Hi, everybody. Thanks so much for joining. You are all welcome to turn on your cameras if you want. We're really hoping this to be a discussion. Absolutely. Hi everyone. I'm sorry.
I was gonna say we should start with introduction, so go ahead.
Yeah, I was just gonna say I’m in fat Levy.
And with me is Kristen Bernard and we’re both the Co directors of the program.
Would you wanna say anything else, Kristen? Yeah,
I think all of you know this is the second year of the program,
we have a much better idea this year about what the application structure will look like.
And I think we realized last year that we didn’t give enough information to those of you who were applying to make it even footing in the applications, right?
Because we just said they wanted a personal statement and diversity statement and CB and we didn’t explain what we meant by those or why we wanted them. And so this year, we really wanted to level the playing ground a bit better and make sure that all of you, regardless of how good your mentor is or how invested your mentor is right now on your application, that you all get the same information from us, like directly from us about what we think these sections mean and
why we’re asking for these sections

And we have a few slides to start with or

just give you a general introduction

to the program and some information.

But really the main focus of this meeting is to let you, to give you an opportunity to ask us questions.

So we just feel free to ask,

unmute yourself and ask or write in the chat.

Everybody can see the big orange slide. OK.

OK. So this is our agenda for today.

We’ll give you some brief introduction to the program.

We’ll describe the application process,
the selection process, give you some advice on how to write a good application. And of course, the most important thing is the questions.

So as I think you probably know, our goal in this program is to recruit, support, retain outstanding scientists from diverse backgrounds. So there are, there are two things here, right? We're looking for people who are really exceptional scientists and at the same time, also contribute to diversity, equity and inclusion. And as Kristen has already said,
we’re very successful the first
NOTE Confidence: 0.9329764
year attracting 3 wonderful
NOTE Confidence: 0.9329764
fellows that have just started.
NOTE Confidence: 0.9329764
These are their names on the screen.
NOTE Confidence: 0.9329764
And we are hoping to do
NOTE Confidence: 0.9329764
the same thing this year.
NOTE Confidence: 0.9329764
And so let me tell you a
NOTE Confidence: 0.9329764
little bit about the program.
NOTE Confidence: 0.9329764
And the idea is to recruit
NOTE Confidence: 0.9329764
fellows at a very young stage,
NOTE Confidence: 0.9329764
right out of the PhD.
NOTE Confidence: 0.9329764
Recruit them as postdocs and give
NOTE Confidence: 0.9329764
them mentoring sponsors, sponsorship,
NOTE Confidence: 0.9329764
support from the university,
NOTE Confidence: 0.9329764
from the department.
NOTE Confidence: 0.9329764
The idea is to have that
NOTE Confidence: 0.9329764
00:03:53.880 --> 00:03:56.200 phase for three to five years,
NOTE Confidence: 0.9329764
00:03:56.200 --> 00:03:58.555 and during which you'll get
NOTE Confidence: 0.9329764
00:03:58.555 --> 00:04:01.600 mentoring from at least one mentor,
NOTE Confidence: 0.9329764
00:04:01.600 --> 00:04:02.296 maybe more.
NOTE Confidence: 0.9329764
00:04:02.296 --> 00:04:04.384 You’ll have a mentoring committee that
NOTE Confidence: 0.9329764
00:04:04.384 --> 00:04:06.430 will support you and make sure that
NOTE Confidence: 0.9329764
00:04:06.430 --> 00:04:08.816 you’re on track and that you were getting
NOTE Confidence: 0.9329764
00:04:08.816 --> 00:04:10.874 everything that you’re supposed to get.
NOTE Confidence: 0.9329764
00:04:10.880 --> 00:04:13.645 You’ll get support from individuals
NOTE Confidence: 0.9329764
00:04:13.645 --> 00:04:17.239 with similar life experiences,
NOTE Confidence: 0.9329764
00:04:17.240 --> 00:04:19.760 individually tailored training,
NOTE Confidence: 0.9329764
00:04:19.760 --> 00:04:22.280 workshops on leadership,
NOTE Confidence: 0.9329764
00:04:22.280 --> 00:04:22.988 mentorship,
NOTE Confidence: 0.9329764
00:04:22.988 --> 00:04:24.404 grant writing,
NOTE Confidence: 0.9329764
00:04:24.404 --> 00:04:29.360 anything that you need for your career.
NOTE Confidence: 0.9329764
Importantly, there'll be generous salary research funding. And then after this phase, the plan is to transition you to an independent tenure track position. This is the goal.

One, you don't have to have named this prospective mentor when you apply. That's all part of the interview process, right? So what we want you to describe is what you're going to do.
00:05:03.830 --> 00:05:06.518 you know that the the finalists will
00:05:06.518 --> 00:05:09.750 kind of put together in the new year.
00:05:09.750 --> 00:05:11.829 I want to talk about generous salary.
00:05:11.830 --> 00:05:13.310 We’re talking 90K a year,
00:05:13.310 --> 00:05:15.258 so substantially better than
00:05:15.258 --> 00:05:17.066 the average postdoc. Sorry.
00:05:17.066 --> 00:05:19.834 Can you go back about one more thing?
00:05:19.840 --> 00:05:24.560 Oh, and then transition to independence.
00:05:24.560 --> 00:05:26.515 The the previous fellows had
00:05:26.515 --> 00:05:28.920 a lot of questions about this.
00:05:28.920 --> 00:05:30.852 They were really worried that we were
00:05:30.852 --> 00:05:33.020 trying to trick them that by transition
00:05:33.020 --> 00:05:34.952 to independence we were talking about.
00:05:34.960 --> 00:05:37.116 We will be looking for any excuse
00:05:37.120 --> 00:05:40.666 not to give them a promotion
to an independent track.

