

WEBVTT

NOTE duration: "01:01:13.941"

NOTE Confidence: 0.9770508

00:00:07.600 --> 00:00:08.100 Alright.

NOTE Confidence: 0.9860433

00:00:09.599 --> 00:00:11.840 Hello, everyone. I think, you

NOTE Confidence: 0.9860433

00:00:11.840 --> 00:00:12.340 are

NOTE Confidence: 0.95879453

00:00:13.405 --> 00:00:15.485 now being brought into our

NOTE Confidence: 0.95879453

00:00:15.485 --> 00:00:15.985 webinar.

NOTE Confidence: 0.9147023

00:00:16.285 --> 00:00:17.404 My name is Andy Goodman.

NOTE Confidence: 0.9147023

00:00:17.404 --> 00:00:19.005 I'm the director of the

NOTE Confidence: 0.9147023

00:00:19.005 --> 00:00:20.045 the chair of department of

NOTE Confidence: 0.9147023

00:00:20.045 --> 00:00:21.805 microbial pathogenesis and director of

NOTE Confidence: 0.9147023

00:00:21.805 --> 00:00:23.724 the microbial sciences institute at

NOTE Confidence: 0.9147023

00:00:23.724 --> 00:00:24.945 Yale School of Medicine.

NOTE Confidence: 0.9904785

00:00:25.485 --> 00:00:25.985 And,

NOTE Confidence: 0.8939209

00:00:26.525 --> 00:00:27.185 I'm gonna,

NOTE Confidence: 0.9893921

00:00:28.470 --> 00:00:29.910 use this time, to tell

NOTE Confidence: 0.9893921

00:00:29.910 --> 00:00:30.870 you a little bit about,  
NOTE Confidence: 0.9893921

00:00:31.190 --> 00:00:32.630 the department, but really wanna  
NOTE Confidence: 0.9893921

00:00:32.630 --> 00:00:34.090 have most of our time,  
NOTE Confidence: 0.99921876

00:00:34.630 --> 00:00:36.650 to answer your your questions  
NOTE Confidence: 0.9974365

00:00:37.190 --> 00:00:39.530 about the faculty search,  
NOTE Confidence: 0.96732

00:00:39.925 --> 00:00:41.604 about the position, about life  
NOTE Confidence: 0.96732

00:00:41.604 --> 00:00:42.345 in Connecticut,  
NOTE Confidence: 0.9967448

00:00:42.725 --> 00:00:43.925 and anything else you may  
NOTE Confidence: 0.9967448

00:00:43.925 --> 00:00:45.784 have have questions about.  
NOTE Confidence: 0.9945313

00:00:46.805 --> 00:00:48.504 So I have a fantastic  
NOTE Confidence: 0.9334659

00:00:49.045 --> 00:00:50.885 group of panelists here with  
NOTE Confidence: 0.9334659

00:00:50.885 --> 00:00:52.485 me, and so maybe we'll  
NOTE Confidence: 0.9334659

00:00:52.485 --> 00:00:54.184 start, with with introductions,  
NOTE Confidence: 0.9958429

00:00:55.230 --> 00:00:57.230 from from them. Hesper, why  
NOTE Confidence: 0.9958429

00:00:57.230 --> 00:00:58.030 don't you why don't you  
NOTE Confidence: 0.9958429

00:00:58.030 --> 00:00:58.770 go first?

NOTE Confidence: 0.9900499  
00:00:59.390 --> 00:01:00.830 Hi. My name is Hesper  
NOTE Confidence: 0.9900499  
00:01:00.830 --> 00:01:02.450 Rigo, and I'm an associate  
NOTE Confidence: 0.9900499  
00:01:02.510 --> 00:01:03.809 professor here in the department.  
NOTE Confidence: 0.96972656  
00:01:04.430 --> 00:01:05.410 My lab studies  
NOTE Confidence: 0.98125  
00:01:05.790 --> 00:01:06.290 mycobacterial,  
NOTE Confidence: 0.9988839  
00:01:07.550 --> 00:01:09.150 pathogens at the level of  
NOTE Confidence: 0.9988839  
00:01:09.150 --> 00:01:09.970 single cells.  
NOTE Confidence: 0.6699219  
00:01:10.725 --> 00:01:11.225 And  
NOTE Confidence: 0.81380206  
00:01:12.485 --> 00:01:12.985 Yachi?  
NOTE Confidence: 0.9198347  
00:01:13.845 --> 00:01:14.805 Hi. My name is Yachi  
NOTE Confidence: 0.9198347  
00:01:14.805 --> 00:01:16.485 Ho. I'm associate professor also  
NOTE Confidence: 0.9198347  
00:01:16.485 --> 00:01:17.865 here at Microbial Pathogenesis.  
NOTE Confidence: 0.99637276  
00:01:18.645 --> 00:01:20.165 I work on mechanisms of  
NOTE Confidence: 0.99637276  
00:01:20.165 --> 00:01:21.145 HIV latency  
NOTE Confidence: 0.98669434  
00:01:21.525 --> 00:01:23.065 and some single cell genomics  
NOTE Confidence: 0.98669434

