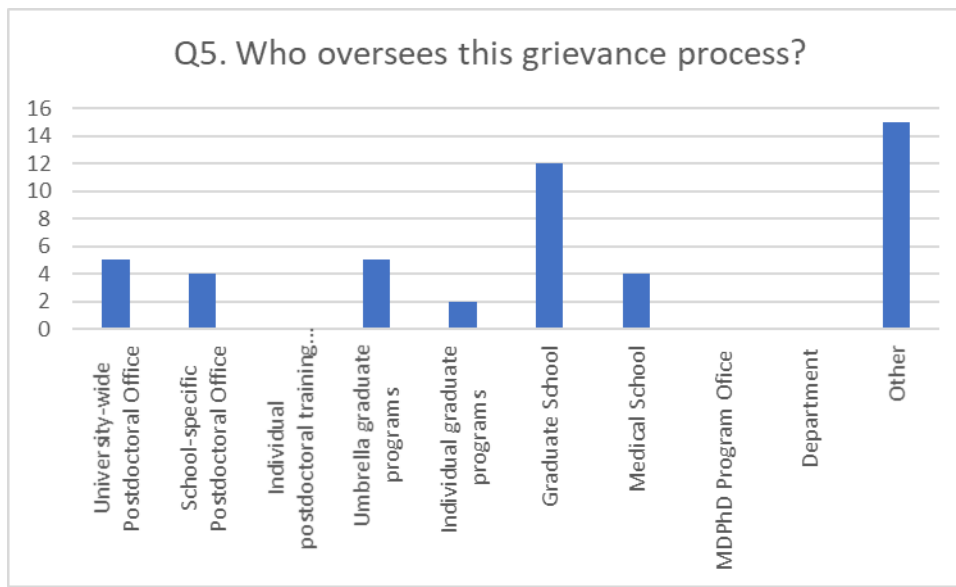
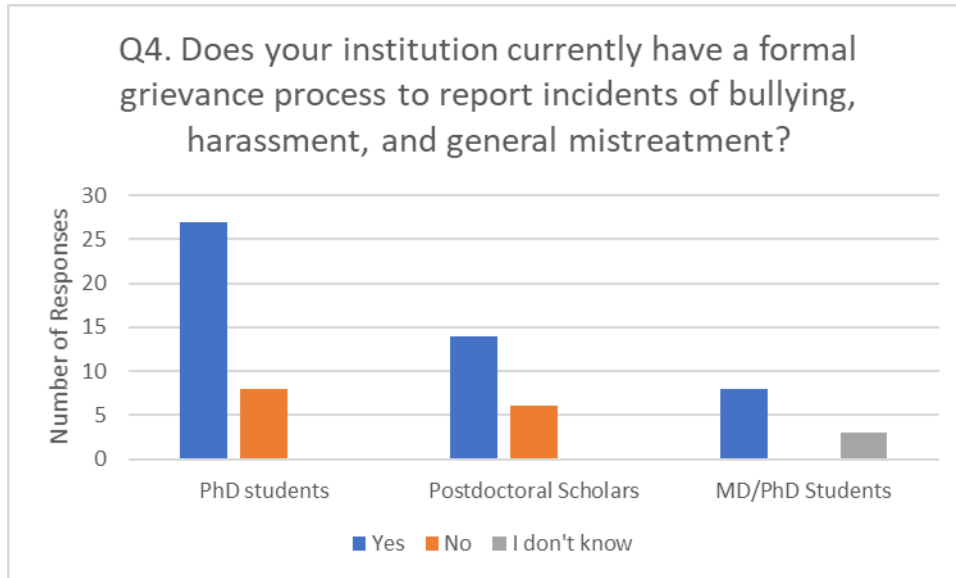


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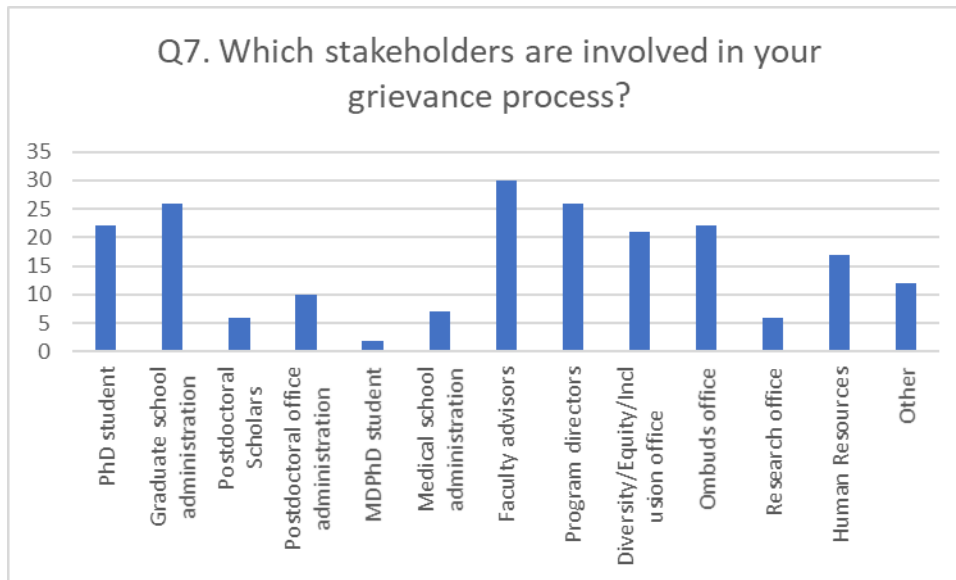


