

WEBVTT

NOTE duration: "00:30:08.725"

NOTE Confidence: 0.9407314

00:00:00.399 --> 00:00:01.760 So I'm gonna dive into

NOTE Confidence: 0.9407314

00:00:01.760 --> 00:00:02.720 kind of giving an overview

NOTE Confidence: 0.9407314

00:00:02.720 --> 00:00:04.080 of the academic tracks and

NOTE Confidence: 0.9407314

00:00:04.080 --> 00:00:05.359 just a little bit about,

NOTE Confidence: 0.9407314

00:00:05.759 --> 00:00:07.200 issues related to kind of

NOTE Confidence: 0.9407314

00:00:07.200 --> 00:00:08.260 promotion expectations,

NOTE Confidence: 0.9648448

00:00:08.800 --> 00:00:09.599 and then we'll have the

NOTE Confidence: 0.9648448

00:00:09.599 --> 00:00:11.599 breakout sessions where we'll divide

NOTE Confidence: 0.9648448

00:00:11.599 --> 00:00:12.880 up into three separate groups.

NOTE Confidence: 0.9648448

00:00:12.880 --> 00:00:13.840 And I'll give a little

NOTE Confidence: 0.9648448

00:00:13.840 --> 00:00:15.040 more information about that in

NOTE Confidence: 0.9648448

00:00:15.040 --> 00:00:15.620 a minute.

NOTE Confidence: 0.9929138

00:00:16.025 --> 00:00:16.425 So,

NOTE Confidence: 0.9967569

00:00:16.825 --> 00:00:19.325 like most major medical schools,

NOTE Confidence: 0.98505944

00:00:20.265 --> 00:00:22.345 Yale, has a variety of
NOTE Confidence: 0.98505944

00:00:22.345 --> 00:00:23.404 faculty appointments
NOTE Confidence: 0.9939966

00:00:24.105 --> 00:00:25.145 that are really meant to
NOTE Confidence: 0.9939966

00:00:25.145 --> 00:00:26.285 be able to facilitate,
NOTE Confidence: 0.965737

00:00:27.064 --> 00:00:29.244 the recruitment, retention, and promotion
NOTE Confidence: 0.965737

00:00:29.465 --> 00:00:31.485 of a really talented exceptional
NOTE Confidence: 0.965737

00:00:31.680 --> 00:00:32.659 group of faculty.
NOTE Confidence: 0.9604066

00:00:33.040 --> 00:00:34.640 So there seems like a
NOTE Confidence: 0.9604066

00:00:34.640 --> 00:00:36.159 lot of options here and
NOTE Confidence: 0.9604066

00:00:36.159 --> 00:00:37.840 that's intentional, which is to
NOTE Confidence: 0.9604066

00:00:37.840 --> 00:00:39.120 try to be able to
NOTE Confidence: 0.9604066

00:00:39.120 --> 00:00:40.560 have different options for people
NOTE Confidence: 0.9604066

00:00:40.560 --> 00:00:42.020 to demonstrate their excellence.
NOTE Confidence: 0.9246043

00:00:43.680 --> 00:00:45.765 All fact so the the
NOTE Confidence: 0.9246043

00:00:45.765 --> 00:00:47.045 most traditional ones that people
NOTE Confidence: 0.9246043

00:00:47.045 --> 00:00:48.324 maybe are are more familiar

NOTE Confidence: 0.9246043

00:00:48.324 --> 00:00:50.164 with are the latter ranks,

NOTE Confidence: 0.9246043

00:00:50.164 --> 00:00:52.004 which are assistant professor, associate

NOTE Confidence: 0.9246043

00:00:52.004 --> 00:00:53.065 professor, and professor.

NOTE Confidence: 0.98951674

00:00:53.684 --> 00:00:54.885 Yale also has a large

NOTE Confidence: 0.98951674

00:00:54.885 --> 00:00:56.004 group of faculty on the

NOTE Confidence: 0.98951674

00:00:56.004 --> 00:00:57.844 research ranks, which also have

NOTE Confidence: 0.98951674

00:00:57.844 --> 00:00:59.204 three different ranks that you

NOTE Confidence: 0.98951674

00:00:59.204 --> 00:01:00.824 can get advanced on.

NOTE Confidence: 0.97518885

00:01:01.510 --> 00:01:02.789 And obviously, that group is

NOTE Confidence: 0.97518885

00:01:02.789 --> 00:01:04.709 is, critical to the research

NOTE Confidence: 0.97518885

00:01:04.709 --> 00:01:06.069 mission of the school. And

NOTE Confidence: 0.97518885

00:01:06.069 --> 00:01:07.430 then we have instructional or

NOTE Confidence: 0.97518885

00:01:07.430 --> 00:01:08.630 other ranks that are that

NOTE Confidence: 0.97518885

00:01:08.630 --> 00:01:10.310 are are critical to the

NOTE Confidence: 0.97518885

00:01:10.310 --> 00:01:11.369 educational mission,

NOTE Confidence: 0.9634696

00:01:12.069 --> 00:01:13.830 in some cases, clinical mission
NOTE Confidence: 0.9634696

00:01:13.830 --> 00:01:15.024 of of the school as
NOTE Confidence: 0.9634696

00:01:15.024 --> 00:01:16.784 well. Then within the latter
NOTE Confidence: 0.9634696

00:01:16.784 --> 00:01:18.645 ranks, there are five different,
NOTE Confidence: 0.76611584

00:01:19.185 --> 00:01:19.685 tracks,
NOTE Confidence: 0.9347692

00:01:21.024 --> 00:01:23.424 academic clinician, clinician educator, scholar,
NOTE Confidence: 0.9347692

00:01:23.424 --> 00:01:24.564 clinician scientist,
NOTE Confidence: 0.98151696

00:01:25.104 --> 00:01:25.604 investigator,
NOTE Confidence: 0.99353117

00:01:26.430 --> 00:01:27.970 and traditional track.
NOTE Confidence: 0.8425071

00:01:28.350 --> 00:01:29.730 And I wanted to emphasize
NOTE Confidence: 0.8425071

00:01:29.790 --> 00:01:31.170 that all faculty,
NOTE Confidence: 0.92310476

00:01:31.550 --> 00:01:33.890 whether it's ladder, research, instructor
NOTE Confidence: 0.92310476

00:01:33.950 --> 00:01:34.450 faculty,
NOTE Confidence: 0.9872682

00:01:34.990 --> 00:01:36.690 are essential to the missions
NOTE Confidence: 0.9872682

00:01:36.750 --> 00:01:38.750 of, an academic medical center
NOTE Confidence: 0.9872682

00:01:38.750 --> 00:01:39.410 like Yale.

NOTE Confidence: 0.95698035

00:01:40.444 --> 00:01:41.884 They differ a bit on

NOTE Confidence: 0.95698035

00:01:41.884 --> 00:01:43.965 which of these mission areas

NOTE Confidence: 0.95698035

00:01:43.965 --> 00:01:45.725 they focus on, whether that's

NOTE Confidence: 0.95698035

00:01:45.725 --> 00:01:47.744 clinical, educational, or research.

NOTE Confidence: 0.92759216

00:01:48.924 --> 00:01:51.164 Ladder research rank and other

NOTE Confidence: 0.92759216

00:01:51.164 --> 00:01:52.064 teaching faculty,

NOTE Confidence: 0.9703522

00:01:52.930 --> 00:01:54.450 they really differ on whether

NOTE Confidence: 0.9703522

00:01:54.450 --> 00:01:56.290 they're expected to be, at

NOTE Confidence: 0.9703522

00:01:56.290 --> 00:01:57.409 the time when they're being

NOTE Confidence: 0.9703522

00:01:57.409 --> 00:01:59.030 evaluated for promotion, particularly

NOTE Confidence: 0.9808944

00:01:59.570 --> 00:02:01.170 excellent in one of these

NOTE Confidence: 0.9808944

00:02:01.170 --> 00:02:02.530 mission areas, or two of

NOTE Confidence: 0.9808944

00:02:02.530 --> 00:02:04.290 these mission areas, or three

NOTE Confidence: 0.9808944

00:02:04.290 --> 00:02:05.590 of these mission areas.

NOTE Confidence: 0.9834129

00:02:07.535 --> 00:02:08.675 This is a slide,

NOTE Confidence: 0.9280586

00:02:09.615 --> 00:02:11.615 that just reflects the amount
NOTE Confidence: 0.9280586

00:02:11.615 --> 00:02:12.895 of growth that we've seen
NOTE Confidence: 0.9280586

00:02:12.895 --> 00:02:14.175 at Yale School of Medicine
NOTE Confidence: 0.9280586

00:02:14.175 --> 00:02:14.835 and our,
NOTE Confidence: 0.9609855

00:02:15.215 --> 00:02:16.195 among our faculty,
NOTE Confidence: 0.96056783

00:02:16.655 --> 00:02:18.255 since twenty eighteen. That's a
NOTE Confidence: 0.96056783

00:02:18.255 --> 00:02:19.855 relevant year because it's right
NOTE Confidence: 0.96056783

00:02:19.855 --> 00:02:21.173 around the time when we
NOTE Confidence: 0.96056783

00:02:21.173 --> 00:02:21.780 switched from
NOTE Confidence: 0.9921373

00:02:22.080 --> 00:02:23.060 assistant professors
NOTE Confidence: 0.99052954

00:02:23.680 --> 00:02:24.639 being able to be in
NOTE Confidence: 0.99052954

00:02:24.639 --> 00:02:25.300 an undeclared
NOTE Confidence: 0.9603072

00:02:25.680 --> 00:02:27.120 track to there having to
NOTE Confidence: 0.9603072

00:02:27.120 --> 00:02:28.480 be in a declared track
NOTE Confidence: 0.9603072

00:02:28.480 --> 00:02:29.620 at the point of hire.
NOTE Confidence: 0.9515067

00:02:30.000 --> 00:02:31.280 It's also around that time

NOTE Confidence: 0.9515067

00:02:31.280 --> 00:02:33.380 that we introduced our our,

NOTE Confidence: 0.9515067

00:02:33.625 --> 00:02:34.905 the fifth track which is

NOTE Confidence: 0.9515067

00:02:34.905 --> 00:02:37.004 now called academic clinician track.

NOTE Confidence: 0.9515067

00:02:37.224 --> 00:02:38.025 And if you look at

NOTE Confidence: 0.9515067

00:02:38.025 --> 00:02:38.925 those two,

NOTE Confidence: 0.94907916

00:02:40.185 --> 00:02:41.065 so we've got about three

NOTE Confidence: 0.94907916

00:02:41.065 --> 00:02:42.264 thousand one hundred or almost

NOTE Confidence: 0.94907916

00:02:42.264 --> 00:02:43.705 three thousand two hundred total

NOTE Confidence: 0.94907916

00:02:43.705 --> 00:02:45.785 faculty here. And then the

NOTE Confidence: 0.94907916

00:02:45.785 --> 00:02:47.465 top line is the clinician

NOTE Confidence: 0.94907916

00:02:47.465 --> 00:02:49.004 educator scholar track.

NOTE Confidence: 0.9707091

00:02:49.590 --> 00:02:50.630 You can see, you know,

NOTE Confidence: 0.9707091

00:02:50.630 --> 00:02:52.070 creeping up on a thousand

NOTE Confidence: 0.9707091

00:02:52.070 --> 00:02:53.270 there. And then the light

NOTE Confidence: 0.9707091

00:02:53.270 --> 00:02:54.010 blue one,

NOTE Confidence: 0.9729763

00:02:54.389 --> 00:02:55.430 which you can see starts
NOTE Confidence: 0.9729763

00:02:55.430 --> 00:02:56.710 in two thousand nineteen is
NOTE Confidence: 0.9729763

00:02:56.710 --> 00:02:58.310 the academic clinician track, which
NOTE Confidence: 0.9729763

00:02:58.310 --> 00:03:00.010 is our most rapidly rising
NOTE Confidence: 0.9206178

00:03:00.630 --> 00:03:01.130 track.
NOTE Confidence: 0.9792439

00:03:01.565 --> 00:03:03.644 And, we expect that as
NOTE Confidence: 0.9792439

00:03:03.644 --> 00:03:05.565 the health system continues to
NOTE Confidence: 0.9792439

00:03:05.565 --> 00:03:07.084 expand to be a track
NOTE Confidence: 0.9792439

00:03:07.084 --> 00:03:07.905 that grows,
NOTE Confidence: 0.9677009

00:03:08.525 --> 00:03:10.364 the clinician educator scholar track
NOTE Confidence: 0.9677009

00:03:10.364 --> 00:03:12.125 will probably grow too, although
NOTE Confidence: 0.9677009

00:03:12.125 --> 00:03:14.049 some of those may move
NOTE Confidence: 0.9677009

00:03:14.049 --> 00:03:15.810 from the clinician educator scholar
NOTE Confidence: 0.9677009

00:03:15.810 --> 00:03:17.409 track to the academic clinician
NOTE Confidence: 0.9677009

00:03:17.409 --> 00:03:17.909 track.
NOTE Confidence: 0.9651546

00:03:18.209 --> 00:03:19.010 And when you look at

NOTE Confidence: 0.9651546

00:03:19.010 --> 00:03:20.689 those two, what we sometimes

NOTE Confidence: 0.9651546

00:03:20.689 --> 00:03:22.629 call clinically intensive tracks

NOTE Confidence: 0.8998775

00:03:23.010 --> 00:03:23.510 combined,

NOTE Confidence: 0.9641792

00:03:24.209 --> 00:03:25.569 they account for over half

NOTE Confidence: 0.9641792

00:03:25.569 --> 00:03:26.689 of all faculty in the

NOTE Confidence: 0.9641792

00:03:26.689 --> 00:03:27.730 school of medicine. So it's

NOTE Confidence: 0.9641792

00:03:27.730 --> 00:03:29.565 a very large group consistent

NOTE Confidence: 0.9641792

00:03:29.565 --> 00:03:31.745 with the important clinical mission.

NOTE Confidence: 0.9643035

00:03:32.045 --> 00:03:33.485 The dotted yellow line is

NOTE Confidence: 0.9643035

00:03:33.485 --> 00:03:35.325 for those research ranks, associate

NOTE Confidence: 0.9643035

00:03:35.325 --> 00:03:37.405 research scientists, research scientists, and

NOTE Confidence: 0.9643035

00:03:37.405 --> 00:03:39.265 senior research scientists combined.