00:01:23.205 --> 00:01:23.705 approaches.  
NOTE Confidence: 0.8441569

00:01:25.230 --> 00:01:26.610 Great. And Craig.  
NOTE Confidence: 0.9933879

00:01:28.110 --> 00:01:29.230 Hi. I'm Craig Roy. I'm  
NOTE Confidence: 0.9933879

00:01:29.230 --> 00:01:31.010 a professor of microbial pathogenesis  
NOTE Confidence: 0.9933879

00:01:31.310 --> 00:01:32.209 and immunobiology.  
NOTE Confidence: 0.9848869

00:01:33.229 --> 00:01:34.430 I also serve as the  
NOTE Confidence: 0.9848869

00:01:34.430 --> 00:01:36.670 director of the EOBBS graduate  
NOTE Confidence: 0.9848869

00:01:36.670 --> 00:01:37.950 program, which is the large  
NOTE Confidence: 0.9848869

00:01:37.950 --> 00:01:40.255 umbrella program that micro students  
NOTE Confidence: 0.9848869

00:01:40.255 --> 00:01:41.694 enter through. So I'm happy  
NOTE Confidence: 0.9848869

00:01:41.694 --> 00:01:42.655 to answer any questions you  
NOTE Confidence: 0.9848869

00:01:42.655 --> 00:01:43.855 might have about the graduate  
NOTE Confidence: 0.9848869

00:01:43.855 --> 00:01:44.834 program as well.  
NOTE Confidence: 0.982378

00:01:45.535 --> 00:01:47.475 And my lab studies, intracellular  
NOTE Confidence: 0.982378

00:01:47.695 --> 00:01:49.215 bacterial pathogens and how they  
NOTE Confidence: 0.982378

00:01:49.215 --> 00:01:50.435 manipulate the host.

NOTE Confidence: 0.97062176  
00:01:51.640 --> 00:01:52.780 Great. Thank you.  
NOTE Confidence: 0.9645996  
00:01:53.560 --> 00:01:53.960 So,  
NOTE Confidence: 0.99072266  
00:01:54.440 --> 00:01:56.380 just briefly about about,  
NOTE Confidence: 0.91345215  
00:01:57.080 --> 00:01:58.460 the department of microbial  
NOTE Confidence: 0.81136066  
00:01:58.920 --> 00:01:59.420 pathogenesis.  
NOTE Confidence: 0.9638672  
00:02:00.520 --> 00:02:01.160 It was,  
NOTE Confidence: 0.9510362  
00:02:01.560 --> 00:02:03.480 founded over, twenty years ago  
NOTE Confidence: 0.9510362  
00:02:03.480 --> 00:02:05.100 initially as a section  
NOTE Confidence: 0.93899196  
00:02:05.495 --> 00:02:06.775 within the school of medicine  
NOTE Confidence: 0.93899196  
00:02:06.775 --> 00:02:08.155 and became a department,  
NOTE Confidence: 0.9998779  
00:02:08.855 --> 00:02:10.235 about ten years ago.  
NOTE Confidence: 0.9869792  
00:02:10.935 --> 00:02:11.835 There are currently,  
NOTE Confidence: 0.9020996  
00:02:12.535 --> 00:02:13.675 approximately ten,  
NOTE Confidence: 0.9864502  
00:02:14.135 --> 00:02:15.115 primary faculty,  
NOTE Confidence: 0.98049927  
00:02:15.575 --> 00:02:17.355 in addition to secondary faculty  
NOTE Confidence: 0.98049927

00:02:17.415 --> 00:02:18.235 in the department,  
NOTE Confidence: 0.96625555

00:02:19.630 --> 00:02:21.630 and they're primarily located in  
NOTE Confidence: 0.96625555

00:02:21.630 --> 00:02:22.830 the Boyer Center at Yale  
NOTE Confidence: 0.96625555

00:02:22.830 --> 00:02:24.030 School of Medicine, although there  
NOTE Confidence: 0.96625555

00:02:24.030 --> 00:02:25.470 are some faculty who are  
NOTE Confidence: 0.96625555

00:02:25.470 --> 00:02:27.010 at, West Campus.  
NOTE Confidence: 0.9226074

00:02:28.590 --> 00:02:29.090 The,  
NOTE Confidence: 0.9866265

00:02:29.550 --> 00:02:30.830 we're in the beginning of  
NOTE Confidence: 0.9866265