And they wanted to see, you know from their future chairs in writing exactly how many papers and exactly what amount of funding was the minimum that they would need to be promoted.

And the chairs were actually really reluctant to write that down, but not because they were trying to trick the trainees, but rather because they wanted the flexibility to keep these people that they had picked as complimenting their department, even if the paper was just owned by archive and not accepted,
or if the grant had gotten really good scores but hadn’t been funded yet. And so it really is about the chairs are picking out scientists that they want to be in their faculty 5 years from now. We are requiring of our department chairs to hold a hiring slot, startup funds and space in reserve on the expectation that the fellows will win like so not win that the fellows will earn them and achieve this position. And so I want to stress that this is not about us looking to find any loophole to keep you from transitioning.
The goal here is the assumption of transition. Sorry, I thought you can go ahead now. Yeah, it was great and really important. So going back to the funding during the fellow stage, as person said that general salary 90,000 a year plus benefits, in addition 10,000 and discretionary funds for things like moving expenses, a lot of things you know extra childcare that you you require anything really to support you. In addition, the department will give you 50,000 a year for your research funds,
and again, that could be used for different things to find your research. It could be paying your research assistant salary. It could be animals, human subjects, materials, reagents, anything that you need. Anything above that your mentor is not already providing, right? Like this is that you don’t have to ask for permission. Your mentor, of course, is going to make the same available reagents to you as everybody else in the lab. We want to allow you to be able
to fast track and not have to ask if you wanted a Sun RN, A/C or a Sun data set, right?

Like you don’t have to convince them, you could just do it exactly. And if you need more than that, the program will have a funding for additional research funds for you, which you will have to apply to get up to 100,000 a year. okay So application process. The deadline is November 1st and this is really important. There are 4 components for the application, one of them is the letters of recommendation, 3 confidential letters that you.
If you haven’t done that already, you should arrange for these letters as soon as possible. Let your letter writers know that you’re applying and they should submit a letter by November 1st. I would say on average, one of these letter writers is going to be your PhD mentor, and the other two are probably going to be either current collaborators. In all likelihood, the chair of your thesis committee is a typical one. We want them to people who have known you for more than a summer, right?
We're not looking for that summer undergrad research mentor. We're looking for people who've known you your whole grad school time on rare occasions, and we've seen this for like the regular faculty interviews too. There are trainees who have had a disastrously catastrophic relationship with their mentor and they can't use those letters. That is Okay. Like, in those cases, trainees will often need a letter from their chair who will discreetly kind of hint at there being something.
Or like I don’t want you not to apply because your PhD mentor and you have had something right? Like that is not necessarily reflection on your future and your potential. But don’t just skip a letter, right Like your letter. We all as faculty know the drill on letters. We can put things in letters that you guys can in no way politely put in a personal statement so put in a personal statement. you don’t have to talk about it in your personal statement. The letter writers will if they know they need to.
And if you’re in a position where something, either your daily mentor has gotten ill, passed away, or there’s no relationship, this is not the first time this has happened in science. It is negotiable. And somebody in your community should be able to help guide you through that too.

And then the other parts are pretty straightforward and simple research statement, one page where we want you to tell us what you’ve done before, what you’re currently doing and what your vision is for your future at Yale. Why don’t you go one slide forward
and we'll go into more detail on both of those if you thought, OK, so I want to really talk about research statement because this is where we saw the most variability in quality last year. I think some people saw this and thought that they should just describe their current research for a page. Some people thought they should just describe their future research for a page. And what you really need to do is both of these, and you have to contextualize why. Why is this an important problem? Why did your PhD training prepare you to address it?
How will your future experiments with expected outcomes address it?

Right. So what have you done?

What will you do?

And why is it important that you’re doing it?

All of that has to fit into one page.

I think we put 11 point font .5 margins in the application.

So it’s a dense page.

One page though.

Paul, I see a question.

Yeah, so usually these are 12 pages.

How is this going to be

like a two step process?