NOTE Confidence: 0.98301405

00:03:39.645 --> 00:03:40.685 And that gives you some

NOTE Confidence: 0.98301405

00:03:40.685 --> 00:03:41.885 sense of how big the

NOTE Confidence: 0.98301405

00:03:41.885 --> 00:03:43.325 research mission is because that's

NOTE Confidence: 0.98301405

00:03:43.325 --> 00:03:44.445 a group of faculty that
NOTE Confidence: 0.98301405

00:03:44.445 --> 00:03:45.720 are really essential
NOTE Confidence: 0.9983184

00:03:46.099 --> 00:03:47.319 to working with
NOTE Confidence: 0.95547014

00:03:47.620 --> 00:03:49.540 particularly the faculty in the
NOTE Confidence: 0.95547014

00:03:49.540 --> 00:03:51.459 three lower lines, what we
NOTE Confidence: 0.95547014

00:03:51.459 --> 00:03:53.239 sometimes call the research intensive
NOTE Confidence: 0.95547014

00:03:53.380 --> 00:03:53.880 faculty,
NOTE Confidence: 0.92474794

00:03:54.260 --> 00:03:56.420 traditional track, clinician scientist, and
NOTE Confidence: 0.92474794

00:03:56.420 --> 00:03:58.965 investigator track, which in comparison
NOTE Confidence: 0.78350246

00:03:59.344 --> 00:04:00.724 is smaller in number,
NOTE Confidence: 0.9461295

00:04:01.665 --> 00:04:03.025 but they work with a
NOTE Confidence: 0.9461295

00:04:03.025 --> 00:04:04.885 large research ranked faculty.
NOTE Confidence: 0.99717724

00:04:06.144 --> 00:04:07.525 As I mentioned this morning,
NOTE Confidence: 0.8884416

00:04:08.385 --> 00:04:10.385 my associate dean, for faculty
NOTE Confidence: 0.8884416

00:04:10.385 --> 00:04:12.165 affairs colleague Jonathan Grauer,
NOTE Confidence: 0.90603274

00:04:12.740 --> 00:04:14.420 has has really arranged to

NOTE Confidence: 0.90603274
00:04:14.420 --> 00:04:14.920 put
NOTE Confidence: 0.9992672
00:04:15.220 --> 00:04:17.000 as much information as possible
NOTE Confidence: 0.97486174
00:04:17.540 --> 00:04:18.900 around the tracks and the
NOTE Confidence: 0.97486174
00:04:18.900 --> 00:04:20.919 promotion processes on the OAPD
NOTE Confidence: 0.97486174
00:04:21.060 --> 00:04:21.560 website,
NOTE Confidence: 0.94896317
00:04:22.180 --> 00:04:22.980 so that it is a
NOTE Confidence: 0.94896317
00:04:22.980 --> 00:04:24.980 much more transparent process for
NOTE Confidence: 0.94896317
00:04:24.980 --> 00:04:26.100 people. They kind of know
NOTE Confidence: 0.94896317
00:04:26.100 --> 00:04:27.745 what to expect as they
NOTE Confidence: 0.94896317
00:04:27.745 --> 00:04:29.185 begin what is oftentimes a
NOTE Confidence: 0.94896317
00:04:29.185 --> 00:04:30.325 year long process,
NOTE Confidence: 0.97144103
00:04:31.025 --> 00:04:32.404 for a promotion review.
NOTE Confidence: 0.97437674
00:04:32.865 --> 00:04:33.985 And there's a lot of
NOTE Confidence: 0.97437674
00:04:33.985 --> 00:04:35.265 resources on there. I'm just
NOTE Confidence: 0.97437674
00:04:35.265 --> 00:04:36.305 gonna show one as an
NOTE Confidence: 0.97437674

00:04:36.305 --> 00:04:37.665 example, not because I want
NOTE Confidence: 0.97437674

00:04:37.665 --> 00:04:39.630 you after lunch when you're
NOTE Confidence: 0.97437674

00:04:39.630 --> 00:04:41.070 maybe feeling a little tired
NOTE Confidence: 0.97437674

00:04:41.070 --> 00:04:42.190 to try to look through
NOTE Confidence: 0.97437674

00:04:42.190 --> 00:04:43.550 all of this, but this
NOTE Confidence: 0.97437674

00:04:43.550 --> 00:04:44.590 is just one sort of
NOTE Confidence: 0.97437674

00:04:44.590 --> 00:04:46.510 document that we have which
NOTE Confidence: 0.97437674

00:04:46.510 --> 00:04:48.110 tries to be transparent about
NOTE Confidence: 0.97437674

00:04:48.110 --> 00:04:48.930 the expectations
NOTE Confidence: 0.9612923

00:04:49.310 --> 00:04:50.430 for people. And if you
NOTE Confidence: 0.9612923

00:04:50.430 --> 00:04:51.390 just sort of see on
NOTE Confidence: 0.9612923

00:04:51.390 --> 00:04:52.050 the left
NOTE Confidence: 0.94055337

00:04:52.545 --> 00:04:54.065 most row, you see the
NOTE Confidence: 0.94055337

00:04:54.065 --> 00:04:55.845 clinical, educational, and research,
NOTE Confidence: 0.98805785

00:04:56.385 --> 00:04:57.665 missions. And when you look
NOTE Confidence: 0.98805785

00:04:57.665 --> 00:04:58.725 at this later

NOTE Confidence: 0.9885239

00:04:59.345 --> 00:05:00.945 and look across the five

NOTE Confidence: 0.9885239

00:05:00.945 --> 00:05:02.225 different tracks that I've just

NOTE Confidence: 0.9885239

00:05:02.225 --> 00:05:03.185 talked about, you can see

NOTE Confidence: 0.9885239

00:05:03.185 --> 00:05:04.325 that there's variability

NOTE Confidence: 0.9982565

00:05:04.705 --> 00:05:05.925 on which of those

NOTE Confidence: 0.96071446

00:05:06.319 --> 00:05:07.680 is a major area of

NOTE Confidence: 0.96071446

00:05:07.680 --> 00:05:09.839 work, for people. So for

NOTE Confidence: 0.96071446

00:05:09.839 --> 00:05:12.160 example, the clinician educator scholar

NOTE Confidence: 0.96071446

00:05:12.160 --> 00:05:13.759 and clinician scientist track are

NOTE Confidence: 0.96071446

00:05:13.759 --> 00:05:15.039 really supposed to be excellent

NOTE Confidence: 0.96071446

00:05:15.039 --> 00:05:16.660 in all three mission areas.

NOTE Confidence: 0.98728573

00:05:17.440 --> 00:05:19.199 The academic clinician track is

NOTE Confidence: 0.98728573

00:05:19.199 --> 00:05:21.460 expected to be excellent in,

NOTE Confidence: 0.95264715

00:05:21.919 --> 00:05:23.755 as clinicians and as educators

NOTE Confidence: 0.95264715

00:05:23.895 --> 00:05:25.895 if if educational opportunities are

NOTE Confidence: 0.95264715

00:05:25.895 --> 00:05:26.935 available to them at their

NOTE Confidence: 0.95264715

00:05:26.935 --> 00:05:27.435 site.

NOTE Confidence: 0.93813646

00:05:27.815 --> 00:05:28.875 And, traditional,

NOTE Confidence: 0.9930127

00:05:29.335 --> 00:05:30.695 track is expected to be

NOTE Confidence: 0.9930127

00:05:30.695 --> 00:05:33.514 outstanding researchers and outstanding teachers.

NOTE Confidence: 0.96402615

00:05:34.135 --> 00:05:35.415 If they're clinicians, they would

NOTE Confidence: 0.96402615

00:05:35.415 --> 00:05:36.375 have to be excellent at

NOTE Confidence: 0.96402615

00:05:36.375 --> 00:05:37.950 that too, although that's probably

NOTE Confidence: 0.96402615

00:05:37.950 --> 00:05:38.610 less common.

NOTE Confidence: 0.9664885

00:05:39.150 --> 00:05:40.510 And then the investigator track

NOTE Confidence: 0.9664885

00:05:40.510 --> 00:05:42.210 is more focused on research,

NOTE Confidence: 0.9695421

00:05:42.990 --> 00:05:44.350 so that's really what they're

NOTE Confidence: 0.9695421

00:05:44.350 --> 00:05:45.170 being evaluated,

NOTE Confidence: 0.95510167

00:05:46.029 --> 00:05:47.470 when they're going through a

NOTE Confidence: 0.95510167

00:05:47.470 --> 00:05:49.310 promotion review. Having said that,

NOTE Confidence: 0.95510167

00:05:49.310 --> 00:05:51.150 they're oftentimes very involved in

NOTE Confidence: 0.95510167
00:05:51.150 --> 00:05:52.610 teaching in terms of mentoring,
NOTE Confidence: 0.94210225
00:05:52.990 --> 00:05:54.375 people in their labs, sometimes
NOTE Confidence: 0.94210225
00:05:54.375 --> 00:05:55.975 teaching graduate students and things
NOTE Confidence: 0.94210225
00:05:55.975 --> 00:05:56.714 like that.
NOTE Confidence: 0.9468493
00:05:58.055 --> 00:05:59.815 This is just, the second
NOTE Confidence: 0.9468493
00:05:59.815 --> 00:06:00.695 page of it, which I'm
NOTE Confidence: 0.9468493
00:06:00.695 --> 00:06:02.075 really putting up here mostly,
NOTE Confidence: 0.99818516
00:06:04.055 --> 00:06:04.955 for the bottom
NOTE Confidence: 0.9205983
00:06:05.654 --> 00:06:06.760 most row,
NOTE Confidence: 0.9610298
00:06:07.240 --> 00:06:08.860 on professionalism, citizenship,
NOTE Confidence: 0.98691
00:06:09.880 --> 00:06:11.660 and values, which is
NOTE Confidence: 0.9417669
00:06:12.040 --> 00:06:13.720 a requirement for all faculty
NOTE Confidence: 0.9417669
00:06:13.720 --> 00:06:14.919 no matter which rank or
NOTE Confidence: 0.9417669
00:06:14.919 --> 00:06:15.960 track you're at that you're
NOTE Confidence: 0.9417669
00:06:15.960 --> 00:06:18.120 expected to uphold the university
NOTE Confidence: 0.9417669

00:06:18.120 --> 00:06:20.040 faculty standards of conduct as

NOTE Confidence: 0.9417669

00:06:20.040 --> 00:06:20.839 are laid out in the

NOTE Confidence: 0.9417669

00:06:20.839 --> 00:06:21.820 faculty handbook

NOTE Confidence: 0.96987885

00:06:22.175 --> 00:06:23.135 as well as the mission

NOTE Confidence: 0.96987885

00:06:23.135 --> 00:06:24.654 and that, values of the

NOTE Confidence: 0.96987885

00:06:24.654 --> 00:06:26.095 medical school, which Dean Brown

NOTE Confidence: 0.96987885

00:06:26.095 --> 00:06:27.154 went over this morning.

NOTE Confidence: 0.9948614

00:06:27.615 --> 00:06:29.395 And this does get evaluated,

NOTE Confidence: 0.9828461

00:06:29.935 --> 00:06:30.975 at the time that people

NOTE Confidence: 0.9828461

00:06:30.975 --> 00:06:32.355 are being reviewed for reappointment

NOTE Confidence: 0.9828461

00:06:32.415 --> 00:06:33.075 or promotion.

NOTE Confidence: 0.98863083

00:06:34.015 --> 00:06:35.235 And there's an expectation

NOTE Confidence: 0.9823066

00:06:35.535 --> 00:06:36.815 that people will continue to

NOTE Confidence: 0.9823066

00:06:36.815 --> 00:06:38.310 develop in these areas and

NOTE Confidence: 0.9823066

00:06:38.310 --> 00:06:39.770 contribute to the success,

NOTE Confidence: 0.943518

00:06:40.470 --> 00:06:41.830 and diversity and well-being of

NOTE Confidence: 0.943518
00:06:41.830 --> 00:06:43.430 the academic community. And we
NOTE Confidence: 0.943518
00:06:43.430 --> 00:06:44.250 actually include
NOTE Confidence: 0.9886544
00:06:44.710 --> 00:06:45.910 a statement within one of
NOTE Confidence: 0.9886544
00:06:45.910 --> 00:06:46.410 our,
NOTE Confidence: 0.9517669
00:06:47.270 --> 00:06:48.390 or a section within one
NOTE Confidence: 0.9517669
00:06:48.390 --> 00:06:49.910 of our promotion documents that
NOTE Confidence: 0.9517669
00:06:49.910 --> 00:06:51.350 has people talk about their
NOTE Confidence: 0.9517669
00:06:51.350 --> 00:06:53.505 contributions of, to well-being of
NOTE Confidence: 0.9517669
00:06:53.505 --> 00:06:54.245 the community.
NOTE Confidence: 0.9786968
00:06:55.745 --> 00:06:56.785 So, you know, for all
NOTE Confidence: 0.9786968
00:06:56.865 --> 00:06:57.745 and you can see on
NOTE Confidence: 0.9786968
00:06:57.745 --> 00:06:58.945 this slide that, you know,
NOTE Confidence: 0.9786968
00:06:58.945 --> 00:06:59.445 professionalism,
NOTE Confidence: 0.97816783
00:06:59.745 --> 00:07:01.745 citizenship, and values are is
NOTE Confidence: 0.97816783
00:07:01.745 --> 00:07:03.025 one of those themes that's
NOTE Confidence: 0.97816783

00:07:03.025 --> 00:07:04.325 common to all tracks.
NOTE Confidence: 0.90350467

00:07:05.880 --> 00:07:07.339 But, you know, really whether,
NOTE Confidence: 0.96808445

00:07:07.800 --> 00:07:09.240 the track you're on, you're
NOTE Confidence: 0.96808445

00:07:09.240 --> 00:07:10.520 expected to be excellent in
NOTE Confidence: 0.96808445

00:07:10.520 --> 00:07:12.040 one, two, or three mission
NOTE Confidence: 0.96808445

00:07:12.040 --> 00:07:12.540 areas.
NOTE Confidence: 0.9538794

00:07:12.920 --> 00:07:14.520 There are some, some other
NOTE Confidence: 0.9538794

00:07:14.520 --> 00:07:15.560 themes that are common to
NOTE Confidence: 0.9538794

00:07:15.560 --> 00:07:16.540 the latter ranks.
NOTE Confidence: 0.99191064

00:07:17.800 --> 00:07:19.000 The first being that it's
NOTE Confidence: 0.99191064

00:07:19.000 --> 00:07:19.900 really important
NOTE Confidence: 0.9517426

00:07:20.200 --> 00:07:21.694 that, you know, fairly early
NOTE Confidence: 0.9517426

00:07:21.694 --> 00:07:23.455 on you start developing kind
NOTE Confidence: 0.9517426

00:07:23.455 --> 00:07:24.815 of a focused area of
NOTE Confidence: 0.9517426

00:07:24.815 --> 00:07:25.315 expertise,
NOTE Confidence: 0.9749793

00:07:26.095 --> 00:07:27.794 whether that's clinical, educational,

NOTE Confidence: 0.91376334

00:07:28.095 --> 00:07:29.634 or scholarly, or,

NOTE Confidence: 0.95907956

00:07:30.175 --> 00:07:31.794 or a combination of those,

NOTE Confidence: 0.98047984

00:07:32.414 --> 00:07:33.694 and that you really work

NOTE Confidence: 0.98047984

00:07:33.694 --> 00:07:34.754 hard to develop,

NOTE Confidence: 0.99072605

00:07:35.280 --> 00:07:37.120 your reputation and recognition in

NOTE Confidence: 0.99072605

00:07:37.120 --> 00:07:37.940 those areas,

NOTE Confidence: 0.99944144

00:07:38.479 --> 00:07:39.460 by being productive

NOTE Confidence: 0.9216983

00:07:40.080 --> 00:07:41.440 and and achieving in different

NOTE Confidence: 0.9216983

00:07:41.440 --> 00:07:41.940 areas.