00:02:30.830 --> 00:02:31.710 what I think is gonna  
NOTE Confidence: 0.9866265

00:02:31.710 --> 00:02:33.230 be an exciting growth phase  
NOTE Confidence: 0.9866265

00:02:33.230 --> 00:02:34.050 in the department.  
NOTE Confidence: 0.9948527

00:02:34.635 --> 00:02:35.755 This is the second of  
NOTE Confidence: 0.9948527

00:02:35.755 --> 00:02:36.955 what will be a series  
NOTE Confidence: 0.9948527

00:02:36.955 --> 00:02:38.014 of of,  
NOTE Confidence: 0.97058105

00:02:39.035 --> 00:02:39.935 faculty searches,  
NOTE Confidence: 0.9440918

00:02:40.235 --> 00:02:41.615 that we've had, and and

NOTE Confidence: 0.9440918

00:02:41.835 --> 00:02:43.275 we're very excited that our,

NOTE Confidence: 0.8751953

00:02:44.315 --> 00:02:46.635 candidate last year recently accepted,

NOTE Confidence: 0.9926758

00:02:46.955 --> 00:02:48.255 her offer to come,

NOTE Confidence: 0.99794924

00:02:49.035 --> 00:02:50.255 join us in the department.

NOTE Confidence: 0.94818115

00:02:51.650 --> 00:02:53.489 In terms of the the

NOTE Confidence: 0.94818115

00:02:53.489 --> 00:02:55.250 faculty search, this is an

NOTE Confidence: 0.94818115

00:02:55.250 --> 00:02:56.150 open search,

NOTE Confidence: 0.9998372

00:02:56.450 --> 00:02:58.370 really open to all areas

NOTE Confidence: 0.9998372

00:02:58.370 --> 00:02:58.870 of

NOTE Confidence: 0.8294271

00:02:59.810 --> 00:03:01.030 microbial pathogenesis.

NOTE Confidence: 0.9717407

00:03:02.209 --> 00:03:03.830 We are interested in candidates

NOTE Confidence: 0.9717407

00:03:03.889 --> 00:03:05.030 focused on virology,

NOTE Confidence: 0.9987793

00:03:05.605 --> 00:03:06.105 parasitology,

NOTE Confidence: 0.9938965

00:03:06.485 --> 00:03:08.025 fungal biology, bacteria,

NOTE Confidence: 0.9994507

00:03:09.365 --> 00:03:10.485 who are using a wide

NOTE Confidence: 0.9994507

00:03:10.485 --> 00:03:11.545 range of approaches.  
NOTE Confidence: 0.8286133

00:03:13.045 --> 00:03:13.545 The,  
NOTE Confidence: 0.99902344

00:03:13.925 --> 00:03:14.425 applications  
NOTE Confidence: 0.935791

00:03:14.725 --> 00:03:16.025 are all through Interfolio.  
NOTE Confidence: 0.99956596

00:03:16.325 --> 00:03:17.125 And if you have any  
NOTE Confidence: 0.99956596

00:03:17.125 --> 00:03:18.345 questions about that process,  
NOTE Confidence: 0.99886066

00:03:18.645 --> 00:03:20.405 I'm happy to to answer  
NOTE Confidence: 0.99886066

00:03:20.405 --> 00:03:20.905 it.  
NOTE Confidence: 0.9970703

00:03:22.139 --> 00:03:23.200 I can say briefly  
NOTE Confidence: 0.8881429

00:03:23.580 --> 00:03:24.780 the way I think about  
NOTE Confidence: 0.8881429

00:03:24.780 --> 00:03:25.280 about,  
NOTE Confidence: 0.9494629

00:03:26.700 --> 00:03:27.200 recruiting,  
NOTE Confidence: 0.99822444

00:03:27.739 --> 00:03:29.180 junior faculty is really through  
NOTE Confidence: 0.99822444

00:03:29.180 --> 00:03:30.300 the lens of of two  
NOTE Confidence: 0.99822444

00:03:30.300 --> 00:03:30.800 questions.  
NOTE Confidence: 0.99153644

00:03:31.580 --> 00:03:32.800 The first is,

NOTE Confidence: 0.9514974

00:03:33.419 --> 00:03:34.459 how can we as a

NOTE Confidence: 0.9514974

00:03:34.459 --> 00:03:34.959 department

NOTE Confidence: 0.9941406

00:03:35.420 --> 00:03:36.319 help somebody

NOTE Confidence: 0.97115654

00:03:36.845 --> 00:03:37.965 do even better than they

NOTE Confidence: 0.97115654

00:03:37.965 --> 00:03:38.705 would otherwise?