We’re going to be applying for

like just with the one page of
NOTE Confidence: 0.9342691
00:11:54.582 --> 00:11:56.029 research statement right now and
NOTE Confidence: 0.9342691
00:11:56.029 --> 00:11:57.786 then it’ll be like a second round,
NOTE Confidence: 0.9342691
00:11:57.790 --> 00:12:00.470 it’ll be more like 10 pages or something.
NOTE Confidence: 0.9342691
00:12:00.470 --> 00:12:02.101 Or do you like, I just don’t
NOTE Confidence: 0.9342691
00:12:02.101 --> 00:12:03.874 know how to really cover enough
NOTE Confidence: 0.9342691
00:12:03.874 --> 00:12:06.240 information off of just one page past,
NOTE Confidence: 0.9342691
00:12:06.240 --> 00:12:07.440 present and future?
NOTE Confidence: 0.93277556
00:12:07.800 --> 00:12:09.312 Well, I mean this is a part
NOTE Confidence: 0.93277556
00:12:09.312 --> 00:12:10.156 of the challenge, right?
NOTE Confidence: 0.93277556
00:12:10.156 --> 00:12:11.920 Like maybe you haven’t had to do this before,
NOTE Confidence: 0.93277556
00:12:11.920 --> 00:12:13.243 but it will look a lot like
NOTE Confidence: 0.93277556
00:12:13.243 --> 00:12:14.492 an aims page potentially where
NOTE Confidence: 0.93277556
00:12:14.492 --> 00:12:16.077 you have summarized it right.
NOTE Confidence: 0.93277556
00:12:16.080 --> 00:12:19.820 And so keep in mind, last year we had
NOTE Confidence: 0.93277556
00:12:19.820 --> 00:12:22.940 six committee members screen 120 apps.
I believe our goal is to have everybody read all the apps, right? So if you each give us 12 pages, we are screening them in a different way. We are trying to take a lot of the bias and the randomness out of this process. And so yeah, it is a challenge to do this in one page. And I'm really trying here to give you the insight, don’t skip on premise, don’t skip on why feasibility, that’s your past and don’t skip on impact in the future. I see another question in the chat references.
I don’t really care.

They can go on a separate page.

Figures are included,

yeah,

so you’re probably not going
to get to put them in.

I’m also going to add that the research statement and the diversity statement,

the initial round of screening is done just on these two things,

blind to where the papers are,

right? Like, so I think we really want you to in one page.

What is the punchline about why you can do this cool research and why you?
Why should we invest in you as a person? And then the next thing is the diversity statement. One more question, the background expertise of the committee. So we’ve got four people who have been involved in the El fellas. From the beginning. I fought myself, Darren Lattimore who is the head of CEI and Neil Med and Tony Kolesky, the Dean of Basic Research. So it’s that. And then we are going to have departmental representatives, probably one per department that is most invested in the program this year.
So we've had a handful of departments say they very much expect and want to take a fellow this year. So we will have those representatives. So we can of course can’t have one faculty from every department that’s like 30 departments. The committee would never get anything done, so we wanted to buy it in terms of departments that were really vested. So again, you should write this. If you’re a cancer biologist, write it like me as a neuroscientist is reading it right. I don’t know why anything
00:14:37.870 --> 00:14:38.686 is important in cancer.
NOTE Confidence: 0.93208545

00:14:38.690 --> 00:14:40.280 You better make sure you spend
NOTE Confidence: 0.93208545

00:14:40.280 --> 00:14:42.149 a little bit of language telling
NOTE Confidence: 0.93208545

00:14:42.149 --> 00:14:43.645 me why it's important.
NOTE Confidence: 0.93208545

00:14:43.650 --> 00:14:45.730 Darren.
NOTE Confidence: 0.93208545

00:14:45.730 --> 00:14:46.330 Go ahead Paul,
NOTE Confidence: 0.92921764

00:14:47.790 --> 00:14:48.546 one more question.
NOTE Confidence: 0.92921764

00:14:48.546 --> 00:14:51.407 Do we have to make it as a as an aims
NOTE Confidence: 0.92921764

00:14:51.407 --> 00:14:53.429 page in this context because or can we,
NOTE Confidence: 0.92921764

00:14:53.430 --> 00:14:54.942 you know, be a little creative in
NOTE Confidence: 0.92921764

00:14:54.942 --> 00:14:56.490 a way that we actually categorize
NOTE Confidence: 0.92921764

00:14:56.490 --> 00:14:58.590 and separate all of the topics to
NOTE Confidence: 0.92921764

00:14:58.590 --> 00:15:00.388 discuss in the research section.
NOTE Confidence: 0.92921764

00:15:00.390 --> 00:15:04.046 You know, like your plans for the future,
NOTE Confidence: 0.92921764

00:15:04.046 --> 00:15:06.230 what are we currently doing and etc.
NOTE Confidence: 0.92921764

00:15:06.230 --> 00:15:08.670 As opposed to you know like AIM 123,
the only criteria are one page 11

point aerial half inch margins.

However structure it just

get those goals across.

Why is this important?

What are you doing?

Thank you.

Yes, I just, yeah,

I was just wondering if the

departments that are really invested,

if that has any weight on the

selection process in some way.