NOTE Confidence: 0.97738415

00:07:42.400 --> 00:07:44.259 That's really important because

NOTE Confidence: 0.9042564

00:07:44.800 --> 00:07:46.099 sort of your recognition

NOTE Confidence: 0.9906004

00:07:46.975 --> 00:07:48.895 and reputation within Yale and

NOTE Confidence: 0.9906004

00:07:48.895 --> 00:07:51.075 beyond Yale becomes really important

NOTE Confidence: 0.9906004

00:07:51.135 --> 00:07:52.975 and gets closely evaluated when

NOTE Confidence: 0.9906004

00:07:52.975 --> 00:07:54.515 you get reviewed for promotion.

NOTE Confidence: 0.9896778

00:07:55.055 --> 00:07:56.515 So the typical expectation
NOTE Confidence: 0.9314665

00:07:57.215 --> 00:07:58.575 of someone going from assistant
NOTE Confidence: 0.9314665

00:07:58.575 --> 00:08:00.409 professor to associate professor is
NOTE Confidence: 0.9314665

00:08:00.409 --> 00:08:02.009 that you've moved from being
NOTE Confidence: 0.9314665

00:08:02.009 --> 00:08:03.150 a kind of a local
NOTE Confidence: 0.9314665

00:08:03.210 --> 00:08:03.710 treasure,
NOTE Confidence: 0.94742346

00:08:04.409 --> 00:08:05.849 within the health system or
NOTE Confidence: 0.94742346

00:08:05.849 --> 00:08:07.949 within, within the lab here
NOTE Confidence: 0.94742346

00:08:08.169 --> 00:08:09.530 to having some kind of
NOTE Confidence: 0.94742346

00:08:09.530 --> 00:08:10.590 regional reputation.
NOTE Confidence: 0.96140045

00:08:11.689 --> 00:08:12.650 And then that the move
NOTE Confidence: 0.96140045

00:08:12.650 --> 00:08:13.949 from associate,
NOTE Confidence: 0.9600545

00:08:14.745 --> 00:08:16.125 excuse me, professor to
NOTE Confidence: 0.988134

00:08:16.585 --> 00:08:17.405 full professor,
NOTE Confidence: 0.99496067

00:08:17.945 --> 00:08:19.305 the expectation is that you
NOTE Confidence: 0.99496067

00:08:19.305 --> 00:08:22.045 are transitioning towards national reputation.

NOTE Confidence: 0.9644996
00:08:23.865 --> 00:08:25.225 Just because we're a little
NOTE Confidence: 0.9644996
00:08:25.225 --> 00:08:27.060 bit behind, I'm gonna skip
NOTE Confidence: 0.9644996
00:08:27.060 --> 00:08:28.100 this one and go to
NOTE Confidence: 0.9644996
00:08:28.100 --> 00:08:29.960 sort of another area where
NOTE Confidence: 0.9644996
00:08:30.100 --> 00:08:32.020 the tracks differ somewhat, which
NOTE Confidence: 0.9644996
00:08:32.020 --> 00:08:33.380 is with regard to the
NOTE Confidence: 0.9644996
00:08:33.380 --> 00:08:33.880 timetables
NOTE Confidence: 0.99926895
00:08:34.339 --> 00:08:34.839 for
NOTE Confidence: 0.8496562
00:08:35.300 --> 00:08:36.040 for promotion.
NOTE Confidence: 0.9969536
00:08:36.740 --> 00:08:37.240 So
NOTE Confidence: 0.95175284
00:08:37.700 --> 00:08:39.940 assistant professors typically get a
NOTE Confidence: 0.95175284
00:08:39.940 --> 00:08:41.085 three year, you know, get
NOTE Confidence: 0.95175284
00:08:41.165 --> 00:08:41.905 three year
NOTE Confidence: 0.9429403
00:08:42.365 --> 00:08:43.885 terms that then can be
NOTE Confidence: 0.9429403
00:08:43.885 --> 00:08:45.725 renewed over time, and associate
NOTE Confidence: 0.9429403

00:08:45.725 --> 00:08:47.405 professors get five year terms
NOTE Confidence: 0.9429403

00:08:47.405 --> 00:08:48.845 which can can get renewed
NOTE Confidence: 0.9429403

00:08:48.845 --> 00:08:49.505 over time.
NOTE Confidence: 0.9799385

00:08:49.885 --> 00:08:51.725 It's typically the case that,
NOTE Confidence: 0.93490285

00:08:52.365 --> 00:08:54.445 most assistant professors unless they
NOTE Confidence: 0.93490285

00:08:54.445 --> 00:08:56.070 were an assistant professor before
NOTE Confidence: 0.93490285

00:08:56.070 --> 00:08:57.050 they came here
NOTE Confidence: 0.9466274

00:08:57.430 --> 00:08:58.870 or they've taken some approved
NOTE Confidence: 0.9466274

00:08:58.870 --> 00:09:00.470 leave while they're here, will
NOTE Confidence: 0.9466274

00:09:00.470 --> 00:09:02.410 have two three year terms
NOTE Confidence: 0.9466274

00:09:02.470 --> 00:09:03.990 before they get reviewed for
NOTE Confidence: 0.9466274

00:09:03.990 --> 00:09:05.770 a promotion to associate professor.
NOTE Confidence: 0.9466274

00:09:05.990 --> 00:09:07.190 And that's really true kind
NOTE Confidence: 0.9466274

00:09:07.190 --> 00:09:08.070 of for all of all
NOTE Confidence: 0.9466274

00:09:08.070 --> 00:09:08.804 of the tracks.
NOTE Confidence: 0.9859066

00:09:09.605 --> 00:09:10.345 And then

NOTE Confidence: 0.9397666
00:09:10.804 --> 00:09:12.964 for associate professor, it's typically
NOTE Confidence: 0.9397666
00:09:12.964 --> 00:09:13.625 the case,
NOTE Confidence: 0.96364534
00:09:14.485 --> 00:09:16.245 almost always the case, that
NOTE Confidence: 0.96364534
00:09:16.245 --> 00:09:17.945 someone has at least completed
NOTE Confidence: 0.98449636
00:09:18.404 --> 00:09:19.845 one five year term as
NOTE Confidence: 0.98449636
00:09:19.845 --> 00:09:21.524 associate professor. They may get
NOTE Confidence: 0.98449636
00:09:21.524 --> 00:09:22.024 reviewed,
NOTE Confidence: 0.95814145
00:09:22.590 --> 00:09:24.190 you know, after a couple
NOTE Confidence: 0.95814145
00:09:24.190 --> 00:09:25.630 years into their second term,
NOTE Confidence: 0.95814145
00:09:25.630 --> 00:09:26.750 sometimes it's not till the
NOTE Confidence: 0.95814145
00:09:26.750 --> 00:09:27.950 end of their second full
NOTE Confidence: 0.95814145
00:09:27.950 --> 00:09:29.950 second five year term, sometimes
NOTE Confidence: 0.95814145
00:09:29.950 --> 00:09:31.410 it takes longer than that.
NOTE Confidence: 0.9649184
00:09:32.270 --> 00:09:33.470 But there are very there's
NOTE Confidence: 0.9649184
00:09:33.470 --> 00:09:35.070 variation on that depending on
NOTE Confidence: 0.9649184

00:09:35.070 --> 00:09:36.510 which track in terms of
NOTE Confidence: 0.9649184

00:09:36.510 --> 00:09:37.635 whether there are
NOTE Confidence: 0.96507156

00:09:38.115 --> 00:09:39.635 kind of rules about that
NOTE Confidence: 0.96507156

00:09:39.635 --> 00:09:40.855 timetable. So
NOTE Confidence: 0.9418034

00:09:41.395 --> 00:09:42.535 the three middle
NOTE Confidence: 0.8692745

00:09:42.915 --> 00:09:44.275 tracks, kind of the what
NOTE Confidence: 0.8692745

00:09:44.275 --> 00:09:45.975 we call research intensive tracks,
NOTE Confidence: 0.8692745

00:09:46.275 --> 00:09:47.895 have timetable expectations
NOTE Confidence: 0.9513531

00:09:48.275 --> 00:09:50.515 on this. So the, clinician
NOTE Confidence: 0.9513531

00:09:50.515 --> 00:09:52.775 scientist traditional track and investigator
NOTE Confidence: 0.9513531

00:09:52.995 --> 00:09:54.649 track, you can only be
NOTE Confidence: 0.9513531

00:09:54.649 --> 00:09:55.790 an assistant professor
NOTE Confidence: 0.96283793

00:09:56.170 --> 00:09:57.290 for a total of six
NOTE Confidence: 0.96283793

00:09:57.290 --> 00:09:58.570 years before you have to
NOTE Confidence: 0.96283793

00:09:58.570 --> 00:10:00.410 get reviewed for associate professor.
NOTE Confidence: 0.96283793

00:10:00.410 --> 00:10:01.769 Again, unless you've taken a

NOTE Confidence: 0.96283793
00:10:01.769 --> 00:10:03.790 caregiver leave or medical leave
NOTE Confidence: 0.89912933
00:10:04.250 --> 00:10:05.370 or or or some other
NOTE Confidence: 0.89912933
00:10:05.370 --> 00:10:06.269 approved leave.
NOTE Confidence: 0.97539794
00:10:07.295 --> 00:10:08.735 And then, when you get
NOTE Confidence: 0.97539794
00:10:08.735 --> 00:10:09.955 to associate professor,
NOTE Confidence: 0.9898341
00:10:10.335 --> 00:10:11.455 if you're on the clinician
NOTE Confidence: 0.9898341
00:10:11.455 --> 00:10:12.975 scientist track, you could stay
NOTE Confidence: 0.9898341
00:10:12.975 --> 00:10:15.315 on that track for several
NOTE Confidence: 0.9898341
00:10:15.375 --> 00:10:16.655 five year terms if you
NOTE Confidence: 0.9898341
00:10:16.655 --> 00:10:18.015 needed that amount of time
NOTE Confidence: 0.9898341
00:10:18.015 --> 00:10:18.515 to,
NOTE Confidence: 0.9801159
00:10:19.055 --> 00:10:19.555 demonstrate,
NOTE Confidence: 0.91107434
00:10:19.934 --> 00:10:21.395 kind of readiness for promotion.
NOTE Confidence: 0.9779998
00:10:22.130 --> 00:10:24.050 The investigator track has a
NOTE Confidence: 0.9779998
00:10:24.050 --> 00:10:25.650 time limit of two five
NOTE Confidence: 0.9779998

00:10:25.650 --> 00:10:26.929 year terms before you have
NOTE Confidence: 0.9779998

00:10:26.929 --> 00:10:28.150 to go up for professor.
NOTE Confidence: 0.95721877

00:10:28.690 --> 00:10:29.890 And the traditional track is
NOTE Confidence: 0.95721877

00:10:29.890 --> 00:10:31.010 a little bit different in
NOTE Confidence: 0.95721877

00:10:31.010 --> 00:10:32.210 that you have sort of
NOTE Confidence: 0.95721877

00:10:32.210 --> 00:10:33.490 a ten year period where
NOTE Confidence: 0.95721877

00:10:33.490 --> 00:10:35.110 you have to achieve tenure,
NOTE Confidence: 0.9467386

00:10:35.525 --> 00:10:36.885 And that involves sort of
NOTE Confidence: 0.9467386

00:10:36.885 --> 00:10:38.405 a two step process as
NOTE Confidence: 0.9467386

00:10:38.405 --> 00:10:40.565 associate professor, where you first
NOTE Confidence: 0.9467386

00:10:40.565 --> 00:10:42.425 get reviewed for associate professor
NOTE Confidence: 0.9467386

00:10:42.565 --> 00:10:44.405 with a a time limited
NOTE Confidence: 0.9467386

00:10:44.405 --> 00:10:46.085 or term appointment, and then
NOTE Confidence: 0.9467386

00:10:46.085 --> 00:10:47.125 you have to be reviewed
NOTE Confidence: 0.9467386

00:10:47.125 --> 00:10:48.880 for for tenure within a
NOTE Confidence: 0.9467386

00:10:48.880 --> 00:10:50.240 couple years of that depending

NOTE Confidence: 0.9467386

00:10:50.240 --> 00:10:51.440 on on when you go

NOTE Confidence: 0.9467386

00:10:51.440 --> 00:10:52.480 up. So those three have

NOTE Confidence: 0.9467386

00:10:52.480 --> 00:10:53.620 really clear timetables.

NOTE Confidence: 0.95291805

00:10:54.320 --> 00:10:56.160 The clinician educator scholar track

NOTE Confidence: 0.95291805

00:10:56.160 --> 00:10:57.920 and the academic clinician track

NOTE Confidence: 0.95291805

00:10:57.920 --> 00:10:59.360 do not have those same

NOTE Confidence: 0.95291805

00:10:59.360 --> 00:11:01.514 timetables. So, you know, I'd

NOTE Confidence: 0.95291805

00:11:01.514 --> 00:11:02.255 I'd say

NOTE Confidence: 0.9498354

00:11:02.635 --> 00:11:03.454 most faculty

NOTE Confidence: 0.9519088

00:11:03.755 --> 00:11:05.035 would wanna go up for

NOTE Confidence: 0.9519088

00:11:05.035 --> 00:11:06.635 promotion after a couple terms

NOTE Confidence: 0.9519088

00:11:06.635 --> 00:11:08.235 at assistant professor or after

NOTE Confidence: 0.9519088

00:11:08.235 --> 00:11:09.695 a couple terms at associate

NOTE Confidence: 0.9519088

00:11:09.755 --> 00:11:10.255 professor.

NOTE Confidence: 0.9356428

00:11:10.635 --> 00:11:12.154 But if your, kind of,

NOTE Confidence: 0.9356428

00:11:12.154 --> 00:11:14.635 essentially reputation beyond Yale and

NOTE Confidence: 0.9356428

00:11:14.635 --> 00:11:16.660 at Yale isn't quite there

NOTE Confidence: 0.9356428

00:11:16.660 --> 00:11:18.020 yet, you have more time

NOTE Confidence: 0.9356428

00:11:18.020 --> 00:11:18.680 on that.