NOTE Confidence: 0.99849445

00:03:39.245 --> 00:03:40.205 So we think a lot

NOTE Confidence: 0.99849445

00:03:40.205 --> 00:03:40.705 about,

NOTE Confidence: 0.9968262

00:03:41.405 --> 00:03:42.925 ways in which the support

NOTE Confidence: 0.9968262

00:03:42.925 --> 00:03:45.025 and mentorship and colleagues that,

NOTE Confidence: 0.95651853

00:03:45.485 --> 00:03:47.165 a candidate would have in,

NOTE Confidence: 0.95651853

00:03:47.485 --> 00:03:49.185 the Department of Microbial Pathogenesis

NOTE Confidence: 0.9958191

00:03:50.070 --> 00:03:51.830 could, allow them to do

NOTE Confidence: 0.9958191

00:03:51.830 --> 00:03:53.210 things even beyond

NOTE Confidence: 0.9692383

00:03:53.590 --> 00:03:54.870 what they would do do

NOTE Confidence: 0.9692383

00:03:54.870 --> 00:03:55.370 otherwise.

NOTE Confidence: 0.98527896

00:03:56.310 --> 00:03:57.590 And then the second question  
NOTE Confidence: 0.98527896

00:03:57.590 --> 00:03:58.950 is, how would we as  
NOTE Confidence: 0.98527896

00:03:58.950 --> 00:04:00.470 a department benefit from bringing  
NOTE Confidence: 0.98527896

00:04:00.470 --> 00:04:01.830 on this new expertise? And  
NOTE Confidence: 0.98527896

00:04:01.830 --> 00:04:03.190 so we're very interested in  
NOTE Confidence: 0.98527896

00:04:03.190 --> 00:04:04.845 people who are thinking about  
NOTE Confidence: 0.98527896

00:04:04.845 --> 00:04:06.365 things differently than the way  
NOTE Confidence: 0.98527896

00:04:06.365 --> 00:04:07.025 we do,  
NOTE Confidence: 0.9968262

00:04:07.565 --> 00:04:09.105 bringing in new approaches,  
NOTE Confidence: 0.9959961

00:04:09.565 --> 00:04:11.825 new model systems, new organisms,  
NOTE Confidence: 0.9987793

00:04:12.685 --> 00:04:13.185 etcetera.  
NOTE Confidence: 0.9145508

00:04:15.165 --> 00:04:15.665 And,  
NOTE Confidence: 0.9835675

00:04:16.045 --> 00:04:17.949 again, we really encourage you  
NOTE Confidence: 0.9835675

00:04:17.949 --> 00:04:19.310 to apply. We've tried to  
NOTE Confidence: 0.9835675

00:04:19.310 --> 00:04:20.610 make, the application,  
NOTE Confidence: 0.9861111

00:04:21.470 --> 00:04:22.449 not too burdensome,

NOTE Confidence: 0.98360187

00:04:23.389 --> 00:04:24.830 and, again, are happy to

NOTE Confidence: 0.98360187

00:04:24.830 --> 00:04:25.330 answer,

NOTE Confidence: 0.99018204

00:04:25.870 --> 00:04:27.650 any of your questions about

NOTE Confidence: 0.99018204

00:04:27.870 --> 00:04:29.330 about, again, about the application

NOTE Confidence: 0.99018204

00:04:29.470 --> 00:04:31.650 process, about the position,

NOTE Confidence: 0.9926758

00:04:32.595 --> 00:04:33.255 the department,

NOTE Confidence: 0.8836806

00:04:34.194 --> 00:04:35.474 and the school of medicine

NOTE Confidence: 0.8836806

00:04:35.474 --> 00:04:36.615 and Yale in general.

NOTE Confidence: 0.9858561

00:04:37.395 --> 00:04:38.755 So the way to ask

NOTE Confidence: 0.9858561

00:04:38.755 --> 00:04:40.835 questions is actually to, just

NOTE Confidence: 0.9858561

00:04:40.835 --> 00:04:42.375 type them into the chat.

NOTE Confidence: 0.9918484

00:04:42.835 --> 00:04:44.514 That'll be visible only to

NOTE Confidence: 0.9918484

00:04:44.514 --> 00:04:46.190 the panel. So, again, we're

NOTE Confidence: 0.9918484

00:04:46.190 --> 00:04:47.950 keeping everything anonymous at this

NOTE Confidence: 0.9918484

00:04:47.950 --> 00:04:48.850 at this stage.