Let’s say that you’re from a department

that maybe is just hearing about this

or it’s not like fully get there.
I'm just curious about how that works in and if also just like what departments are those that are, you know, heavily invested. Yeah, so that’s a good question. I just put on the screen the departments that already explicitly said that they are interested or invested. This doesn’t mean that other departments are not interested. So if your research is in line with other departments, definitely still apply. But if you can align your research or present your research in a way that
NOTE Confidence: 0.93867797

00:16:23.998 --> 00:16:26.388 is consistent with these departments,
NOTE Confidence: 0.93867797

00:16:26.390 --> 00:16:27.746 we encourage you to do so.
NOTE Confidence: 0.92690045

00:16:28.430 --> 00:16:30.254 Remember that we are requiring the
NOTE Confidence: 0.92690045

00:16:30.254 --> 00:16:32.230 departments to have a faculty slot,
NOTE Confidence: 0.92690045

00:16:32.230 --> 00:16:34.558 so not all departments this year
NOTE Confidence: 0.92690045

00:16:34.558 --> 00:16:36.413 have a faculty slot, right?
NOTE Confidence: 0.92690045

00:16:36.413 --> 00:16:38.534 So the IT it’s not that they’ve
NOTE Confidence: 0.92690045

00:16:38.534 --> 00:16:40.380 just heard about Yale fellows,
NOTE Confidence: 0.92690045

00:16:40.380 --> 00:16:41.778 they’ve they’ve heard about Yale fellows.
NOTE Confidence: 0.92690045

00:16:41.780 --> 00:16:43.124 We’ve presented to them a couple
NOTE Confidence: 0.92690045

00:16:43.124 --> 00:16:44.938 times a year for the last few years.
NOTE Confidence: 0.92690045

00:16:44.940 --> 00:16:46.260 They’re all aware of it.
NOTE Confidence: 0.92690045

00:16:46.260 --> 00:16:48.140 It’s about who’s got money in the bank
NOTE Confidence: 0.92690045

00:16:48.140 --> 00:16:49.865 or space in the bank because they
NOTE Confidence: 0.92690045

00:16:49.865 --> 00:16:51.772 don’t have to also hold space, right.
NOTE Confidence: 0.92690045
And so this, this process is really a matching process.

I want to say that last year, and I think we’ll get into this later, we had, you know, maybe 15 semi finalists.

And from there we picked finalists that were both the scientifically strongest but matched with departments that had good interest. And a lot of the final selection we made at the department’s reciprocally prepare a plan to ensure the success of the trainees.

And the final decision actually came down to which departments had the best plan. Now I know that can feel chaotic to you. That’s out of your control.
But the flip side being you don’t want to go to a department that doesn’t have a good plan. You want them scored on this. If you’re admitted, you want to know that somebody vetted this. And so, yeah, there’s a bit of this process that’s independent of you, but that’s cuz we don’t want to hang anybody out to dry. Exactly. Paul, do you have another question or is your hand still up? I actually just forgot to put it down.
00:17:50.160 --> 00:17:53.200 Sorry about that. OK.
NOTE Confidence: 0.9294482
00:17:53.200 --> 00:17:55.640 I also wanted to talk about the
diversity statement because not all of
NOTE Confidence: 0.9294482
00:17:55.640 --> 00:17:57.370 you will have written one of these before.
NOTE Confidence: 0.9294482
00:17:57.370 --> 00:18:02.624 What we don’t want to hear so much
NOTE Confidence: 0.9294482
00:18:02.624 --> 00:18:04.990 is what you feel about diversity,
NOTE Confidence: 0.9294482
00:18:04.990 --> 00:18:07.390 what your beliefs are about diversity.
NOTE Confidence: 0.9294482
00:18:07.390 --> 00:18:10.792 What we want to know is what your actions
NOTE Confidence: 0.9294482
00:18:10.792 --> 00:18:13.618 have been and will be around contributing
NOTE Confidence: 0.9294482
00:18:13.618 --> 00:18:16.426 to a diverse and inclusive environment.
NOTE Confidence: 0.9396949
00:18:19.510 --> 00:18:20.550 Any questions?
NOTE Confidence: 0.9396949
00:18:23.270 --> 00:18:24.824 Just to add one thing to this.
NOTE Confidence: 0.9396949
00:18:24.830 --> 00:18:28.110 This includes both your actions,
NOTE Confidence: 0.9396949
00:18:28.110 --> 00:18:30.900 what you have done to contribute
NOTE Confidence: 0.9396949
00:18:30.900 --> 00:18:32.802 to diversity, what you’re planning
NOTE Confidence: 0.9396949
00:18:32.802 --> 00:18:34.746 to contribute to diversity,
and also anything about your own background that is relevant and will increase diversity among faculty. Atti.

Any questions? What’s in the chat? I saw a two. Now, you’re better than if the research areas about behavioral health, is it appropriate to apply?

At this point, I would not tell anybody not to apply. I will point out that if you’re writing to the School of Engineering or the School of Public Health, these are not part of the School of Medicine.
So unless there are clear faculty who are both in engineering and the School of Medicine or in public health and the School of Medicine, it’s not going to fit the School of Medicine specific program. And so if you’re coming on the boundary of that, make sure there are faculty in the School of Medicine who would be appropriate mentors. I think here the onus is on you a little bit more to show that it’s relevant.
but there’s the department and some faculty mentors who exist in the School of Medicine.

There is another question about MD candidates without PhD. So unfortunately this program is for PhDs or MD PhD. Yale does have a strong physician scientist program, so MDS are encouraged to check out that program.