NOTE Confidence: 0.9871151

00:11:19.860 --> 00:11:21.240 Once you get to professor,

NOTE Confidence: 0.9655916

00:11:21.940 --> 00:11:22.820 then you don't have to

NOTE Confidence: 0.9655916

00:11:22.820 --> 00:11:24.500 get reviewed every five years,

NOTE Confidence: 0.9655916

00:11:24.500 --> 00:11:25.300 for at least for the

NOTE Confidence: 0.9655916

00:11:25.300 --> 00:11:26.900 first four tracks. For the

NOTE Confidence: 0.9655916

00:11:26.900 --> 00:11:28.795 academic clinician track, there has

NOTE Confidence: 0.9655916

00:11:28.795 --> 00:11:29.835 to be some type of

NOTE Confidence: 0.9655916

00:11:29.835 --> 00:11:30.975 departmental review,

NOTE Confidence: 0.94681954

00:11:31.515 --> 00:11:32.554 every five years, and you

NOTE Confidence: 0.94681954

00:11:32.554 --> 00:11:34.475 get reappointed as as a

NOTE Confidence: 0.94681954

00:11:34.475 --> 00:11:35.775 professor for that.

NOTE Confidence: 0.9589153

00:11:37.035 --> 00:11:37.915 As I as I showed

NOTE Confidence: 0.9589153

00:11:37.915 --> 00:11:39.135 in the graph, although

NOTE Confidence: 0.99583656

00:11:39.595 --> 00:11:40.095 numerically

NOTE Confidence: 0.9896572

00:11:40.554 --> 00:11:42.735 smaller, those research intensive

NOTE Confidence: 0.87604356

00:11:43.550 --> 00:11:45.949 tracks, clinician scientist, investigator, and

NOTE Confidence: 0.87604356

00:11:45.949 --> 00:11:46.449 traditional,

NOTE Confidence: 0.9634535

00:11:47.870 --> 00:11:49.709 are usually very well funded

NOTE Confidence: 0.9634535

00:11:49.709 --> 00:11:50.209 investigators,

NOTE Confidence: 0.910656

00:11:51.230 --> 00:11:51.709 and,

NOTE Confidence: 0.9703445

00:11:52.110 --> 00:11:53.170 and they have

NOTE Confidence: 0.9382004

00:11:53.550 --> 00:11:55.709 many research ranked faculty that

NOTE Confidence: 0.9382004

00:11:55.709 --> 00:11:56.589 are working with them in

NOTE Confidence: 0.9382004

00:11:56.589 --> 00:11:57.675 their labs. As you saw,

NOTE Confidence: 0.9382004

00:11:57.675 --> 00:11:59.195 the numbers of research rank

NOTE Confidence: 0.9382004

00:11:59.195 --> 00:12:00.395 faculty at Yale is very

NOTE Confidence: 0.9382004

00:12:00.395 --> 00:12:00.895 high.

NOTE Confidence: 0.9424596

00:12:01.275 --> 00:12:02.475 So we have three ranks
NOTE Confidence: 0.9424596

00:12:02.475 --> 00:12:04.554 here, an entry rank, of
NOTE Confidence: 0.9424596

00:12:04.554 --> 00:12:06.235 associate research scientist, which is
NOTE Confidence: 0.9424596

00:12:06.235 --> 00:12:07.595 kind of a typical place
NOTE Confidence: 0.9424596

00:12:07.595 --> 00:12:08.795 where people who have completed
NOTE Confidence: 0.9424596

00:12:08.795 --> 00:12:10.255 a postdoctoral fellowship
NOTE Confidence: 0.95492023

00:12:10.670 --> 00:12:12.350 will first go. And and
NOTE Confidence: 0.95492023

00:12:12.350 --> 00:12:13.730 sometimes that will be
NOTE Confidence: 0.9382153

00:12:14.190 --> 00:12:15.790 what where they stay for
NOTE Confidence: 0.9382153

00:12:15.790 --> 00:12:16.990 their career because they're they
NOTE Confidence: 0.9382153

00:12:16.990 --> 00:12:18.110 have a a sort of
NOTE Confidence: 0.9382153

00:12:18.110 --> 00:12:19.710 a technical expertise or a
NOTE Confidence: 0.9382153

00:12:19.710 --> 00:12:21.410 project management expertise
NOTE Confidence: 0.9582736

00:12:21.950 --> 00:12:23.630 that is critical to a
NOTE Confidence: 0.9582736

00:12:23.630 --> 00:12:25.490 laboratory and they get reappointed
NOTE Confidence: 0.9582736

00:12:25.710 --> 00:12:26.965 at that rank over time,

NOTE Confidence: 0.9782928

00:12:27.925 --> 00:12:29.705 but making really important contributions

NOTE Confidence: 0.9782928

00:12:29.845 --> 00:12:30.825 within a lab.

NOTE Confidence: 0.96059483

00:12:31.205 --> 00:12:32.325 To the extent that they're

NOTE Confidence: 0.96059483

00:12:32.325 --> 00:12:34.165 also getting involved in sort

NOTE Confidence: 0.96059483

00:12:34.165 --> 00:12:36.325 of the scholarly process, being

NOTE Confidence: 0.96059483

00:12:36.325 --> 00:12:37.684 an author or co author

NOTE Confidence: 0.96059483

00:12:37.684 --> 00:12:39.765 on papers, sometimes getting small

NOTE Confidence: 0.96059483

00:12:39.765 --> 00:12:40.265 grants,

NOTE Confidence: 0.97973174

00:12:41.050 --> 00:12:42.090 they may be,

NOTE Confidence: 0.9210953

00:12:42.570 --> 00:12:44.270 may be promoted to research

NOTE Confidence: 0.9210953

00:12:44.330 --> 00:12:44.830 scientist.

NOTE Confidence: 0.9186392

00:12:45.690 --> 00:12:47.210 And then, and then finally

NOTE Confidence: 0.9186392

00:12:47.210 --> 00:12:49.050 to senior research scientist really

NOTE Confidence: 0.9186392

00:12:49.050 --> 00:12:50.170 represents the kind of the

NOTE Confidence: 0.9186392

00:12:50.170 --> 00:12:52.190 highest level of professional attainment.

NOTE Confidence: 0.9761248

00:12:53.464 --> 00:12:55.324 And and they're really functioning
NOTE Confidence: 0.9761248

00:12:55.464 --> 00:12:56.824 at the level that is
NOTE Confidence: 0.9761248

00:12:56.824 --> 00:12:58.665 comparable to, I'd say, an
NOTE Confidence: 0.9761248

00:12:58.665 --> 00:13:00.445 associate professor on the investigator
NOTE Confidence: 0.9761248

00:13:00.665 --> 00:13:01.945 track, except that there is
NOTE Confidence: 0.9761248

00:13:01.945 --> 00:13:03.464 not the expectation that they
NOTE Confidence: 0.9761248

00:13:03.464 --> 00:13:04.204 would have,
NOTE Confidence: 0.97333413

00:13:04.824 --> 00:13:06.425 PI funding through a National
NOTE Confidence: 0.97333413

00:13:06.425 --> 00:13:08.819 Institute of Health grant, typically.
NOTE Confidence: 0.95750445

00:13:10.399 --> 00:13:11.920 The other, rank that is,
NOTE Confidence: 0.92807186

00:13:12.639 --> 00:13:13.279 and I don't know if
NOTE Confidence: 0.92807186

00:13:13.279 --> 00:13:14.559 anyone in the room is
NOTE Confidence: 0.92807186

00:13:14.559 --> 00:13:16.319 an instructor, but these are
NOTE Confidence: 0.92807186

00:13:16.319 --> 00:13:16.819 oftentimes
NOTE Confidence: 0.9905629

00:13:17.120 --> 00:13:18.819 used as an initial appointment,
NOTE Confidence: 0.90801877

00:13:19.600 --> 00:13:21.279 for for faculty. This is

NOTE Confidence: 0.90801877

00:13:21.279 --> 00:13:23.379 their first faculty appointment and,

NOTE Confidence: 0.97381616

00:13:23.965 --> 00:13:25.804 they it's it's believed that

NOTE Confidence: 0.97381616

00:13:25.804 --> 00:13:27.085 they may need some extra

NOTE Confidence: 0.97381616

00:13:27.085 --> 00:13:29.585 time to establish scholarly activities.

NOTE Confidence: 0.97381616

00:13:29.725 --> 00:13:31.405 So if they are entering

NOTE Confidence: 0.97381616

00:13:31.405 --> 00:13:32.705 one of those time

NOTE Confidence: 0.9229239

00:13:33.165 --> 00:13:35.005 restrictive ranks where you got

NOTE Confidence: 0.9229239

00:13:35.005 --> 00:13:35.825 six years,

NOTE Confidence: 0.93862975

00:13:36.480 --> 00:13:37.280 you don't want to do

NOTE Confidence: 0.93862975

00:13:37.280 --> 00:13:38.160 that if you don't have

NOTE Confidence: 0.93862975

00:13:38.400 --> 00:13:39.440 you're not on an on

NOTE Confidence: 0.93862975

00:13:39.440 --> 00:13:40.559 ramp in terms of your

NOTE Confidence: 0.93862975

00:13:40.559 --> 00:13:41.679 scholarship. So if you don't

NOTE Confidence: 0.93862975

00:13:41.679 --> 00:13:42.960 have a k award or

NOTE Confidence: 0.93862975

00:13:42.960 --> 00:13:44.400 you have not started to

NOTE Confidence: 0.93862975

00:13:44.400 --> 00:13:45.780 develop a body of scholarship.

NOTE Confidence: 0.93862975

00:13:45.840 --> 00:13:47.920 So some some departments, particularly

NOTE Confidence: 0.93862975

00:13:47.920 --> 00:13:48.820 clinical departments,

NOTE Confidence: 0.9839303

00:13:49.345 --> 00:13:50.645 will have faculty,

NOTE Confidence: 0.9326341

00:13:52.065 --> 00:13:53.265 start on this rank, and

NOTE Confidence: 0.9326341

00:13:53.265 --> 00:13:53.985 you can be on that

NOTE Confidence: 0.9326341

00:13:53.985 --> 00:13:55.345 for three years before moving

NOTE Confidence: 0.9326341

00:13:55.345 --> 00:13:56.785 to assistant professor. It's just

NOTE Confidence: 0.9326341

00:13:56.785 --> 00:13:57.745 to give people a little

NOTE Confidence: 0.9326341

00:13:57.745 --> 00:13:59.585 bit more time. Sometimes very

NOTE Confidence: 0.9326341

00:13:59.585 --> 00:14:01.184 helpful, particularly when people are

NOTE Confidence: 0.9326341

00:14:01.184 --> 00:14:02.625 very clinically active and they're

NOTE Confidence: 0.9326341

00:14:02.625 --> 00:14:03.505 trying to figure out where

NOTE Confidence: 0.9326341

00:14:03.505 --> 00:14:05.210 to fit their scholarship into

NOTE Confidence: 0.9326341

00:14:05.210 --> 00:14:05.710 that.

NOTE Confidence: 0.96740204

00:14:06.330 --> 00:14:07.529 It also can be used

NOTE Confidence: 0.96740204
00:14:07.529 --> 00:14:09.230 as a secondary appointment for,
NOTE Confidence: 0.96740204
00:14:09.529 --> 00:14:10.730 people who are here in
NOTE Confidence: 0.96740204
00:14:10.730 --> 00:14:13.130 advanced fellowship programs, and there's
NOTE Confidence: 0.96740204
00:14:13.130 --> 00:14:14.670 no time length on that.
NOTE Confidence: 0.96740204
00:14:14.970 --> 00:14:16.010 And then it also can
NOTE Confidence: 0.96740204
00:14:16.010 --> 00:14:17.929 be used for some, non
NOTE Confidence: 0.96740204
00:14:17.929 --> 00:14:19.335 physician providers in the health
NOTE Confidence: 0.96740204
00:14:19.335 --> 00:14:19.835 system.
NOTE Confidence: 0.9206551
00:14:22.295 --> 00:14:24.155 So just quickly on this,
NOTE Confidence: 0.89715314
00:14:25.255 --> 00:14:27.755 returning to the tripartite mission
NOTE Confidence: 0.89715314
00:14:27.895 --> 00:14:29.915 of of, academic medicine,
NOTE Confidence: 0.94408685
00:14:31.380 --> 00:14:32.660 And just wanted to touch
NOTE Confidence: 0.94408685
00:14:32.660 --> 00:14:33.860 base on these in terms
NOTE Confidence: 0.94408685
00:14:33.860 --> 00:14:36.260 of some some things related
NOTE Confidence: 0.94408685
00:14:36.260 --> 00:14:37.880 to kind of promotion readiness,
NOTE Confidence: 0.9811074

00:14:39.220 --> 00:14:40.580 related to the tracks. So
NOTE Confidence: 0.9811074

00:14:40.580 --> 00:14:41.800 I would say that,
NOTE Confidence: 0.9600764

00:14:42.980 --> 00:14:44.500 clinical excellence when you're when
NOTE Confidence: 0.9600764

00:14:44.500 --> 00:14:46.395 you're doing promotion reviews and
NOTE Confidence: 0.9600764

00:14:46.555 --> 00:14:47.935 committees are looking at this,
NOTE Confidence: 0.9600764

00:14:47.995 --> 00:14:49.775 this becomes a really critical
NOTE Confidence: 0.9600764

00:14:49.915 --> 00:14:51.995 component for reviews of faculty
NOTE Confidence: 0.9600764

00:14:51.995 --> 00:14:52.955 who are on the academic
NOTE Confidence: 0.9600764

00:14:52.955 --> 00:14:54.495 clinician track and the clinician
NOTE Confidence: 0.9600764

00:14:54.555 --> 00:14:55.855 educator scholar track.
NOTE Confidence: 0.90652573

00:14:56.395 --> 00:14:57.995 However, if you are doing
NOTE Confidence: 0.90652573

00:14:57.995 --> 00:14:59.430 any kind of clinical work
NOTE Confidence: 0.90652573

00:14:59.510 --> 00:15:00.470 and you're on the traditional
NOTE Confidence: 0.90652573

00:15:00.470 --> 00:15:02.630 track, clinician scientists, you're expected
NOTE Confidence: 0.90652573

00:15:02.630 --> 00:15:03.670 to be excellent at that.
NOTE Confidence: 0.90652573

00:15:03.670 --> 00:15:04.950 You know, faculty expect it,

NOTE Confidence: 0.90652573
00:15:04.950 --> 00:15:06.310 whatever you do, you're expected
NOTE Confidence: 0.90652573
00:15:06.310 --> 00:15:07.910 to be excellent. So, sort
NOTE Confidence: 0.90652573
00:15:07.910 --> 00:15:09.670 of not okay to be
NOTE Confidence: 0.90652573
00:15:09.670 --> 00:15:10.970 a kind of a mediocre
NOTE Confidence: 0.90652573
00:15:11.110 --> 00:15:12.230 physician if you're on the
NOTE Confidence: 0.90652573
00:15:12.230 --> 00:15:13.850 clinician scientist track.
NOTE Confidence: 0.94358236
00:15:14.665 --> 00:15:16.345 So that's the expectation, but
NOTE Confidence: 0.94358236
00:15:16.345 --> 00:15:18.425 in general, the promotion reviews,
NOTE Confidence: 0.94358236
00:15:18.425 --> 00:15:19.545 I would say the committees
NOTE Confidence: 0.94358236
00:15:19.545 --> 00:15:21.325 are talking most about this
NOTE Confidence: 0.93031245
00:15:21.705 --> 00:15:23.465 with academic clinician and clinician
NOTE Confidence: 0.93031245
00:15:23.465 --> 00:15:25.225 educator scholar track. And so
NOTE Confidence: 0.93031245
00:15:25.225 --> 00:15:26.365 they're looking for evidence
NOTE Confidence: 0.8808442
00:15:27.069 --> 00:15:28.529 of how are you influencing
NOTE Confidence: 0.8808442
00:15:28.670 --> 00:15:30.670 clinical practice or health care
NOTE Confidence: 0.8808442

00:15:30.670 --> 00:15:31.170 delivery.

