methodology (including research and experimental design, survey and sampling methods, basic and advanced multivariate data analysis).

### Implementation Science Core

<https://sites.google.com/brown.edu/implementation-science-core/home>

The Implementation Science Core's mission is to create a vibrant community of practice among residents, fellows, and faculty who are interested in furthering their research in dissemination and implementation science.

## DPHB-AFFILIATED RESOURCES:

### Qualitative Science & Methods Training Program

([kate\\_guthrie@brown.edu](mailto:kate_guthrie@brown.edu))

The Qualitative Science and Methods Training Program (QSMTP: Dr Kate M. Guthrie, Director) offers expert training and guidance in qualitative and mixed methods research. Post-doctoral fellows and faculty can complete the "QSMTP Foundations Seminar" to learn more about these methods and their appropriateness for their own programmatic lines of research. Those with qualitative grantsmanship needs or a qualitative/mixed methods research study can enroll in the "QSMTP Skills Workshop" to learn and be trained in the procedures and skills sets for qualitative data collection, management, analysis and publication.

### Data Management Services

([CBreault@lifespan.org](mailto:CBreault@lifespan.org))

The data management team within the Centers for Behavioral and Preventive Medicine has 20+ years' experience creating tailored database systems for both research and non-research purposes. The data management team is well-versed in several programs/programming languages, including but not limited to Visual Basic, VBA, SQL, SQL Server, MySQL, REDCap, and SPSS.

### STAR Initiative - Stress, Trauma, and Resilience

([Star-Initiative@brown.edu](mailto:Star-Initiative@brown.edu))

<https://www.brown.edu/initiatives/star/training>

The STAR Initiative aims to foster transdisciplinary research collaborations within Brown University and Rhode Island, to provide training opportunities for researchers and clinicians focused on stress and trauma, and to enhance partnerships with local government and community stakeholders. A T32 for postdoctoral researchers and a Center for Biomedical Research Excellence (COBRE) award provide training and research support for early career researchers in the field of stress, trauma, and resilience.

### CRISP – Consortium for Research Innovation in Suicide Prevention

([Sarah\\_Arias@brown.edu](mailto:Sarah_Arias@brown.edu))



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The mission of the Consortium for Research Innovation in Suicide Prevention (CRISP) is to advance our knowledge about and reduce the incidence of suicidal and other self-injurious behaviors. A T32 provides training and support for postdoctoral research fellows.

### Butler Center for Biomedical Research Excellence (COBRE)

<https://www.butler.org/services/cobre/>

The mission of this Center of Biomedical Research Excellence is to support innovative clinical research in neuromodulation (brain stimulation) and the career development of investigators in this field.

### Bradley Hospital COBRE Center for Sleep and Circadian Rhythms in Child and Adolescent Mental Health

[cmedeiros13@lifespan.org](mailto:cmedeiros13@lifespan.org)

This NIGMS-funded COBRE Center builds a bridge from the sleep and circadian knowledge base and relevant research methods to the outstanding mental health research and clinical care that characterize Bradley Hospital. The Center has two research cores: 1) Pediatric Biopsychology Core (PBC) creates a supportive infrastructure for enhancing research that includes evidence-based assessment of mental health, sleep, and the collection of biospecimens; and 2) Sleep and Circadian Methods Core (SCMI) supports appropriate use of sleep and circadian methods across the research process, measures, and processes.

### **BROWN SCIENCE RESOURCE:**

#### Advance-CTR

<https://www.brown.edu/initiatives/translational-research/home>

Advance Clinical and Translational Research is in partnership between Brown, URI, Care New England, Lifespan Providence VAMC, and the RI Quality Institute. Advance-CTR serves as a central hub to provide resources that support and train the next generation of clinical and translational researchers in Rhode Island.