On a similar question for MDPH D’s in particular, is there a particular timeline in which they should apply?
For example, once we finish our PhD, we still have to finish our medical school training. We usually go back to finish that and then apply to residency. So I wasn’t sure how you know where in that timeline might be the most appropriate time to apply to this. That’s a good question. I don’t think we’ve talked about this one yet to be honest. I think you’ll force us to talk about it this year if you apply this year. I can’t see you not being eligible if you decide to wait a year because your hands were too full as well.
OK, thank you. And candidates with more than five years posted experience.

Still algebra. No. We're looking at. There's not a hard line, but I would say one to two years Max. I'm about to graduate in 2024, I graduated in 2023 and and maybe I graduated in 2022, but that’s kind of the window that we’d like to keep it to. I think by the time you’ve done five years of postdoc, you’re not eligible for a lot of these.
transitionary fundings that we’re hoping to be preparing the fellows for.

Another question about next year. So yes, the plan is to have this program for at least five years. We are now at year two, so we’re planning to continue. And then is there a minimum limit to publications and citations? No, there is no hard limit on anything. It’s the quality of your research, not how many publications you had and where they were. The School of Public Health is not under YSM. Neither is the School of Engineering. Does it matter if a faculty member
00:22:08.500 --> 00:22:10.040 has multiple appointments? Nope.
00:22:10.040 --> 00:22:12.542 They just have to have an appointment
00:22:12.542 --> 00:22:13.797 into the School of Medicine.
00:22:13.800 --> 00:22:17.240 It can be a primary or a secondary.
00:22:22.720 --> 00:22:23.998 Any other questions?
00:22:33.340 --> 00:22:36.376 My current Yale postdoc, Year one.
00:22:36.380 --> 00:22:38.282 What level of independence from the
00:22:38.282 --> 00:22:40.220 faculty’s research are you looking for?
00:22:40.220 --> 00:22:42.926 I mean, we’re really looking for a
00:22:42.926 --> 00:22:45.374 plan here. So I think if you are.
00:22:48.700 --> 00:22:50.820 So last year in fact,
00:22:50.820 --> 00:22:54.898 one of our accepted fellows was
00:22:54.898 --> 00:22:57.762 currently a Yale postdoc and she did an
00:22:57.762 --> 00:23:00.136 amazing job of talking about how she
was going to take her PhD research, which was different and her postdoc research at Yale and combine them in a new direction. Right. So that’s why you can have past, present, future. And I think here you mean in all cases you want your future to be different than your postdoc mentor and expect to be funded by the NIH or to be hired at the same institution. A part of the plan really has to be how are you going to differentiate yourself.
Any other questions about the proposal? Just to give you, Oh yes, a letter can be from your current post doc mentor. No problem. Absolutely. And just to give you a little more information about the OK, so we talked about this. The only thing we didn’t talk about was the NIH style BIOS sketch. Some of you have written this already for grant applications. If not, we have pretty detailed instructions on this because it’s a known format.
It’s very consistent.

We were fearful that if we asked for CVS, we would get 100 different sets of information.

So again, in order to minimize bias, this is the format we’re going with.

No CVS to allow everybody the exact same opportunity to present themselves?

The application also has fields for entering potential departments and potential mentors.

Now potential departments we ask you to insert at least one would be more than one, and that will help us in the review process to know who should review your application.

For mentors, you don’t have...
to enter any faculty mentors.

If you think of people.

If there are names that you have in mind that could be good mentors for you,

do mention them.

You don’t have to contact them.

You don’t have to coordinate anything with them.

It just again, helps us to know more about your research and what will be a good fit for your research.

Please don’t go asking them to be a letter if they’ve never met with you or worked with you.
It is not going to advantage your application at this point. We want letters from people who know you and know your potential, not a vague letter who’s never met you saying they’re open to hosting you. We're assuming if you’re free to them, they’re going to be open to hosting you, right? You don’t have to demonstrate that to us.

We have no issues with visas. All comers are eligible.

We went over the departments already. Any other questions on the application process?
Have you a little bit about the selection process?

You’ve heard clinical departments, yeah, yes. Then definitely absolutely anything in the School of Medicine.

So you’ve heard about the selection committee. We expect to invite between 10 and 15 applicants to give short zoom interviews. We’ll select a few, probably 7 to 8, and invite them for in person visits. Again, this is not just
based on the interviews,

not just based on the applications.

It’s also based on matching

with available departments

and we hope to make up to

four offers this year.

OK. I think we’re done with the slide.

So now we’re just open for only questions.

Whatever you want to know.

I thought maybe you want to stop sharing

and we can see more of the window.

Yeah, feel free to raise your

hand if you’ve got questions.

We have about 30 minutes that

Thought and I are both free.