NOTE Confidence: 0.9520503

00:15:31.550 --> 00:15:32.750 Are you regarded by your

NOTE Confidence: 0.9520503

00:15:32.750 --> 00:15:34.509 peers and maybe people within

NOTE Confidence: 0.9520503

00:15:34.509 --> 00:15:36.029 the state initially as being

NOTE Confidence: 0.9520503

00:15:36.029 --> 00:15:37.470 a master clinician that you

NOTE Confidence: 0.9520503

00:15:37.470 --> 00:15:37.970 that,

NOTE Confidence: 0.89256823

00:15:38.829 --> 00:15:40.095 you refer to? Are you

NOTE Confidence: 0.89256823

00:15:40.175 --> 00:15:41.714 kind of giving clinical workshops

NOTE Confidence: 0.89256823

00:15:41.935 --> 00:15:43.634 or talks to professional organizations?

NOTE Confidence: 0.8309679

00:15:45.855 --> 00:15:47.855 Teaching activities, I I I

NOTE Confidence: 0.8309679

00:15:47.855 --> 00:15:48.355 say

NOTE Confidence: 0.9424472

00:15:48.814 --> 00:15:50.675 if they are if trainees

NOTE Confidence: 0.9424472

00:15:50.814 --> 00:15:53.074 are working in your sphere,

NOTE Confidence: 0.9377046

00:15:53.500 --> 00:15:55.420 the general expectation is that

NOTE Confidence: 0.9377046

00:15:55.420 --> 00:15:57.340 all ladder faculty are involved

NOTE Confidence: 0.9377046

00:15:57.340 --> 00:15:58.960 with trainees in some ways.

NOTE Confidence: 0.9377046

00:15:59.020 --> 00:16:00.300 Some tracks more than others.

NOTE Confidence: 0.9377046

00:16:00.300 --> 00:16:02.160 I mentioned the investigator track.

NOTE Confidence: 0.9818056

00:16:02.540 --> 00:16:04.720 While teaching may not be

NOTE Confidence: 0.84303176

00:16:05.180 --> 00:16:06.540 the a major point of

NOTE Confidence: 0.84303176

00:16:06.540 --> 00:16:07.460 evaluation and the promotion, most

NOTE Confidence: 0.84303176

00:16:07.460 --> 00:16:07.526 investigator track faculty are doing

NOTE Confidence: 0.84303176

00:16:07.526 --> 00:16:07.740 mentoring of trainees within their

NOTE Confidence: 0.84303176

00:16:07.740 --> 00:16:08.240 lab,

NOTE Confidence: 0.9877309

00:16:13.985 --> 00:16:15.024 and so they are they

NOTE Confidence: 0.9877309

00:16:15.024 --> 00:16:16.964 are demonstrating their their educational

NOTE Confidence: 0.9877309

00:16:17.105 --> 00:16:17.605 commitment.

NOTE Confidence: 0.98385096

00:16:18.065 --> 00:16:20.065 The academic clinician track, sometimes

NOTE Confidence: 0.98385096

00:16:20.065 --> 00:16:22.170 we have situations where people

NOTE Confidence: 0.98385096

00:16:22.170 --> 00:16:23.690 on that track are are

NOTE Confidence: 0.98385096

00:16:23.690 --> 00:16:25.290 placed in settings outside of

NOTE Confidence: 0.98385096

00:16:25.290 --> 00:16:26.589 New Haven or West Haven
NOTE Confidence: 0.94445455

00:16:27.050 --> 00:16:28.430 where there are no trainees
NOTE Confidence: 0.9729335

00:16:28.810 --> 00:16:30.649 placed. And in that situation,
NOTE Confidence: 0.9729335

00:16:30.649 --> 00:16:31.450 if you were going up
NOTE Confidence: 0.9729335

00:16:31.450 --> 00:16:32.730 for promotion and did not
NOTE Confidence: 0.9729335

00:16:32.730 --> 00:16:34.170 have the opportunity to be
NOTE Confidence: 0.9729335

00:16:34.170 --> 00:16:35.529 involved with trainees, that would
NOTE Confidence: 0.9729335

00:16:35.529 --> 00:16:37.070 not be held against you.
NOTE Confidence: 0.9892291

00:16:37.985 --> 00:16:39.345 However, if you are involved
NOTE Confidence: 0.9892291

00:16:39.345 --> 00:16:40.725 with them, again, the expectation
NOTE Confidence: 0.9892291

00:16:41.025 --> 00:16:42.005 is that you are,
NOTE Confidence: 0.9984339

00:16:42.705 --> 00:16:43.745 doing that at a high
NOTE Confidence: 0.9984339

00:16:43.745 --> 00:16:44.885 level of excellence.
NOTE Confidence: 0.9381445

00:16:45.745 --> 00:16:47.665 Janet Hafler this morning mentioned
NOTE Confidence: 0.9381445

00:16:47.665 --> 00:16:49.365 the importance of teaching evaluations.
NOTE Confidence: 0.96717197

00:16:50.160 --> 00:16:52.560 Those are really required for

NOTE Confidence: 0.96717197

00:16:52.560 --> 00:16:54.100 for all promotion reviews.

NOTE Confidence: 0.8954945

00:16:54.880 --> 00:16:56.880 They're they're especially looked for

NOTE Confidence: 0.8954945

00:16:56.880 --> 00:16:57.380 for

NOTE Confidence: 0.9453363

00:16:57.760 --> 00:16:58.959 for some tracks more than

NOTE Confidence: 0.9453363

00:16:58.959 --> 00:16:59.360 others,

NOTE Confidence: 0.9535247

00:16:59.760 --> 00:17:00.160 but,

NOTE Confidence: 0.9682553

00:17:00.959 --> 00:17:02.560 we really recommend that people

NOTE Confidence: 0.9682553

00:17:02.560 --> 00:17:04.005 be very diligent about

NOTE Confidence: 0.9902118

00:17:04.405 --> 00:17:06.085 collecting those as they're engaged

NOTE Confidence: 0.9902118

00:17:06.085 --> 00:17:06.825 in teaching.

NOTE Confidence: 0.8306968

00:17:08.005 --> 00:17:09.705 And then finally, scholarship.

NOTE Confidence: 0.93838656

00:17:10.805 --> 00:17:11.625 This is,

NOTE Confidence: 0.9642496

00:17:13.205 --> 00:17:14.805 really expected for just about

NOTE Confidence: 0.9642496

00:17:14.805 --> 00:17:16.325 faculty on any of the

NOTE Confidence: 0.9642496

00:17:16.325 --> 00:17:18.265 tracks. The one exception being

NOTE Confidence: 0.9642496

00:17:18.520 --> 00:17:19.740 for academic clinician.
NOTE Confidence: 0.9435561

00:17:20.600 --> 00:17:22.119 If academic clinicians are doing
NOTE Confidence: 0.9435561

00:17:22.119 --> 00:17:23.799 research, it's like a it's
NOTE Confidence: 0.9435561

00:17:23.799 --> 00:17:25.320 like an extra bonus to
NOTE Confidence: 0.9435561

00:17:25.320 --> 00:17:26.359 them, I'd say, as they're
NOTE Confidence: 0.9435561

00:17:26.359 --> 00:17:27.100 getting reviewed.
NOTE Confidence: 0.94779694

00:17:27.720 --> 00:17:28.520 But if you don't do
NOTE Confidence: 0.94779694

00:17:28.520 --> 00:17:29.559 it, it's not, again, it's
NOTE Confidence: 0.94779694

00:17:29.559 --> 00:17:30.859 not held against you.
NOTE Confidence: 0.9528287

00:17:31.365 --> 00:17:33.225 Scholarship is not a requirement
NOTE Confidence: 0.9528287

00:17:33.365 --> 00:17:34.565 for faculty or on the
NOTE Confidence: 0.9528287

00:17:34.565 --> 00:17:36.405 academic clinician track, although we
NOTE Confidence: 0.9528287

00:17:36.405 --> 00:17:37.945 encourage people to do that.
NOTE Confidence: 0.97099817

00:17:38.484 --> 00:17:39.605 But for the other tracks,
NOTE Confidence: 0.97099817

00:17:39.605 --> 00:17:41.045 you're really looking at, you
NOTE Confidence: 0.97099817

00:17:41.045 --> 00:17:42.105 know, journal publications,

NOTE Confidence: 0.97196656

00:17:43.125 --> 00:17:44.825 other types of peer reviewed,

NOTE Confidence: 0.92917067

00:17:45.770 --> 00:17:47.929 disseminated products like Janet mentioned

NOTE Confidence: 0.92917067

00:17:47.929 --> 00:17:49.070 this morning that,

NOTE Confidence: 0.9763221

00:17:49.450 --> 00:17:50.890 have a life outside of

NOTE Confidence: 0.9763221

00:17:50.890 --> 00:17:52.409 Yale that other people are

NOTE Confidence: 0.9763221

00:17:52.409 --> 00:17:53.850 reading them or making use

NOTE Confidence: 0.9763221

00:17:53.850 --> 00:17:54.890 of them in the case

NOTE Confidence: 0.9763221

00:17:54.890 --> 00:17:55.630 of curriculum.

NOTE Confidence: 0.998456

00:17:56.010 --> 00:17:57.149 So those are really

NOTE Confidence: 0.9229417

00:17:57.529 --> 00:17:58.029 important.

NOTE Confidence: 0.9754539

00:17:58.734 --> 00:17:59.774 If you're on the research

NOTE Confidence: 0.9754539

00:17:59.774 --> 00:18:01.875 intensive tracks, your grant funding

NOTE Confidence: 0.9754539

00:18:01.934 --> 00:18:03.875 record is is important,

NOTE Confidence: 0.9815916

00:18:04.255 --> 00:18:05.955 critically important to your promotion.

NOTE Confidence: 0.87245595

00:18:06.414 --> 00:18:08.015 And also the the more

NOTE Confidence: 0.87245595

00:18:08.015 --> 00:18:09.554 research intensive faculty,
NOTE Confidence: 0.9989788

00:18:10.414 --> 00:18:12.015 committees are usually looking for
NOTE Confidence: 0.9989788

00:18:12.015 --> 00:18:13.635 evidence that the person is
NOTE Confidence: 0.9817063

00:18:14.330 --> 00:18:16.350 developing as an independent scientist,
NOTE Confidence: 0.9030567

00:18:17.690 --> 00:18:18.810 sort of separate from their
NOTE Confidence: 0.9030567

00:18:18.810 --> 00:18:20.010 mentors, so that they've got
NOTE Confidence: 0.9030567

00:18:20.010 --> 00:18:20.750 some publications
NOTE Confidence: 0.99816835

00:18:21.130 --> 00:18:21.630 that
NOTE Confidence: 0.95205945

00:18:22.010 --> 00:18:23.210 that that don't have their
NOTE Confidence: 0.95205945

00:18:23.210 --> 00:18:24.170 mentor on them,
NOTE Confidence: 0.9704411

00:18:24.650 --> 00:18:26.330 are are usually things that
NOTE Confidence: 0.9704411

00:18:26.330 --> 00:18:27.869 committees sometimes look for.
NOTE Confidence: 0.8743666

00:18:28.775 --> 00:18:30.135 Just a couple quick slides,
NOTE Confidence: 0.8743666

00:18:30.135 --> 00:18:31.095 a little bit more,
NOTE Confidence: 0.94473064

00:18:32.455 --> 00:18:33.734 focused on kind of career
NOTE Confidence: 0.94473064

00:18:33.734 --> 00:18:35.434 development tools and resources.

NOTE Confidence: 0.96526426

00:18:36.775 --> 00:18:37.895 So I put three things

NOTE Confidence: 0.96526426

00:18:37.895 --> 00:18:38.775 in the middle, which I'll

NOTE Confidence: 0.96526426

00:18:38.775 --> 00:18:40.215 I'll just briefly kind of

NOTE Confidence: 0.96526426

00:18:40.215 --> 00:18:41.015 go through in a minute.

NOTE Confidence: 0.96526426

00:18:41.015 --> 00:18:42.375 But we really recommend that

NOTE Confidence: 0.96526426

00:18:42.375 --> 00:18:42.875 people,

NOTE Confidence: 0.97401255

00:18:43.260 --> 00:18:44.540 really within their first year

NOTE Confidence: 0.97401255

00:18:44.540 --> 00:18:45.520 of being here,

NOTE Confidence: 0.9380649

00:18:45.820 --> 00:18:47.260 start to develop a vision

NOTE Confidence: 0.9380649

00:18:47.260 --> 00:18:48.780 of themselves of of how

NOTE Confidence: 0.9380649

00:18:48.780 --> 00:18:49.840 they want to be,

NOTE Confidence: 0.95250815

00:18:50.859 --> 00:18:52.540 in academic medicine in terms

NOTE Confidence: 0.95250815

00:18:52.540 --> 00:18:53.740 of the their area of

NOTE Confidence: 0.95250815

00:18:53.740 --> 00:18:55.180 expertise. Some of those themes

NOTE Confidence: 0.95250815

00:18:55.180 --> 00:18:56.460 that I mentioned before, kind

NOTE Confidence: 0.95250815

00:18:56.460 --> 00:18:57.665 of how are you going
NOTE Confidence: 0.95250815

00:18:57.665 --> 00:18:58.945 to become known as an
NOTE Confidence: 0.95250815

00:18:58.945 --> 00:18:59.445 expert,
NOTE Confidence: 0.9764798

00:19:00.785 --> 00:19:02.225 you know, how specialized does
NOTE Confidence: 0.9764798

00:19:02.225 --> 00:19:03.265 that need to be for
NOTE Confidence: 0.9764798

00:19:03.265 --> 00:19:04.385 you to sort of be
NOTE Confidence: 0.9764798

00:19:04.385 --> 00:19:05.744 able to stand out as
NOTE Confidence: 0.9764798

00:19:05.744 --> 00:19:07.105 as someone who's sort of
NOTE Confidence: 0.9764798

00:19:07.105 --> 00:19:08.725 different from other people here.
NOTE Confidence: 0.878464

00:19:09.119 --> 00:19:10.240 So we really spend that
NOTE Confidence: 0.878464

00:19:10.240 --> 00:19:11.520 first year kind of developing
NOTE Confidence: 0.878464

00:19:11.520 --> 00:19:12.720 a vision and developing a
NOTE Confidence: 0.878464

00:19:12.720 --> 00:19:13.619 plan for
NOTE Confidence: 0.9912849

00:19:14.000 --> 00:19:15.600 different types of activities to
NOTE Confidence: 0.9912849

00:19:15.600 --> 00:19:16.800 be engaged in that's going
NOTE Confidence: 0.9912849

00:19:16.800 --> 00:19:18.100 to support that vision.