NOTE Confidence: 0.9798096

00:04:50.270 --> 00:04:51.710 So just type any questions  
NOTE Confidence: 0.9798096

00:04:51.710 --> 00:04:53.010 you have in the chat,  
NOTE Confidence: 0.99826884

00:04:53.950 --> 00:04:55.070 and then what I'll do  
NOTE Confidence: 0.99826884

00:04:55.070 --> 00:04:56.430 is I'll look at them  
NOTE Confidence: 0.99826884

00:04:56.430 --> 00:04:56.930 and  
NOTE Confidence: 0.9816284

00:04:59.085 --> 00:05:01.085 make sure that that, there  
NOTE Confidence: 0.9816284

00:05:01.085 --> 00:05:02.765 aren't redundant questions, then I'll  
NOTE Confidence: 0.9816284

00:05:02.765 --> 00:05:04.125 read them back without your  
NOTE Confidence: 0.9816284

00:05:04.125 --> 00:05:04.525 name,  
NOTE Confidence: 0.9748535

00:05:05.005 --> 00:05:05.485 to,  
NOTE Confidence: 0.9863456

00:05:05.805 --> 00:05:07.325 the audience, and then I'll  
NOTE Confidence: 0.9863456

00:05:07.325 --> 00:05:09.245 ask, the panel to help  
NOTE Confidence: 0.9863456

00:05:09.245 --> 00:05:11.185 with, providing their perspectives.  
NOTE Confidence: 0.92592776

00:05:12.860 --> 00:05:14.620 So, yeah, look, go to  
NOTE Confidence: 0.92592776

00:05:14.620 --> 00:05:16.480 the chat, start putting in  
NOTE Confidence: 0.9891113

00:05:16.860 --> 00:05:18.380 in your questions. And while

NOTE Confidence: 0.9891113  
00:05:18.380 --> 00:05:19.500 you're thinking about that, I'll  
NOTE Confidence: 0.9891113  
00:05:19.500 --> 00:05:20.800 just say one more thing,  
NOTE Confidence: 0.9977214  
00:05:22.220 --> 00:05:23.980 about the the momentum in  
NOTE Confidence: 0.9977214  
00:05:23.980 --> 00:05:24.480 microbiology  
NOTE Confidence: 0.9461115  
00:05:25.020 --> 00:05:26.300 here at Yale. You may  
NOTE Confidence: 0.9461115  
00:05:26.300 --> 00:05:27.500 have noticed that actually we  
NOTE Confidence: 0.9461115  
00:05:27.500 --> 00:05:27.795 have  
NOTE Confidence: 0.9955822  
00:05:28.355 --> 00:05:30.515 three faculty searches now open  
NOTE Confidence: 0.9955822  
00:05:30.515 --> 00:05:31.175 in microbiology.  
NOTE Confidence: 0.9893624  
00:05:32.035 --> 00:05:33.555 The one we're focused on  
NOTE Confidence: 0.9893624  
00:05:33.555 --> 00:05:34.535 today is,  
NOTE Confidence: 0.9423625  
00:05:36.115 --> 00:05:37.555 the search in the department  
NOTE Confidence: 0.9423625  
00:05:37.555 --> 00:05:38.775 of microbial pathogenesis.  
NOTE Confidence: 0.9701714  
00:05:39.555 --> 00:05:40.995 There are also two other  
NOTE Confidence: 0.9701714  
00:05:40.995 --> 00:05:42.435 searches in affiliation with the  
NOTE Confidence: 0.9701714

00:05:42.435 --> 00:05:44.810 Microbial Sciences Institute, which is  
NOTE Confidence: 0.9701714

00:05:44.810 --> 00:05:46.509 located at Yale's West Campus,  
NOTE Confidence: 0.9701714

00:05:46.729 --> 00:05:47.930 and those are in partnership  
NOTE Confidence: 0.9701714

00:05:47.930 --> 00:05:49.310 with the Department of Immunobiology  
NOTE Confidence: 0.99816895

00:05:49.849 --> 00:05:50.970 and with the Department of  
NOTE Confidence: 0.99816895

00:05:50.970 --> 00:05:51.470 Bioinformatics  
NOTE Confidence: 0.98502606

00:05:51.849 --> 00:05:52.830 and Data Science.  
NOTE Confidence: 0.99171954

00:05:53.370 --> 00:05:54.909 So those searches are separate.  
NOTE Confidence: 0.99171954

00:05:55.129 --> 00:05:57.370 They have separate deadlines, separate  
NOTE Confidence: 0.99171954

00:05:57.370 --> 00:05:58.190 review committees,  
NOTE Confidence: 0.94230145

00:05:59.525 --> 00:06:00.485 and and I,  
NOTE Confidence: 0.99344677

00:06:01.685 --> 00:06:02.805 so if you have questions  
NOTE Confidence: 0.99344677

00:06:02.805 --> 00:06:04.564 about all these different searches,  
NOTE Confidence: 0.99344677