We are happy to talk about anything.
I we are mindful that there’s some similar fellowship opportunities out there. The Gilliam, so I know the Hannah Grays announced they’ll also be due in the spring. The F-90 Nines are due December 1. We’re hoping our N1 deadline will facilitate those of you getting organized for those other ones but also not hit all of you with too many deadlines all at once. So I know last year we had an extension that was because the first year there will not be an extension on this one. Do not expect us to delay.
00:27:51.856 --> 00:27:53.200 till December or January.
NOTE Confidence: 0.9320322
00:27:53.200 --> 00:27:54.260 We’ve already got our
NOTE Confidence: 0.9320322
00:27:54.296 --> 00:27:55.118 committee meeting scheduled.
NOTE Confidence: 0.9320322
00:27:55.120 --> 00:27:58.078 It will be a N1 deadline.
NOTE Confidence: 0.9320322
00:27:58.080 --> 00:27:58.480 Alan,
NOTE Confidence: 0.9305024
00:28:00.440 --> 00:28:02.799 hi. Just as a follow up on
NOTE Confidence: 0.9305024
00:28:02.799 --> 00:28:04.639 my question in the chat.
NOTE Confidence: 0.9305024
00:28:04.640 --> 00:28:05.996 So I work in an infectious
NOTE Confidence: 0.9305024
00:28:06.000 --> 00:28:07.530 disease department as a PhD
NOTE Confidence: 0.9305024
00:28:07.530 --> 00:28:08.839 simply because my mentor
NOTE Confidence: 0.9305024
00:28:08.840 --> 00:28:11.153 is an MD PhD and she has a clinical
NOTE Confidence: 0.916759482
00:28:11.160 --> 00:28:12.820 role as well.
NOTE Confidence: 0.916759482
00:28:12.820 --> 00:28:14.526 I think it’s somewhat unlikely for
NOTE Confidence: 0.916759482
00:28:14.526 --> 00:28:16.600 a PhD to be hired in a clinical
NOTE Confidence: 0.916759482
00:28:16.600 --> 00:28:18.140 infectious disease department.
NOTE Confidence: 0.916759482
00:28:18.140 --> 00:28:21.900 So do you know if that’s the case?
Or is it possible for someone like that to be hired in a clinical department? Or would it be like a slightly different department that I might be transitioning into if I were to go through this program? Well, infectious disease probably fits in like ibio or micro. So I don’t know whether it would necessarily be infectious disease or like I said ibio or micro. But there are certainly do not limit yourself based on working currently today with a mentor who is in a clinical department.
It doesn’t mean that’s your only fit.

Yes, absolutely.

Psychiatry and child study center count.

I don’t feel like I’m in this department of psychiatry primary and I’m a PhD only.

I please don’t think you have to have an MD to be in a clinical department.

So just public health. Maybe a confusion about public health is that it used to be part of the School of Medicine until very recently and now it’s an Independent School.

So This is why it’s not included, unfortunately.

Question for ibio, is it?
I know it wasn’t listed on as one of the, I guess heavily interested ones, but I was just wondering if if there were slots there or not, or yeah, if one were applying to that department. Ibio took 2 Yale fellows last year. They’re very committed to this program. So I would not rule it out, but I think there’s some thought that we should share the wealth, so one of the things that, you know, I have felt like is that we
necessarily aren’t very good at having consistent mentoring between labs. And so when the department’s putting together their proposal, the area proposal includes questions about who the lab mentor will be during the postdoc years. It includes questions about who the postdoc mentoring committee will be. So that’s like having a thesis committee in grad school, but a postdoc committee. And it has questions from the department about how they’re going to make sure you know the skills in lab management and grant writing are
00:30:54.373 --> 00:30:57.814 trained to you. In parallel,
00:30:57.814 --> 00:31:00.980 we have access to a number of
00:31:00.980 --> 00:31:02.610 programs that focus on some of
00:31:02.610 --> 00:31:03.730 these other skills as well.
00:31:03.730 --> 00:31:05.230 And so you'll know you'll
00:31:05.230 --> 00:31:06.962 benefit from the thought and I in
00:31:06.962 --> 00:31:08.102 terms of mentorship and guidance
00:31:08.102 --> 00:31:09.528 outside of the scientific realm,
00:31:09.530 --> 00:31:10.790 since we're unlikely to be
00:31:10.790 --> 00:31:12.050 experts in what you do,
00:31:12.050 --> 00:31:14.970 committing a lot of mentoring support.
00:31:14.970 --> 00:31:16.386 And the big point here
00:31:16.386 --> 00:31:17.890 is that it's not just coming
00:31:17.890 --> 00:31:19.176 from your mentor or mentors.

53
We had a couple last year shows to be Co mentored and I can just add that the chair of your department will also be part of this. So it is all done in coordination with the chair. The chair is the chair plays a very important role in this and is committed to your mentoring. And in some cases it’s part of the mentoring committee, depending on what the specific arrangements that are made in the department. Yes, Camilo, I so I’m thinking about how granular should we be for the research statement in terms
00:31:55.710 --> 00:31:57.990 of should we go be going for.

00:31:57.990 --> 00:31:59.390 These are the things I’m interested in and I’m planning.

00:32:02.610 --> 00:32:04.470 I think ABC&D experiments are a way to answer that should be,

00:32:06.327 --> 00:32:08.349 this is what I’m interested in.

00:32:10.842 --> 00:32:13.042 And these are techniques I would be interested in using like how detailed

00:32:13.042 --> 00:32:15.469 are we thinking for describing because that’ll also impact how many different

00:32:15.470 --> 00:32:17.310 projects we propose for example.

00:32:17.310 --> 00:32:20.600 So sorry, go ahead, well go ahead.