NOTE Confidence: 0.9589762
00:19:18.480 --> 00:19:19.680 And then we really recommend
NOTE Confidence: 0.9589762
00:19:19.680 --> 00:19:21.040 that on an annual basis,
NOTE Confidence: 0.9589762
00:19:21.040 --> 00:19:23.300 you're kind of continually evaluating
NOTE Confidence: 0.9589762
00:19:23.520 --> 00:19:24.020 that,
NOTE Confidence: 0.9892194
00:19:24.484 --> 00:19:25.865 that you seek counsel,
NOTE Confidence: 0.96069586
00:19:26.565 --> 00:19:27.685 from other people in your
NOTE Confidence: 0.96069586
00:19:27.685 --> 00:19:29.705 faculty, departmental leaders,
NOTE Confidence: 0.9695563
00:19:30.244 --> 00:19:32.005 periodically assess that, you know,
NOTE Confidence: 0.9695563
00:19:32.005 --> 00:19:32.805 take a look at how
NOTE Confidence: 0.9695563
00:19:32.805 --> 00:19:34.484 you're spending your your time
NOTE Confidence: 0.9695563
00:19:34.484 --> 00:19:35.305 and your effort,
NOTE Confidence: 0.9994312
00:19:35.845 --> 00:19:36.825 and make adjustments.
NOTE Confidence: 0.94082797
00:19:37.600 --> 00:19:38.639 The four things in the
NOTE Confidence: 0.94082797
00:19:38.639 --> 00:19:39.679 middle of the circle are
NOTE Confidence: 0.94082797
00:19:39.679 --> 00:19:40.980 really meant to be tools
NOTE Confidence: 0.94082797

00:19:41.039 --> 00:19:42.639 for that purpose. So you've
NOTE Confidence: 0.94082797

00:19:42.639 --> 00:19:44.080 heard, I think, several times
NOTE Confidence: 0.94082797

00:19:44.080 --> 00:19:45.679 today, the this these the
NOTE Confidence: 0.94082797

00:19:45.679 --> 00:19:46.559 c b one and the
NOTE Confidence: 0.94082797

00:19:46.559 --> 00:19:47.600 c b two, and you'll
NOTE Confidence: 0.94082797

00:19:47.600 --> 00:19:48.960 you'll hear more of that,
NOTE Confidence: 0.99798304

00:19:49.600 --> 00:19:50.639 you know, in your first
NOTE Confidence: 0.99798304

00:19:50.639 --> 00:19:51.919 year here. These are really
NOTE Confidence: 0.99798304

00:19:51.919 --> 00:19:52.419 two
NOTE Confidence: 0.94682074

00:19:52.994 --> 00:19:55.095 foundational documents for the reappointment
NOTE Confidence: 0.94682074

00:19:55.234 --> 00:19:56.375 and promotion process.
NOTE Confidence: 0.94287926

00:19:56.755 --> 00:19:57.715 The c v one is
NOTE Confidence: 0.94287926

00:19:57.715 --> 00:19:59.635 essentially a Yale formatted version
NOTE Confidence: 0.94287926

00:19:59.635 --> 00:20:01.395 of your professional CV or
NOTE Confidence: 0.94287926

00:20:01.395 --> 00:20:03.335 resume. It's got different categories,
NOTE Confidence: 0.94287926

00:20:03.395 --> 00:20:05.330 and it's essentially lists of

NOTE Confidence: 0.94287926

00:20:05.330 --> 00:20:05.830 things.

NOTE Confidence: 0.9692854

00:20:06.130 --> 00:20:07.330 The CV two is more

NOTE Confidence: 0.9692854

00:20:07.330 --> 00:20:08.790 of a blend of narratives

NOTE Confidence: 0.9692854

00:20:09.090 --> 00:20:10.770 and data that are gonna

NOTE Confidence: 0.9692854

00:20:10.770 --> 00:20:12.369 be supporting what's what's on

NOTE Confidence: 0.9692854

00:20:12.369 --> 00:20:12.869 there.

NOTE Confidence: 0.93786657

00:20:13.810 --> 00:20:15.330 And then the FDAC is

NOTE Confidence: 0.93786657

00:20:15.330 --> 00:20:17.330 the faculty development annual questionnaire.

NOTE Confidence: 0.93786657

00:20:17.330 --> 00:20:18.130 I'll get to that one

NOTE Confidence: 0.93786657

00:20:18.130 --> 00:20:18.850 in a minute and then

NOTE Confidence: 0.93786657

00:20:18.850 --> 00:20:20.145 and then mentorship. And these

NOTE Confidence: 0.93786657

00:20:20.145 --> 00:20:21.185 are really all meant to

NOTE Confidence: 0.93786657

00:20:21.185 --> 00:20:22.484 be tools that you're

NOTE Confidence: 0.97363913

00:20:22.945 --> 00:20:25.425 you're you're completing, developing, following

NOTE Confidence: 0.97363913

00:20:25.425 --> 00:20:26.945 up on, you know, each

NOTE Confidence: 0.97363913

00:20:26.945 --> 00:20:28.005 year as you're
NOTE Confidence: 0.96521026

00:20:28.305 --> 00:20:29.845 kind of making some adjustments
NOTE Confidence: 0.98504263

00:20:30.225 --> 00:20:30.965 over time.
NOTE Confidence: 0.8728939

00:20:32.330 --> 00:20:33.930 So CV1, CV2, I I
NOTE Confidence: 0.8728939

00:20:33.930 --> 00:20:35.230 sort of mentioned this. CV1
NOTE Confidence: 0.8728939

00:20:35.290 --> 00:20:36.830 focuses a bit more on
NOTE Confidence: 0.9982162

00:20:37.210 --> 00:20:37.710 activities
NOTE Confidence: 0.95159554

00:20:38.010 --> 00:20:39.530 that are, for which you
NOTE Confidence: 0.95159554

00:20:39.530 --> 00:20:40.970 may be recognized outside of
NOTE Confidence: 0.95159554

00:20:40.970 --> 00:20:42.330 Yale. CV2 is a little
NOTE Confidence: 0.95159554

00:20:42.330 --> 00:20:43.130 bit more about kind of
NOTE Confidence: 0.95159554

00:20:43.130 --> 00:20:44.250 what are you doing here
NOTE Confidence: 0.95159554

00:20:44.250 --> 00:20:45.615 at Yale in terms of
NOTE Confidence: 0.95159554

00:20:45.855 --> 00:20:48.115 clinical teaching and scholarly work.
NOTE Confidence: 0.9768479

00:20:49.215 --> 00:20:50.655 And we are we really
NOTE Confidence: 0.9768479

00:20:50.655 --> 00:20:52.975 do recommend that people don't

NOTE Confidence: 0.9768479

00:20:52.975 --> 00:20:54.494 wait until they get to

NOTE Confidence: 0.9768479

00:20:54.494 --> 00:20:55.554 the point of a reappointment

NOTE Confidence: 0.9768479

00:20:55.775 --> 00:20:57.395 review to complete these.

NOTE Confidence: 0.9210355

00:20:58.190 --> 00:20:59.390 One of the the good

NOTE Confidence: 0.9210355

00:20:59.390 --> 00:21:01.170 things about the the FDAC,

NOTE Confidence: 0.9210355

00:21:01.470 --> 00:21:03.410 the faculty development annual questionnaire,

NOTE Confidence: 0.98817444

00:21:03.950 --> 00:21:04.690 is that,

NOTE Confidence: 0.99331653

00:21:05.310 --> 00:21:06.750 people are asked to either

NOTE Confidence: 0.99331653

00:21:06.750 --> 00:21:08.510 complete sections on there that

NOTE Confidence: 0.99331653

00:21:08.510 --> 00:21:10.050 look very much like

NOTE Confidence: 0.93426013

00:21:10.435 --> 00:21:11.555 the CV and the CV

NOTE Confidence: 0.93426013

00:21:11.555 --> 00:21:13.315 two, or you can upload

NOTE Confidence: 0.93426013

00:21:13.315 --> 00:21:14.355 those on there. So it

NOTE Confidence: 0.93426013

00:21:14.355 --> 00:21:15.815 really is meant to encourage

NOTE Confidence: 0.93426013

00:21:15.875 --> 00:21:16.695 people to,

NOTE Confidence: 0.97936964

00:21:17.234 --> 00:21:18.215 to complete these.
NOTE Confidence: 0.8585575

00:21:18.755 --> 00:21:20.755 Doctor Keith Cho and, Nick
NOTE Confidence: 0.8585575

00:21:20.755 --> 00:21:22.035 Licht in the office of
NOTE Confidence: 0.8585575

00:21:22.035 --> 00:21:22.535 physician
NOTE Confidence: 0.8206909

00:21:23.220 --> 00:21:24.760 scientists. And scientists developed,
NOTE Confidence: 0.94175875

00:21:25.940 --> 00:21:28.020 developed this tool about three
NOTE Confidence: 0.94175875

00:21:28.020 --> 00:21:28.760 years ago,
NOTE Confidence: 0.9190702

00:21:29.220 --> 00:21:30.820 and it got piloted, and
NOTE Confidence: 0.9190702

00:21:30.820 --> 00:21:31.700 it is not, it's one
NOTE Confidence: 0.9190702

00:21:31.700 --> 00:21:32.900 of the kind of few
NOTE Confidence: 0.9190702

00:21:32.900 --> 00:21:33.400 processes
NOTE Confidence: 0.98671436

00:21:34.100 --> 00:21:35.960 that is a school requirement
NOTE Confidence: 0.93096584

00:21:36.260 --> 00:21:38.155 of departments to do, and
NOTE Confidence: 0.93096584

00:21:38.155 --> 00:21:40.155 it's been extended to research
NOTE Confidence: 0.93096584

00:21:40.155 --> 00:21:41.915 rank faculty this past past
NOTE Confidence: 0.93096584

00:21:41.915 --> 00:21:43.375 year. So all ladder faculty,

NOTE Confidence: 0.93096584

00:21:43.435 --> 00:21:45.055 all research rank faculty

NOTE Confidence: 0.91718966

00:21:45.595 --> 00:21:47.355 are expected to complete this

NOTE Confidence: 0.91718966

00:21:47.355 --> 00:21:49.755 document every year. It's online

NOTE Confidence: 0.91718966

00:21:49.755 --> 00:21:50.415 through Redcap

NOTE Confidence: 0.9926414

00:21:50.730 --> 00:21:52.429 That gets submitted into

NOTE Confidence: 0.9511183

00:21:53.290 --> 00:21:54.890 into your department leaders, and

NOTE Confidence: 0.9511183

00:21:54.890 --> 00:21:55.929 then you meet with the

NOTE Confidence: 0.9511183

00:21:55.929 --> 00:21:57.929 department leader. The smaller departments,

NOTE Confidence: 0.9511183

00:21:57.929 --> 00:21:58.890 that tends to be your

NOTE Confidence: 0.9511183

00:21:58.890 --> 00:22:00.970 chair. The bigger departments, it'll

NOTE Confidence: 0.9511183

00:22:00.970 --> 00:22:02.250 be a section chief or

NOTE Confidence: 0.9511183

00:22:02.250 --> 00:22:03.450 maybe some other kind of

NOTE Confidence: 0.9511183

00:22:03.450 --> 00:22:04.990 vice chair within your department.

NOTE Confidence: 0.9637642

00:22:05.475 --> 00:22:06.595 And and it's really meant

NOTE Confidence: 0.9637642

00:22:06.595 --> 00:22:07.494 to be a career

NOTE Confidence: 0.9942325

00:22:08.035 --> 00:22:08.535 development
NOTE Confidence: 0.99845207

00:22:08.915 --> 00:22:09.415 conversation
NOTE Confidence: 0.99132925

00:22:09.795 --> 00:22:11.015 about different areas,
NOTE Confidence: 0.8878559

00:22:11.395 --> 00:22:11.875 for,
NOTE Confidence: 0.9162782

00:22:12.275 --> 00:22:13.955 kind of growth opportunities for
NOTE Confidence: 0.9162782

00:22:13.955 --> 00:22:14.455 you.
NOTE Confidence: 0.9087976

00:22:16.275 --> 00:22:17.395 And and one of the
NOTE Confidence: 0.9087976

00:22:17.395 --> 00:22:18.515 things that I think is
NOTE Confidence: 0.9087976

00:22:18.515 --> 00:22:20.035 really valuable about the FDAC
NOTE Confidence: 0.9087976

00:22:20.035 --> 00:22:21.230 is it's it's meant
NOTE Confidence: 0.97605383

00:22:21.690 --> 00:22:22.190 to,
NOTE Confidence: 0.97373897

00:22:22.650 --> 00:22:24.330 kind of be a kind
NOTE Confidence: 0.97373897

00:22:24.330 --> 00:22:25.770 of prompt or a check
NOTE Confidence: 0.97373897

00:22:25.770 --> 00:22:26.650 to see if you've got
NOTE Confidence: 0.97373897

00:22:26.650 --> 00:22:27.390 the mentoring,
NOTE Confidence: 0.9899747

00:22:29.050 --> 00:22:30.570 kind of relationships in place

NOTE Confidence: 0.9899747
00:22:30.570 --> 00:22:31.770 that are so important to
NOTE Confidence: 0.9899747
00:22:31.770 --> 00:22:32.910 academic success.
NOTE Confidence: 0.95459676
00:22:33.835 --> 00:22:35.115 I think most people who
NOTE Confidence: 0.95459676
00:22:35.115 --> 00:22:36.475 are here who have been
NOTE Confidence: 0.95459676
00:22:36.475 --> 00:22:38.154 successful and made it through
NOTE Confidence: 0.95459676
00:22:38.154 --> 00:22:39.515 the ranks would would view
NOTE Confidence: 0.95459676
00:22:39.515 --> 00:22:41.034 the mentoring they've received as
NOTE Confidence: 0.95459676
00:22:41.034 --> 00:22:41.855 being essential
NOTE Confidence: 0.93683356
00:22:42.234 --> 00:22:43.534 to their success here.
NOTE Confidence: 0.97546685
00:22:44.075 --> 00:22:45.695 And there's a pretty robust,
NOTE Confidence: 0.9857483
00:22:46.315 --> 00:22:48.815 literature that that suggests that
NOTE Confidence: 0.9857483
00:22:49.010 --> 00:22:50.869 a complete absence of mentoring
NOTE Confidence: 0.8848368
00:22:51.410 --> 00:22:52.990 is a is a a
NOTE Confidence: 0.8848368
00:22:53.090 --> 00:22:55.090 pretty strong predictor of poor
NOTE Confidence: 0.8848368
00:22:55.090 --> 00:22:55.590 retention,
NOTE Confidence: 0.982454