00:06:04.564 --> 00:06:06.485 I'm also happy to, talk  
NOTE Confidence: 0.99344677

00:06:06.485 --> 00:06:07.625 about that as well.  
NOTE Confidence: 0.9953613

00:06:09.365 --> 00:06:10.724 So with that, I will,

NOTE Confidence: 0.94290596  
00:06:11.844 --> 00:06:13.125 just start looking at the  
NOTE Confidence: 0.94290596  
00:06:13.125 --> 00:06:13.685 chat, and,  
NOTE Confidence: 0.93722874  
00:06:14.680 --> 00:06:16.620 please type in, any questions.  
NOTE Confidence: 0.93722874  
00:06:16.680 --> 00:06:18.060 Doesn't matter how simple,  
NOTE Confidence: 0.9301758  
00:06:18.759 --> 00:06:19.580 or how,  
NOTE Confidence: 0.985567  
00:06:21.160 --> 00:06:22.440 complicated they are. If you  
NOTE Confidence: 0.985567  
00:06:22.440 --> 00:06:23.740 have the question, I think,  
NOTE Confidence: 0.985567  
00:06:23.960 --> 00:06:25.240 most likely other people do  
NOTE Confidence: 0.985567  
00:06:25.240 --> 00:06:25.900 as well.  
NOTE Confidence: 0.96540177  
00:06:26.360 --> 00:06:27.560 I think here we won't  
NOTE Confidence: 0.96540177  
00:06:27.560 --> 00:06:28.699 focus on  
NOTE Confidence: 0.9805501  
00:06:29.714 --> 00:06:31.415 specific research programs.  
NOTE Confidence: 0.96344864  
00:06:32.835 --> 00:06:34.915 If your research program generally  
NOTE Confidence: 0.96344864  
00:06:34.915 --> 00:06:36.115 falls under the areas that  
NOTE Confidence: 0.96344864  
00:06:36.115 --> 00:06:37.495 are described in the ad,  
NOTE Confidence: 0.96344864

00:06:37.555 --> 00:06:39.075 I would encourage you to  
NOTE Confidence: 0.96344864

00:06:39.075 --> 00:06:39.575 apply,  
NOTE Confidence: 0.99960935

00:06:40.115 --> 00:06:41.815 and I'm also happy to  
NOTE Confidence: 0.9979655

00:06:42.650 --> 00:06:44.010 correspond with you by email  
NOTE Confidence: 0.9979655

00:06:44.010 --> 00:06:45.130 if you have questions about  
NOTE Confidence: 0.9979655

00:06:45.130 --> 00:06:45.949 your specific  
NOTE Confidence: 0.7128906

00:06:46.650 --> 00:06:47.470 research program.  
NOTE Confidence: 0.91240233

00:06:48.330 --> 00:06:49.370 Although I would add that,  
NOTE Confidence: 0.91240233

00:06:49.370 --> 00:06:51.310 you know, the the, application  
NOTE Confidence: 0.91240233

00:06:51.370 --> 00:06:52.410 is going to be evaluated  
NOTE Confidence: 0.91240233

00:06:52.410 --> 00:06:53.630 by a by a committee,  
NOTE Confidence: 0.97857666

00:06:54.250 --> 00:06:55.790 a search committee, and  
NOTE Confidence: 0.9448242

00:06:56.305 --> 00:06:56.885 I wouldn't  
NOTE Confidence: 0.96324575

00:06:57.825 --> 00:06:59.425 really interfere or get in  
NOTE Confidence: 0.96324575

00:06:59.425 --> 00:07:00.865 front of their of their  
NOTE Confidence: 0.96324575

00:07:00.865 --> 00:07:01.365 process.

NOTE Confidence: 0.5722656  
00:07:02.865 --> 00:07:03.365 So  
NOTE Confidence: 0.9130046  
00:07:03.745 --> 00:07:04.865 yes, so please type your  
NOTE Confidence: 0.9130046  
00:07:04.865 --> 00:07:06.245 questions in the chat  
NOTE Confidence: 0.8480469  
00:07:07.985 --> 00:07:09.285 and maybe while we're waiting,  
NOTE Confidence: 0.9789835  
00:07:11.190 --> 00:07:12.470 panelists, if you have anything  
NOTE Confidence: 0.9789835  
00:07:12.470 --> 00:07:13.370 to add about,  
NOTE Confidence: 0.9874362  
00:07:14.390 --> 00:07:15.030 you know, one thing we  
NOTE Confidence: 0.9874362  
00:07:15.030 --> 00:07:16.390 could start with is is  
NOTE Confidence: 0.9874362  
00:07:16.390 --> 00:07:17.450 maybe your experience,  
NOTE Confidence: 0.97021484  
00:07:18.550 --> 00:07:19.910 starting your lab and coming  
NOTE Confidence: 0.97021484  
00:07:19.910 --> 00:07:20.570 to Yale,  
NOTE Confidence: 0.99658203  
00:07:21.750 --> 00:07:22.250 and,  
NOTE Confidence: 0.99087524  
00:07:22.710 --> 00:07:23.510 you know, what you can  
NOTE Confidence: 0.99087524  
00:07:23.510 --> 00:07:24.570 share about that.  
NOTE Confidence: 0.79482424  
00:07:28.355 --> 00:07:29.575 Craig, I don't know. To  
NOTE Confidence: 0.97393066