00:32:20.600 --> 00:32:23.032 You started.

00:32:23.032 --> 00:32:23.640 No, no, I was just going to say that I know that it’s challenging

00:32:25.256 --> 00:32:26.942
in such a short document,

but we're basically looking both for your long-term vision,

what you know, what is your direction,

what you see is the most exciting,

significant innovating research questions that you want to work on.

And at the same time,

something more concrete that will have an idea of what you're going to do once you start.

There's kind of a hybrid of both the long-term vision and the more practical ideas.

Yeah, I don't wanna know whether you're using mass back or western blotch or
00:32:59.751 --> 00:33:01.246 what your favorite antibodies are.

00:33:01.250 --> 00:33:03.128 And with a one page limit,

00:33:03.130 --> 00:33:05.158 you don’t have time to tell me, right?

00:33:05.158 --> 00:33:07.498 Like I think you’re focusing

00:33:07.498 --> 00:33:09.370 on the overarching questions.

00:33:09.370 --> 00:33:10.432 You know, like even if you’re

00:33:10.432 --> 00:33:11.410 talking about a crisper screen,

00:33:11.410 --> 00:33:13.682 you’re not gonna be able to talk about

00:33:13.682 --> 00:33:16.050 necessarily the the bioinformatic

00:33:16.050 --> 00:33:18.019 pipelines that you’re going to use, right?

00:33:18.019 --> 00:33:19.314 You’re going to, you’re sketching

00:33:19.314 --> 00:33:20.995 this out for non experts, right?

00:33:20.995 --> 00:33:22.405 At best you’re going to have

00:33:22.405 --> 00:33:23.947 one person in in your department

00:33:23.947 --> 00:33:25.513 or in your field reading this,
and potentially none. So you want to assume that you can convince a bunch of Yale faculty that what you’re doing is important and feasible, but the time to convince the experts in your field would be the in person interviews.

Actually, the zoom interviews will also will specifically have for every zoom interview, at least some at least one person from that perspective department. So there’ll be somebody in your field for sure then too.

Julio, But that’s OK.

So I think it probably goes
along with Pam Pam Rios’s question but in the chat.

But essentially I was just curious about whether or not the OR like the mentoring committee if that it could include the the person that you did your PhD with and like how how that you know demonstrating your independence. I guess in in or like your work toward independence in the letter, but whether or not that that person can serve as as you know, one of your your mentors during this process. So usually we recommend to kind of have
your new direction in your postdoc phase,

but I don’t think there is an issue with

your graduate advisor kind of being part

of your committee in the future. Kristen,

let me know if you think differently.

I think if they’re part of the

committee and support your mentoring

throughout his fellow stage,

but your scientific direction is,

you know, clearly different than

what you did as a graduate student,

then that should be fine.

I would say your your committee

is meant to do a couple of things.

One, provide scientific knowledge

One, provide scientific knowledge

if there’s something that your
00:35:28.160 --> 00:35:29.830 primary mentors can’t answer.

00:35:29.830 --> 00:35:31.664 Right. So it’s a depth of resources.

00:35:31.670 --> 00:35:33.710 If your primary mentors and immunobiologist,

00:35:33.710 --> 00:35:35.546 but you want to use mass spec a lot,

00:35:35.550 --> 00:35:37.750 maybe your committee has a mass spec person.

00:35:37.750 --> 00:35:38.985 It should reflect the things

00:35:38.985 --> 00:35:40.709 you feel like you need to learn.

00:35:40.710 --> 00:35:42.330 So you might deliberately put

00:35:42.330 --> 00:35:43.626 a brand new faculty,

00:35:43.630 --> 00:35:45.730 someone familiar with being on the job

00:35:45.730 --> 00:35:47.710 search lately and the senior faculty,

00:35:47.710 --> 00:35:49.954 somebody who’s been doing and leading

00:35:49.954 --> 00:35:52.662 job searches for 40 years, right.