Other:

- Office of Professional Oversight
- Grievance goes to school dean
- Human Resources Employee Labor Relations
- Office of Equal Opportunity and Diversity OEOD or Human Resources depending on circumstance
- Senior Associate Dean for Graduate and Postdoctoral Education in collaboration with the umbrella graduate program
- Office for Academic and Research Integrity
- Both medical and graduate schools
- Institutional Office of Campus Life
- Compliance and Education Affairs Offices
- College-wide Student Services
- Office of Civil Rights Investigations and Compliance
- Ombuds Office
- Office of the Learning Environment (OLE)
- School of Medicine and Public Health
- Multiple pathways: Postdoc Office and Ombudsperson by School

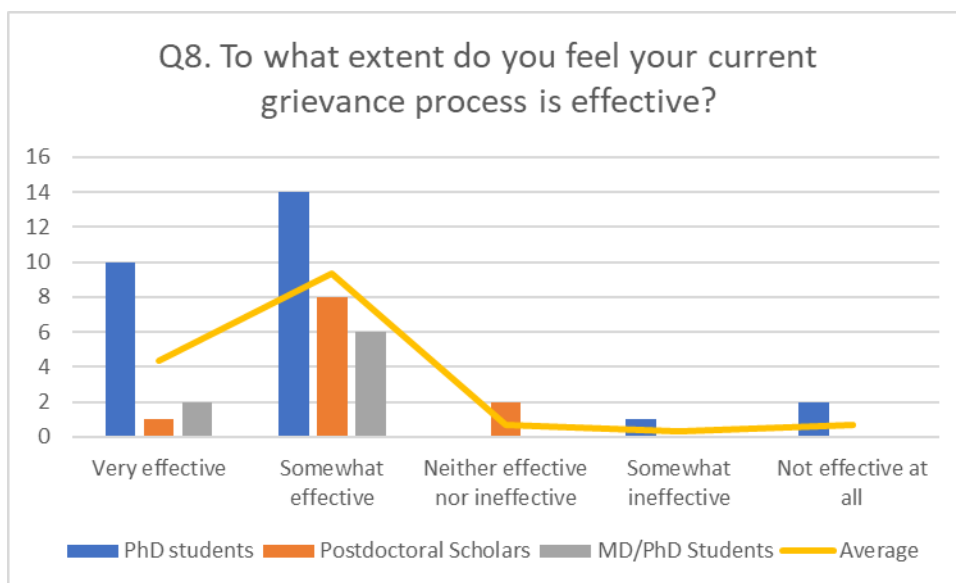
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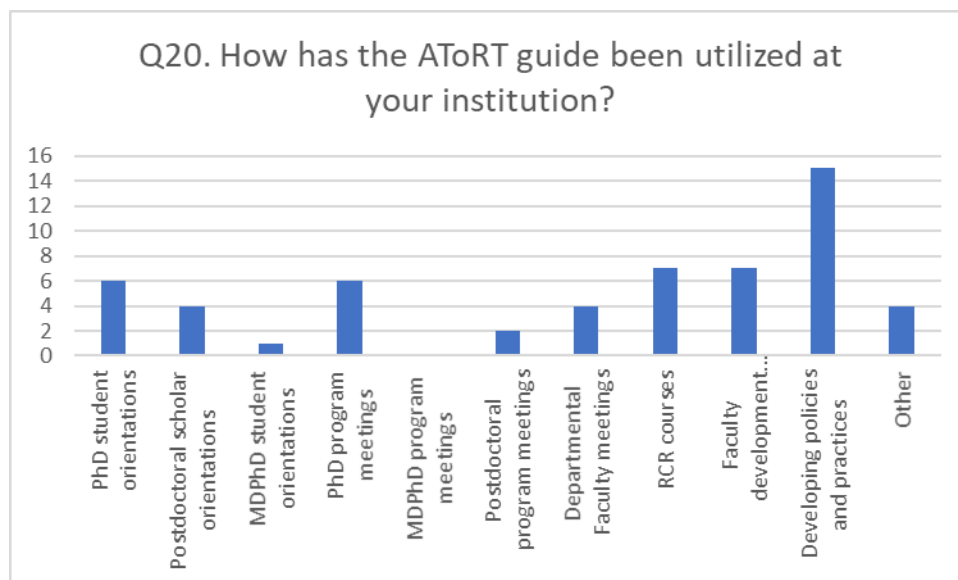


Other:

- Deans of schools; Provost office; Department chairs
- Office of Professional Oversight
- Faculty and Research Affairs
- dean's office, can be escalated to provost
- The faculty affairs dean or designate in the faculty affairs area where the postdoc is appointed.
- Dean of Graduate School
- Our primary mechanism reports thru an associate dean who reviews them with input from a graduate education executive committee composed of faculty members and graduate program directors. Other individuals and offices are involved as needed.
- Office for Academic and Research Integrity
- Student Affairs
- Really depends on the grievance as to who all is involved
- Chairs
- Office of the Learning Environment, Office of Diversity, Equity, and Inclusion

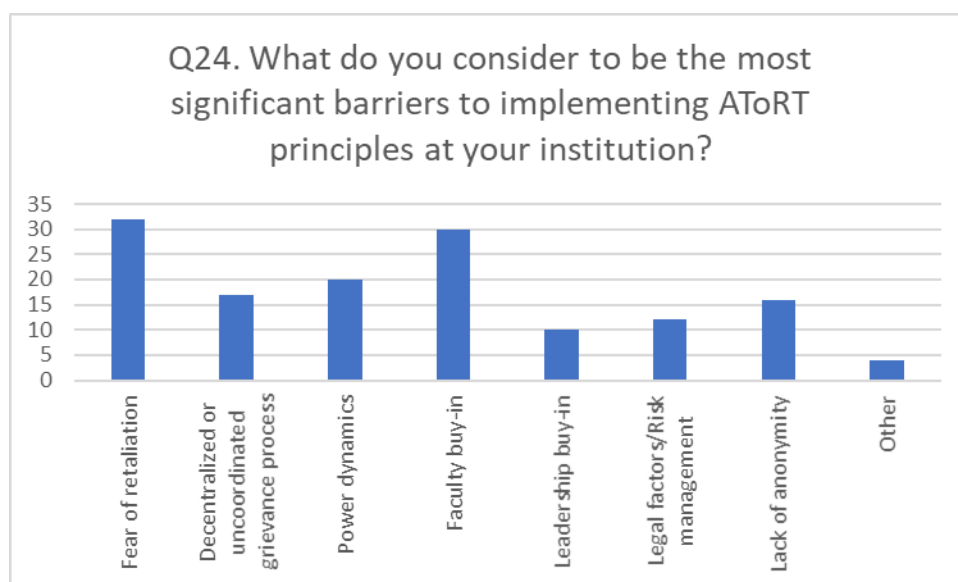


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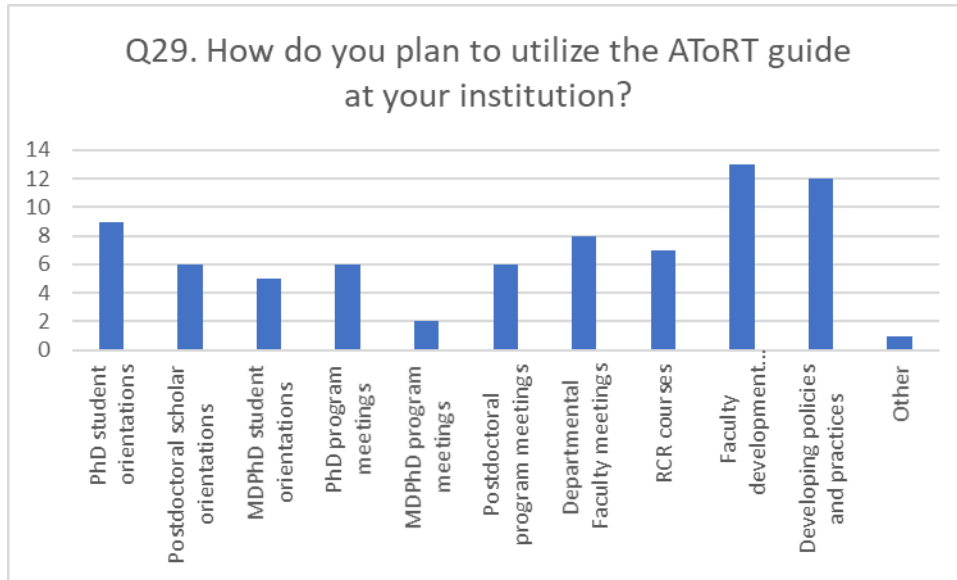
Other:

- Shared at department chairs and Deans meetings; used in coaching sessions for faculty and in expectation setting meetings with faculty and trainees
- Added to postdoctoral website
- Mentoring Trainings, Resiliency Workshops for trainees



Other:	
<ul style="list-style-type: none"> ▪ there are already many disparate systems for many things and adding on without coordination creates more diffusion and less clarity of who/which agency is responsible 	<ul style="list-style-type: none"> ▪ Students who submit reports often complain that it is not clear that effective action is taken. We are constrained by privacy policies in reporting specific actions.
<ul style="list-style-type: none"> ▪ Authority of 'enforcement' 	<ul style="list-style-type: none"> ▪ Synthesizing with existing practices at the University

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Other:

- Interprofessional education activity for students