00:07:30.035 --> 00:07:31.075 I can I can start  
NOTE Confidence: 0.97393066

00:07:31.075 --> 00:07:31.795 a little bit? Been a  
NOTE Confidence: 0.97393066

00:07:31.795 --> 00:07:32.755 long time for me, so  
NOTE Confidence: 0.97393066

00:07:32.755 --> 00:07:33.475 I don't know if I'm  
NOTE Confidence: 0.97393066

00:07:33.475 --> 00:07:34.855 the best person to speak.  
NOTE Confidence: 0.921285

00:07:36.035 --> 00:07:37.415 Yeah. Yachi, go ahead.  
NOTE Confidence: 0.9767578

00:07:37.780 --> 00:07:39.400 Yeah. So I started here  
NOTE Confidence: 0.9767578

00:07:39.460 --> 00:07:41.060 twenty seventeen. I would say  
NOTE Confidence: 0.9767578

00:07:41.060 --> 00:07:42.340 this is a wonderful program.  
NOTE Confidence: 0.9767578

00:07:42.340 --> 00:07:43.620 To tell the truth, before  
NOTE Confidence: 0.9767578

00:07:43.620 --> 00:07:45.000 I came for this interview,  
NOTE Confidence: 0.91376203

00:07:45.540 --> 00:07:46.919 I did not know anyone  
NOTE Confidence: 0.91376203

00:07:46.979 --> 00:07:48.419 in this department. And this  
NOTE Confidence: 0.91376203

00:07:48.419 --> 00:07:50.855 is a microbial pathogenesis department  
NOTE Confidence: 0.91376203

00:07:50.855 --> 00:07:52.455 working on very solid side  
NOTE Confidence: 0.91376203

00:07:52.455 --> 00:07:54.695 in molecular biology, microbial hosting

NOTE Confidence: 0.91376203

00:07:54.695 --> 00:07:55.195 interactions.

NOTE Confidence: 0.9320472

00:07:55.895 --> 00:07:57.095 I work on HIV and

NOTE Confidence: 0.9320472

00:07:57.095 --> 00:07:58.535 clinical samples. So when I

NOTE Confidence: 0.9320472

00:07:58.535 --> 00:07:59.895 applied, I really didn't know

NOTE Confidence: 0.9320472

00:07:59.895 --> 00:08:00.935 whether I got a chance

NOTE Confidence: 0.9320472

00:08:00.935 --> 00:08:02.055 or not. And I don't

NOTE Confidence: 0.9320472

00:08:02.055 --> 00:08:03.175 know. It's just very different

NOTE Confidence: 0.9320472

00:08:03.175 --> 00:08:04.650 approaches, and I just came.

NOTE Confidence: 0.9320472

00:08:04.650 --> 00:08:05.690 And then after I came,

NOTE Confidence: 0.9320472

00:08:05.690 --> 00:08:07.210 I figured out that people

NOTE Confidence: 0.9320472

00:08:07.210 --> 00:08:08.650 are doing very diverse things

NOTE Confidence: 0.9320472

00:08:08.650 --> 00:08:10.330 and every everyone in science

NOTE Confidence: 0.9320472

00:08:10.330 --> 00:08:11.290 is solid and people are

NOTE Confidence: 0.9320472

00:08:11.290 --> 00:08:12.730 nice and wonderful. So at

NOTE Confidence: 0.9320472

00:08:12.730 --> 00:08:13.770 that time, I talked to

NOTE Confidence: 0.9320472

00:08:13.770 --> 00:08:15.210 my chair saying, oh, what  
NOTE Confidence: 0.9320472

00:08:15.210 --> 00:08:16.250 what should I bring here?  
NOTE Confidence: 0.9320472

00:08:16.250 --> 00:08:16.890 What do you want me  
NOTE Confidence: 0.9320472

00:08:16.890 --> 00:08:18.170 to do? And back then,  
NOTE Confidence: 0.9320472

00:08:18.330 --> 00:08:20.005 doctor Jorge Galan said, you  
NOTE Confidence: 0.9320472