00:35:52.662 --> 00:35:56.016 So you might specifically you

00:35:56.016 --> 00:35:58.438 know like if your research is in

NOTE Confidence: 0.93589276
neuroscience but has implications to metabolic disorders and you can see that being a direction that like. So it’s about filling out the things that you want to learn from. This is like scheduled time where you get access to people who have answers relevant to you. But again, you don’t have to write down the committee in the application. This is something that will come out like next spring. There’s a question about lab space. Great question.
So the departments that take fellows, that means that they agreed to provide space for this fellows lab once they become independent faculty, and even before that as fellows, they'll have space during the laboratory. So that's definitely something that will be discussed between. Once you get an author, this means that there is a space dedicated for you and there'll be a discussion between you and the department about this space. Carissa, hi. Yes, thank you so much. I'm wondering about the extra research funding.
and kind of the scope of that and if there's any limitations on that. Specifically, I'm a computational neuroscientist and I'm wondering if like compute resources, space of the compute cluster, that kind of stuff would be covered. And also I'm specifically interested in training if that would be part of it. I think it's all up for grabs. So the the 10,000 is discretionary straight up, but you can put that towards your life, not your lab. The 50,000 is antibodies, technician, cloud computing, whatever you want. And then the 100,000 is going to be annual
pilot fund applications where it’ll be competitive amongst the other fellows. And I don’t know whether we’ll start having those rounds next year or the following, but I think they will become open as the program matures. And that will be a chance for you to pitch a project that is different than what’s happening in your mentor’s lab and fund it separate from your mentor. With that, I was curious like could you end up having a Hannah Gray along with this sort of Fellows program? And if so, does that detract from
funding or anything like that or how?
NOTE Confidence: 0.93631446
How is that looked on?
NOTE Confidence: 0.93151224
Yeah, that’s a good question.
NOTE Confidence: 0.93151224
We encourage people to apply
NOTE Confidence: 0.93151224
for fellowships like this.
NOTE Confidence: 0.93151224
And if, that’s actually
NOTE Confidence: 0.93151224
part of the the idea,
NOTE Confidence: 0.93151224
part of the what you’re supposed
NOTE Confidence: 0.93151224
to do is is get this extra funding
NOTE Confidence: 0.93151224
and then this will give you advantages,
NOTE Confidence: 0.93151224
for example, in applying to this
NOTE Confidence: 0.93151224
pooled funding you will get.
NOTE Confidence: 0.93151224
I mean we will take into account
NOTE Confidence: 0.93151224
the fact that you have already
NOTE Confidence: 0.93151224
secured funding on your own.
NOTE Confidence: 0.9290346
That being said, there are issues with a
lot of funding sources on double dipping. So if you get 90,000 and stipend from Hannah Gray, you can’t also get 90,000 and stipend from us, right? There’s 1FT E per person. And so there’s going to be some boundaries to holding both, but the funds will be there in whatever nature. There’s a question about flying for R1, so it is possible. They are not Pis on other ones at TL, but they can get a status. It’s just a technical
thing that we can do,

so that’s definitely doable.

We do encourage you to maybe start with a K application,

1st 99, right? Some of you might still be F99 eligible or F32 eligible.

So no need to start with an R 01 for your first grant, right?

Like, start where you’re eligible,

build your experience.

I mean, I I again, we don’t care what you’re graduating from,

we care where you’re going.

Is your future research going to fit in a department here in Cal School of Medicine?
So if you are a chemist who’s coming into metabolism, fantastic. You’re a chemist staying in chemistry, No. If you’re an engineer coming into, Biostatistics, great, But not if you’re going to stay in engineering. Can you apply for early independence awards? Anything that you were eligible for, we will support you in applying. And just to add to the previous question, if you identify appropriate faculty mentors, you don’t need necessarily to identify them. It will be great if you do, but even if you don’t, we may think.
of people that you don’t think about.

Apologies, I may have missed this, but are there requirements for the individuals that we identify as mentors? So do they have to be associate assistant professors, research track, tenure track, anything like that? And again, some of us will come from the department and not from you, right? Like you do not have to name a mentor at this stage. You have to describe a research plan that fits in the scope of the department. Thank you. I don’t know that it would be to your advantage to work with a faculty member who is not research tracked,
but if that is what is essential to your research and the department chair is amenable, I would rule nothing out.

We’ve been recording this, so we will post the video on the website and if you have additional questions, you are welcome to e-mail us if they all come in 12 hours for the deadline. You might not all get responses, but we are. We’re doing our best to make everything transparent and straightforward, so hopefully you won’t need to reach out. But if you do, we will. Like I said, unless it’s coming in at 11:00 PM before the deadline and we’re asleep,
00:42:48.260 --> 00:42:49.576 we will do our best to help.
NOTE Confidence: 0.92771316
00:42:53.380 --> 00:42:55.028 Thank you. This is been
NOTE Confidence: 0.92771316
00:42:55.028 --> 00:42:55.860 exceptionally helpful.
NOTE Confidence: 0.92771316
00:42:55.860 --> 00:42:56.700 This has been really great.
NOTE Confidence: 0.92771316
00:42:57.820 --> 00:43:00.980 Yeah. Thank you so much. Thanks everyone.
NOTE Confidence: 0.92771316
00:43:05.700 --> 00:43:08.570 Good luck. Thank you.
NOTE Confidence: 0.9248022
00:43:12.730 --> 00:43:13.423 All right, Chelsea,
NOTE Confidence: 0.9248022
00:43:13.423 --> 00:43:14.809 I think we can stop recording.
NOTE Confidence: 0.9248022
00:43:14.810 --> 00:43:17.130 Thank you so much. Thank you.
NOTE Confidence: 0.9248022
00:43:20.250 --> 00:43:21.320 And I thought we'll probably
NOTE Confidence: 0.9248022
00:43:21.320 --> 00:43:22.860 just post the slides in the video
NOTE Confidence: 0.9248022
00:43:22.860 --> 00:43:24.126 once we have them put together.
NOTE Confidence: 0.9248022
00:43:24.410 --> 00:43:25.010 I think so.
NOTE Confidence: 0.9248022
00:43:27.210 --> 00:43:29.890 OK. Hi, Chelsea. Thank you again.
NOTE Confidence: 0.9248022
00:43:29.890 --> 00:43:32.770 Bye. Thank you. So I take care too.