00:22:56.450 --> 00:22:57.810 not just in academia, but
NOTE Confidence: 0.982454

00:22:57.810 --> 00:22:59.170 in all kinds of business.
NOTE Confidence: 0.982454

00:22:59.170 --> 00:23:00.950 So it's really important that,
NOTE Confidence: 0.9725779

00:23:01.970 --> 00:23:03.350 we develop these relationships.
NOTE Confidence: 0.9403972

00:23:04.264 --> 00:23:05.465 And, you know, this is
NOTE Confidence: 0.9403972

00:23:05.465 --> 00:23:07.304 a complex and at times
NOTE Confidence: 0.9403972

00:23:07.304 --> 00:23:09.304 pretty challenging place to work
NOTE Confidence: 0.9403972

00:23:09.304 --> 00:23:09.804 and
NOTE Confidence: 0.9685882

00:23:10.184 --> 00:23:11.225 to to try to do
NOTE Confidence: 0.9685882

00:23:11.225 --> 00:23:12.184 that and think you can
NOTE Confidence: 0.9685882

00:23:12.184 --> 00:23:13.065 do that kind of on
NOTE Confidence: 0.9685882

00:23:13.065 --> 00:23:13.865 your own with a lot
NOTE Confidence: 0.9685882

00:23:13.865 --> 00:23:15.244 of input from other people,
NOTE Confidence: 0.96567446

00:23:15.705 --> 00:23:17.005 we don't we don't advise.
NOTE Confidence: 0.96567446

00:23:17.065 --> 00:23:18.580 So work with your chairs
NOTE Confidence: 0.96567446

00:23:18.580 --> 00:23:20.580 or section chiefs or somebody

NOTE Confidence: 0.96567446

00:23:20.580 --> 00:23:22.119 else's involved with FDAC,

NOTE Confidence: 0.9749985

00:23:22.899 --> 00:23:23.859 to kind of help,

NOTE Confidence: 0.9850172

00:23:24.340 --> 00:23:24.840 identify,

NOTE Confidence: 0.95022786

00:23:25.619 --> 00:23:26.740 who might be able to

NOTE Confidence: 0.95022786

00:23:26.740 --> 00:23:27.539 serve in this role. And

NOTE Confidence: 0.95022786

00:23:27.539 --> 00:23:29.000 we're not talking about an

NOTE Confidence: 0.95022786

00:23:29.059 --> 00:23:31.140 overly intensive relationship. It's not

NOTE Confidence: 0.95022786

00:23:31.140 --> 00:23:32.534 like a once a month

NOTE Confidence: 0.95022786

00:23:32.534 --> 00:23:33.494 relationship, but some of you

NOTE Confidence: 0.95022786

00:23:33.494 --> 00:23:34.375 are just gonna meet with

NOTE Confidence: 0.95022786

00:23:34.375 --> 00:23:35.755 a couple times a year

NOTE Confidence: 0.95022786

00:23:35.815 --> 00:23:36.855 to kind of talk about

NOTE Confidence: 0.95022786

00:23:36.855 --> 00:23:37.755 career progress,

NOTE Confidence: 0.91563034

00:23:38.534 --> 00:23:39.575 and kind of what you're

NOTE Confidence: 0.91563034

00:23:39.575 --> 00:23:40.475 wanting to do.

NOTE Confidence: 0.9761313

00:23:41.575 --> 00:23:43.034 And, you know, have conversations

NOTE Confidence: 0.96598697

00:23:43.414 --> 00:23:44.615 that are, like, related to

NOTE Confidence: 0.96598697

00:23:44.615 --> 00:23:45.815 this, a little bit more

NOTE Confidence: 0.96598697

00:23:45.815 --> 00:23:47.115 open ended than

NOTE Confidence: 0.975906

00:23:47.710 --> 00:23:49.390 just the logistics of what

NOTE Confidence: 0.975906

00:23:49.390 --> 00:23:50.270 do I need to do

NOTE Confidence: 0.975906

00:23:50.270 --> 00:23:51.090 to get promoted.

NOTE Confidence: 0.9561162

00:23:51.869 --> 00:23:53.070 But how are you doing

NOTE Confidence: 0.9561162

00:23:53.070 --> 00:23:54.530 kind of balancing the priorities?

NOTE Confidence: 0.99897593

00:23:55.790 --> 00:23:57.230 We really want you to

NOTE Confidence: 0.99897593

00:23:57.230 --> 00:23:58.350 stay here for a long

NOTE Confidence: 0.99897593

00:23:58.350 --> 00:23:58.850 time

NOTE Confidence: 0.65277785

00:23:59.310 --> 00:23:59.790 and,

NOTE Confidence: 0.9732481

00:24:00.110 --> 00:24:01.790 and balancing priorities is a

NOTE Confidence: 0.9732481

00:24:01.790 --> 00:24:03.375 real key to being able

NOTE Confidence: 0.9732481

00:24:03.375 --> 00:24:03.875 to

NOTE Confidence: 0.9405755
00:24:04.175 --> 00:24:05.375 to do that and stay
NOTE Confidence: 0.9405755
00:24:05.375 --> 00:24:06.835 happy with what you're doing.
NOTE Confidence: 0.9405755
00:24:07.055 --> 00:24:09.455 So these will never be
NOTE Confidence: 0.9405755
00:24:09.455 --> 00:24:10.815 in perfect balance. So just
NOTE Confidence: 0.9405755
00:24:10.815 --> 00:24:12.494 to be really realistic about
NOTE Confidence: 0.9405755
00:24:12.494 --> 00:24:13.855 these things, you know, an
NOTE Confidence: 0.9405755
00:24:13.855 --> 00:24:15.455 academic career I would say
NOTE Confidence: 0.9405755
00:24:15.455 --> 00:24:16.994 involves sort of a constant
NOTE Confidence: 0.94185877
00:24:17.535 --> 00:24:19.330 kind of struggle readjustment
NOTE Confidence: 0.9932046
00:24:19.790 --> 00:24:21.410 of of where you are
NOTE Confidence: 0.9748707
00:24:21.710 --> 00:24:23.810 in this and how imbalanced
NOTE Confidence: 0.91833353
00:24:25.070 --> 00:24:25.890 is okay.
NOTE Confidence: 0.93658787
00:24:26.510 --> 00:24:27.470 I think for a lot
NOTE Confidence: 0.93658787
00:24:27.470 --> 00:24:28.910 of so we don't talk
NOTE Confidence: 0.93658787
00:24:28.910 --> 00:24:30.270 about sort of work life
NOTE Confidence: 0.93658787

00:24:30.270 --> 00:24:31.390 balance. We sort of talk
NOTE Confidence: 0.93658787

00:24:31.390 --> 00:24:33.150 about work life satisfaction and
NOTE Confidence: 0.93658787

00:24:33.150 --> 00:24:34.555 our our things going well
NOTE Confidence: 0.93658787

00:24:34.555 --> 00:24:35.515 in work and things going
NOTE Confidence: 0.93658787

00:24:35.515 --> 00:24:36.335 well in family.
NOTE Confidence: 0.95457774

00:24:37.195 --> 00:24:38.735 You know, likewise with individual
NOTE Confidence: 0.95457774

00:24:38.795 --> 00:24:40.815 achievements versus team success,
NOTE Confidence: 0.97189105

00:24:41.915 --> 00:24:43.515 volume versus quantity, a big
NOTE Confidence: 0.97189105

00:24:43.515 --> 00:24:44.555 one is is sort of
NOTE Confidence: 0.97189105

00:24:44.555 --> 00:24:45.675 what are you getting paid
NOTE Confidence: 0.97189105

00:24:45.675 --> 00:24:46.635 to do? What are you
NOTE Confidence: 0.97189105

00:24:46.635 --> 00:24:47.915 being supported in terms of
NOTE Confidence: 0.97189105

00:24:47.915 --> 00:24:48.415 activities
NOTE Confidence: 0.97137195

00:24:48.760 --> 00:24:50.119 Versus what's your where's your
NOTE Confidence: 0.97137195

00:24:50.119 --> 00:24:51.400 real passion? What are your
NOTE Confidence: 0.97137195

00:24:51.400 --> 00:24:53.080 desires? And if you don't

NOTE Confidence: 0.97137195

00:24:53.080 --> 00:24:53.820 have enough

NOTE Confidence: 0.99700975

00:24:54.280 --> 00:24:54.940 of that

NOTE Confidence: 0.9662511

00:24:55.320 --> 00:24:56.919 in your work, you know,

NOTE Confidence: 0.9662511

00:24:56.919 --> 00:24:58.280 are there opportunities to have

NOTE Confidence: 0.9662511

00:24:58.280 --> 00:25:00.200 conversations with mentors or section

NOTE Confidence: 0.9662511

00:25:00.200 --> 00:25:01.880 chiefs or chairs around building

NOTE Confidence: 0.9662511

00:25:01.880 --> 00:25:03.480 more of that in, so

NOTE Confidence: 0.9662511

00:25:03.480 --> 00:25:04.494 that you feel like this

NOTE Confidence: 0.9662511

00:25:04.494 --> 00:25:05.455 is a place that's going

NOTE Confidence: 0.9662511

00:25:05.455 --> 00:25:07.154 to meet your professional needs.

NOTE Confidence: 0.83084285

00:25:08.095 --> 00:25:09.534 Balancing clinic particularly if you're

NOTE Confidence: 0.83084285

00:25:09.534 --> 00:25:11.635 on the clinical intensive tracks,

NOTE Confidence: 0.95413065

00:25:12.255 --> 00:25:13.855 balancing clinical work with teaching

NOTE Confidence: 0.95413065

00:25:13.855 --> 00:25:15.554 and scholarship is is a,

NOTE Confidence: 0.9626327

00:25:16.335 --> 00:25:17.695 is kind of an ongoing

NOTE Confidence: 0.9626327

00:25:17.695 --> 00:25:18.895 struggle I think for many
NOTE Confidence: 0.9626327

00:25:18.895 --> 00:25:20.420 people and sort of and
NOTE Confidence: 0.9626327

00:25:20.420 --> 00:25:22.020 also the balancing of how
NOTE Confidence: 0.9626327

00:25:22.020 --> 00:25:23.540 well known you're here versus
NOTE Confidence: 0.9626327

00:25:23.540 --> 00:25:24.740 how well known you need
NOTE Confidence: 0.9626327

00:25:24.740 --> 00:25:25.320 to become
NOTE Confidence: 0.98296136

00:25:25.859 --> 00:25:27.300 outside of here is is
NOTE Confidence: 0.98296136

00:25:27.300 --> 00:25:28.119 also that.
NOTE Confidence: 0.9876093

00:25:28.500 --> 00:25:29.780 We are here to help,
NOTE Confidence: 0.9876093

00:25:30.100 --> 00:25:31.619 and your department is really
NOTE Confidence: 0.9876093

00:25:31.619 --> 00:25:33.160 kind of a first place
NOTE Confidence: 0.93454075

00:25:33.785 --> 00:25:34.664 stop for you to look.
NOTE Confidence: 0.93454075

00:25:34.664 --> 00:25:35.705 I sort of suggest to
NOTE Confidence: 0.93454075

00:25:35.705 --> 00:25:37.065 people first look on our
NOTE Confidence: 0.93454075

00:25:37.065 --> 00:25:37.565 website,
NOTE Confidence: 0.98297644

00:25:37.865 --> 00:25:38.905 you know, then sort of

NOTE Confidence: 0.98297644

00:25:38.905 --> 00:25:39.785 talk to people in your

NOTE Confidence: 0.98297644

00:25:39.785 --> 00:25:41.544 department. Our website will list

NOTE Confidence: 0.98297644

00:25:41.544 --> 00:25:42.285 the coordinators,

NOTE Confidence: 0.96989083

00:25:42.984 --> 00:25:44.025 that are in your department

NOTE Confidence: 0.96989083

00:25:44.025 --> 00:25:45.065 that you can help help

NOTE Confidence: 0.96989083

00:25:45.065 --> 00:25:45.725 with this.

NOTE Confidence: 0.9798635

00:25:46.025 --> 00:25:47.645 All departments have a faculty

NOTE Confidence: 0.9798635

00:25:47.705 --> 00:25:48.845 development plan,

NOTE Confidence: 0.9463869

00:25:49.600 --> 00:25:50.960 and with FDAC there should

NOTE Confidence: 0.9463869

00:25:50.960 --> 00:25:52.399 be opportunities for you to

NOTE Confidence: 0.9463869

00:25:52.399 --> 00:25:52.899 discuss,

NOTE Confidence: 0.9765959

00:25:53.600 --> 00:25:55.119 who your mentors are and

NOTE Confidence: 0.9765959

00:25:55.119 --> 00:25:56.639 if that's working well or

NOTE Confidence: 0.9765959

00:25:56.639 --> 00:25:57.619 needs to be changed.

NOTE Confidence: 0.93989056

00:25:58.159 --> 00:25:59.840 Faculty handbook is a great

NOTE Confidence: 0.93989056

00:25:59.840 --> 00:26:01.760 reference, it's like two hundred
NOTE Confidence: 0.93989056

00:26:01.760 --> 00:26:03.359 pages long, so no one
NOTE Confidence: 0.93989056

00:26:03.359 --> 00:26:05.525 reads the whole faculty handbook,
NOTE Confidence: 0.93989056

00:26:05.745 --> 00:26:07.505 you know, other than people
NOTE Confidence: 0.93989056

00:26:07.505 --> 00:26:08.244 like me.
NOTE Confidence: 0.9458856

00:26:08.705 --> 00:26:10.225 But there's a medical there's
NOTE Confidence: 0.9458856

00:26:10.225 --> 00:26:12.065 a a medical school section
NOTE Confidence: 0.9458856

00:26:12.065 --> 00:26:13.105 in that because all of
NOTE Confidence: 0.9458856

00:26:13.105 --> 00:26:14.145 the schools have their own
NOTE Confidence: 0.9458856

00:26:14.145 --> 00:26:15.185 sections that and I think
NOTE Confidence: 0.9458856

00:26:15.185 --> 00:26:16.225 it's really important to do
NOTE Confidence: 0.9458856

00:26:16.225 --> 00:26:17.660 that. And as I mentioned,
NOTE Confidence: 0.9755793

00:26:18.119 --> 00:26:20.119 Jonathan and the communications folks
NOTE Confidence: 0.9755793

00:26:20.119 --> 00:26:21.480 have done a great job
NOTE Confidence: 0.9755793

00:26:21.480 --> 00:26:22.780 with our with our website.
NOTE Confidence: 0.93232703

00:26:24.600 --> 00:26:26.360 So before we kind of,

NOTE Confidence: 0.93232703

00:26:26.760 --> 00:26:27.800 break off into our break

NOTE Confidence: 0.93232703

00:26:27.800 --> 00:26:29.000 up rooms, just a little

NOTE Confidence: 0.93232703

00:26:29.000 --> 00:26:29.895 bit about that.

NOTE Confidence: 0.944095

00:26:30.695 --> 00:26:31.815 Before we broke for lunch,

NOTE Confidence: 0.944095

00:26:31.815 --> 00:26:33.255 I just, mentioned a few

NOTE Confidence: 0.944095

00:26:33.255 --> 00:26:35.415 of our great OAPD staff

NOTE Confidence: 0.944095

00:26:35.415 --> 00:26:36.615 that's made this possible. I

NOTE Confidence: 0.944095

00:26:36.615 --> 00:26:38.135 just wanted to mention a

NOTE Confidence: 0.944095

00:26:38.135 --> 00:26:39.494 couple other people who really

NOTE Confidence: 0.944095

00:26:39.494 --> 00:26:40.615 have sort of worked behind

NOTE Confidence: 0.944095

00:26:40.615 --> 00:26:41.275 the scenes,

NOTE Confidence: 0.99938226

00:26:42.055 --> 00:26:42.555 coordinating

NOTE Confidence: 0.95287764

00:26:43.175 --> 00:26:44.310 all of these things. So,

NOTE Confidence: 0.94768333

00:26:44.870 --> 00:26:46.790 Victoria Manders and and Peggy

NOTE Confidence: 0.94768333

00:26:46.790 --> 00:26:48.010 Atherlay have been

NOTE Confidence: 0.97984415

00:26:48.310 --> 00:26:50.390 really critical in in putting
NOTE Confidence: 0.97984415

00:26:50.390 --> 00:26:51.430 all of the pieces of
NOTE Confidence: 0.97984415

00:26:51.430 --> 00:26:52.330 the day together.
NOTE Confidence: 0.9502269

00:26:52.710 --> 00:26:53.750 And then the the one
NOTE Confidence: 0.9502269

00:26:53.750 --> 00:26:54.870 other person I I would
NOTE Confidence: 0.9502269

00:26:54.870 --> 00:26:55.690 like to thank,
NOTE Confidence: 0.914327

00:26:56.150 --> 00:26:58.410 is doctor Linda Bockenstedt, who's
NOTE Confidence: 0.914327

00:26:58.534 --> 00:26:59.494 in the back, who's gonna
NOTE Confidence: 0.914327

00:26:59.494 --> 00:27:00.534 be lead be leading one
NOTE Confidence: 0.914327

00:27:00.534 --> 00:27:01.674 of our breakout sessions.
NOTE Confidence: 0.9472649

00:27:02.215 --> 00:27:02.955 On July,
NOTE Confidence: 0.9191104

00:27:03.414 --> 00:27:03.914 first,
NOTE Confidence: 0.89988804

00:27:05.734 --> 00:27:06.774 July first was a big
NOTE Confidence: 0.89988804

00:27:06.774 --> 00:27:08.475 a big day. Linda Bockenstedt
NOTE Confidence: 0.93628806

00:27:09.335 --> 00:27:10.375 stepped out of her deputy
NOTE Confidence: 0.93628806

00:27:10.375 --> 00:27:11.414 dean role, and we have

NOTE Confidence: 0.93628806

00:27:11.414 --> 00:27:12.615 a new president at Yale

NOTE Confidence: 0.93628806

00:27:12.615 --> 00:27:14.609 University. So on July first,

NOTE Confidence: 0.93628806

00:27:14.609 --> 00:27:16.290 Linda turned the reins over

NOTE Confidence: 0.93628806

00:27:16.290 --> 00:27:17.330 to me as deputy dean

NOTE Confidence: 0.93628806

00:27:17.330 --> 00:27:17.830 for,

NOTE Confidence: 0.947682

00:27:18.290 --> 00:27:20.470 academic affairs after many years,

NOTE Confidence: 0.952575

00:27:21.410 --> 00:27:22.790 leading, the office,

NOTE Confidence: 0.9478977

00:27:23.330 --> 00:27:25.570 completing major initiatives related to

NOTE Confidence: 0.9478977

00:27:25.570 --> 00:27:27.350 improving faculty life cycle,

NOTE Confidence: 0.99309593

00:27:28.095 --> 00:27:29.455 Very involved in a lot

NOTE Confidence: 0.99309593

00:27:29.455 --> 00:27:30.115 of definitions

NOTE Confidence: 0.8938538

00:27:30.415 --> 00:27:31.955 and creations of tracks.

NOTE Confidence: 0.99084014

00:27:32.895 --> 00:27:33.395 And

NOTE Confidence: 0.97758377

00:27:33.855 --> 00:27:36.015 she's done this guiding faculty

NOTE Confidence: 0.97758377

00:27:36.015 --> 00:27:37.615 and faculty leaders with,

NOTE Confidence: 0.9687125

00:27:39.054 --> 00:27:40.434 just skill, patience,
NOTE Confidence: 0.9116879
00:27:41.359 --> 00:27:43.600 dedication, and style. So Linda's
NOTE Confidence: 0.9116879
00:27:43.600 --> 00:27:44.960 staying here. She's continuing to
NOTE Confidence: 0.9116879
00:27:44.960 --> 00:27:46.800 be the Harold W. Jockers
NOTE Confidence: 0.9116879
00:27:46.800 --> 00:27:48.160 Professor of Medicine, and is
NOTE Confidence: 0.9116879
00:27:48.160 --> 00:27:49.859 an active clinician, and educator,
NOTE Confidence: 0.9554886
00:27:50.400 --> 00:27:52.000 and researcher, and has really
NOTE Confidence: 0.9554886
00:27:52.000 --> 00:27:53.540 been invaluable to me,
NOTE Confidence: 0.9601826
00:27:54.395 --> 00:27:55.674 over the over the years.
NOTE Confidence: 0.9601826
00:27:55.674 --> 00:27:56.794 Not not just since,
NOTE Confidence: 0.98513824
00:27:57.355 --> 00:27:58.875 trying to take on, step
NOTE Confidence: 0.98513824
00:27:58.875 --> 00:28:00.095 into her big shoes.
NOTE Confidence: 0.97901237
00:28:00.554 --> 00:28:01.115 I don't know if any
NOTE Confidence: 0.97901237
00:28:01.115 --> 00:28:01.695 of you
NOTE Confidence: 0.966922
00:28:01.994 --> 00:28:02.494 watched,
NOTE Confidence: 0.9782641
00:28:02.955 --> 00:28:03.775 the Olympics,

NOTE Confidence: 0.94446033
00:28:04.155 --> 00:28:05.994 particularly the the relays with
NOTE Confidence: 0.94446033
00:28:05.994 --> 00:28:07.455 the men and women, and
NOTE Confidence: 0.94446033
00:28:07.549 --> 00:28:08.669 and you saw what a
NOTE Confidence: 0.94446033
00:28:08.669 --> 00:28:10.030 diff I mean, speed's great,
NOTE Confidence: 0.94446033
00:28:10.030 --> 00:28:12.030 but if you fumble the
NOTE Confidence: 0.94446033
00:28:12.030 --> 00:28:13.490 hand off of the baton,
NOTE Confidence: 0.9721888
00:28:14.190 --> 00:28:15.390 you know, a team just
NOTE Confidence: 0.9721888
00:28:15.390 --> 00:28:17.309 tanks. Right? And, you can
NOTE Confidence: 0.9721888
00:28:17.309 --> 00:28:18.270 be as fast as you
NOTE Confidence: 0.9721888
00:28:18.270 --> 00:28:19.549 you can. But so there's
NOTE Confidence: 0.9721888
00:28:19.549 --> 00:28:20.830 a lot of sprinting involved
NOTE Confidence: 0.9721888
00:28:20.830 --> 00:28:22.155 in in this job, but
NOTE Confidence: 0.9721888
00:28:22.395 --> 00:28:22.895 Linda,
NOTE Confidence: 0.9525054
00:28:23.355 --> 00:28:25.115 just was so graceful in
NOTE Confidence: 0.9525054
00:28:25.115 --> 00:28:26.315 handing over the baton to
NOTE Confidence: 0.9525054

00:28:26.315 --> 00:28:27.115 me, and I'm and I'm
NOTE Confidence: 0.9525054

00:28:27.115 --> 00:28:28.175 grateful for that.
NOTE Confidence: 0.93358815

00:28:28.955 --> 00:28:30.075 In addition, she did a
NOTE Confidence: 0.93358815

00:28:30.075 --> 00:28:31.355 lot of behind the scenes
NOTE Confidence: 0.93358815

00:28:31.355 --> 00:28:33.055 work, with today's orientation,
NOTE Confidence: 0.87908846

00:28:33.915 --> 00:28:34.655 with staff,
NOTE Confidence: 0.9794242

00:28:35.070 --> 00:28:36.909 And she's also graciously agreed
NOTE Confidence: 0.9794242

00:28:36.909 --> 00:28:37.789 to lead one of our
NOTE Confidence: 0.9794242

00:28:37.789 --> 00:28:39.789 breakout discussion groups for research
NOTE Confidence: 0.9794242

00:28:39.789 --> 00:28:41.070 ranks. And that seemed really
NOTE Confidence: 0.9794242

00:28:41.070 --> 00:28:42.289 important to do because,
NOTE Confidence: 0.97425574

00:28:43.149 --> 00:28:44.269 among the many kind of
NOTE Confidence: 0.97425574

00:28:44.269 --> 00:28:45.870 important projects she finished within
NOTE Confidence: 0.97425574

00:28:45.870 --> 00:28:47.325 the last year was an
NOTE Confidence: 0.97425574

00:28:47.325 --> 00:28:48.465 intensive analysis
NOTE Confidence: 0.9835355

00:28:48.765 --> 00:28:50.065 and recommendations

NOTE Confidence: 0.9935456
00:28:50.684 --> 00:28:52.365 related to career development for
NOTE Confidence: 0.9935456
00:28:52.365 --> 00:28:53.505 the research ranks.
NOTE Confidence: 0.9407744
00:28:54.605 --> 00:28:55.105 So,
NOTE Confidence: 0.9646349
00:28:56.044 --> 00:28:58.044 the research rank faculty will
NOTE Confidence: 0.9646349
00:28:58.044 --> 00:28:59.565 be going with her, I
NOTE Confidence: 0.9646349
00:28:59.565 --> 00:29:00.705 think, into the
NOTE Confidence: 0.8204035
00:29:01.405 --> 00:29:02.465 the lounge room.
NOTE Confidence: 0.9229837
00:29:03.000 --> 00:29:05.160 The academic clinician and clinician
NOTE Confidence: 0.9229837
00:29:05.160 --> 00:29:07.260 educators scholar tracks will stay
NOTE Confidence: 0.9229837
00:29:07.400 --> 00:29:07.900 here
NOTE Confidence: 0.9424188
00:29:08.360 --> 00:29:10.140 with, with Jonathan Grauer
NOTE Confidence: 0.8731566
00:29:10.440 --> 00:29:11.720 and I and then the,
NOTE Confidence: 0.8731566
00:29:12.120 --> 00:29:13.980 research intensive tracks, traditional
NOTE Confidence: 0.98462534
00:29:14.840 --> 00:29:15.340 investigator
NOTE Confidence: 0.8745124
00:29:16.264 --> 00:29:18.105 and clinician scientists, I believe
NOTE Confidence: 0.8745124

00:29:18.105 --> 00:29:19.325 are moved to the
NOTE Confidence: 0.90018374

00:29:20.024 --> 00:29:21.384 second store lobby where we're
NOTE Confidence: 0.90018374

00:29:21.384 --> 00:29:23.085 gonna have our reception afterwards.
NOTE Confidence: 0.90018374

00:29:23.144 --> 00:29:24.424 Right? No. One floor up
NOTE Confidence: 0.90018374

00:29:24.424 --> 00:29:25.465 from there. Oh, one floor
NOTE Confidence: 0.90018374

00:29:25.465 --> 00:29:26.585 up from there. Okay. So
NOTE Confidence: 0.90018374

00:29:26.585 --> 00:29:27.404 second floor.
NOTE Confidence: 0.8985931

00:29:27.705 --> 00:29:28.904 Okay. Go to the second
NOTE Confidence: 0.8985931

00:29:28.904 --> 00:29:29.865 floor. And you'll be with
NOTE Confidence: 0.5921858

00:29:31.039 --> 00:29:31.539 okay.
NOTE Confidence: 0.9842396

00:29:32.399 --> 00:29:33.760 And you'll be with,
NOTE Confidence: 0.8491278

00:29:35.840 --> 00:29:37.360 Brian and Tony who who
NOTE Confidence: 0.8491278

00:29:37.360 --> 00:29:38.640 who the deputy chairs this
NOTE Confidence: 0.8491278

00:29:38.640 --> 00:29:39.700 morning who presented,
NOTE Confidence: 0.8737244

00:29:40.880 --> 00:29:42.000 on the on the research
NOTE Confidence: 0.8737244

00:29:42.000 --> 00:29:43.539 mission and they'll be joined

NOTE Confidence: 0.8737244

00:29:43.760 --> 00:29:45.455 by doctor Keith Choate, who's

NOTE Confidence: 0.8737244

00:29:45.455 --> 00:29:47.075 the associate dean for physician

NOTE Confidence: 0.8737244

00:29:47.135 --> 00:29:49.395 scientist and scientist development and

NOTE Confidence: 0.8737244

00:29:49.455 --> 00:29:50.495 one of the leaders of

NOTE Confidence: 0.8737244

00:29:50.495 --> 00:29:51.155 of FDAC.

NOTE Confidence: 0.94939196

00:29:51.695 --> 00:29:52.355 So you'll,

NOTE Confidence: 0.99448323

00:29:53.055 --> 00:29:54.335 that group will go and

NOTE Confidence: 0.99448323

00:29:54.335 --> 00:29:55.875 meet with them. So,

NOTE Confidence: 0.9732703

00:29:56.255 --> 00:29:57.215 I look forward to seeing

NOTE Confidence: 0.9732703

00:29:57.215 --> 00:29:59.795 everybody in the reception afterwards,

NOTE Confidence: 0.9846678

00:30:00.840 --> 00:30:01.960 that, you know, starts at

NOTE Confidence: 0.9846678

00:30:01.960 --> 00:30:03.000 three thirty or whenever you

NOTE Confidence: 0.9846678

00:30:03.000 --> 00:30:04.780 get out from your breakout

NOTE Confidence: 0.9846678

00:30:04.840 --> 00:30:05.340 sessions.

NOTE Confidence: 0.99626195

00:30:05.800 --> 00:30:06.300 Thanks.