00:08:20.005 --> 00:08:21.045 know, just do the best  
NOTE Confidence: 0.9320472

00:08:21.045 --> 00:08:22.645 science. So I've been enjoying  
NOTE Confidence: 0.9320472

00:08:22.645 --> 00:08:23.845 that and my very great  
NOTE Confidence: 0.9320472

00:08:23.845 --> 00:08:25.685 scientific journey. There are wonderful  
NOTE Confidence: 0.9320472

00:08:25.685 --> 00:08:27.445 people here, very, very solid  
NOTE Confidence: 0.9320472

00:08:27.445 --> 00:08:28.905 course such as the genomics  
NOTE Confidence: 0.9320472

00:08:28.965 --> 00:08:29.625 and microscope  
NOTE Confidence: 0.93516475

00:08:30.005 --> 00:08:31.125 and many others and many  
NOTE Confidence: 0.93516475

00:08:31.125 --> 00:08:32.565 other wonderful colleagues here at  
NOTE Confidence: 0.93516475

00:08:32.565 --> 00:08:34.250 Yale. So I really enjoyed  
NOTE Confidence: 0.93516475

00:08:34.250 --> 00:08:35.130 this, and I will feel

NOTE Confidence: 0.93516475

00:08:35.130 --> 00:08:36.190 that there's no

NOTE Confidence: 0.985555

00:08:36.570 --> 00:08:38.330 specific pathogen or approach or

NOTE Confidence: 0.985555

00:08:38.330 --> 00:08:38.830 anything.

NOTE Confidence: 0.9752752

00:08:39.210 --> 00:08:40.490 I I I would hope

NOTE Confidence: 0.9752752

00:08:40.490 --> 00:08:41.870 to have, you know, anyone

NOTE Confidence: 0.9752752

00:08:41.929 --> 00:08:42.410 having,

NOTE Confidence: 0.9959961

00:08:42.730 --> 00:08:44.010 some great science and fun

NOTE Confidence: 0.9959961

00:08:44.010 --> 00:08:45.470 stories to to join us.

NOTE Confidence: 0.8930664

00:08:49.275 --> 00:08:50.735 Esper, anything to add?

NOTE Confidence: 0.9700695

00:08:51.275 --> 00:08:52.475 Yeah. My my experience was

NOTE Confidence: 0.9700695

00:08:52.475 --> 00:08:53.675 very similar to Yachi. I

NOTE Confidence: 0.9700695

00:08:53.675 --> 00:08:55.615 started just slightly before

NOTE Confidence: 0.931071

00:08:56.075 --> 00:08:57.115 she did. And,

NOTE Confidence: 0.993042

00:08:57.835 --> 00:08:58.715 you know, one of the

NOTE Confidence: 0.993042

00:08:58.715 --> 00:08:59.755 main reasons why I wanted

NOTE Confidence: 0.993042

00:08:59.755 --> 00:09:00.635 to come to this department  
NOTE Confidence: 0.993042

00:09:00.635 --> 00:09:01.595 is that they were working  
NOTE Confidence: 0.993042

00:09:01.595 --> 00:09:02.635 on questions that I I  
NOTE Confidence: 0.993042

00:09:02.635 --> 00:09:04.020 found fascinating, and that was  
NOTE Confidence: 0.96851623

00:09:04.580 --> 00:09:05.700 the direction that I wanted  
NOTE Confidence: 0.96851623

00:09:05.700 --> 00:09:06.740 my lab to move it  
NOTE Confidence: 0.96851623

00:09:06.900 --> 00:09:08.360 move to. You know, specifically,  
NOTE Confidence: 0.96851623

00:09:08.660 --> 00:09:09.620 for me, it was really  
NOTE Confidence: 0.96851623

00:09:09.620 --> 00:09:11.800 about host pathogen interactions. And  
NOTE Confidence: 0.96851623

00:09:11.860 --> 00:09:12.660 to be able to come  
NOTE Confidence: 0.96851623

00:09:12.660 --> 00:09:13.620 to a place that has,  
NOTE Confidence: 0.96851623

00:09:13.940 --> 00:09:14.900 you know, done so much  
NOTE Confidence: 0.96851623

00:09:14.900 --> 00:09:16.100 seminal work in that area  
NOTE Confidence: 0.96851623

00:09:16.100 --> 00:09:16.840 was really,  
NOTE Confidence: 0.99761283

00:09:17.745 --> 00:09:19.025 you know, really exactly where  
NOTE Confidence: 0.99761283

00:09:19.025 --> 00:09:20.065 I wanted to land.

NOTE Confidence: 0.9815267  
00:09:20.625 --> 00:09:21.745 So for me, it was  
NOTE Confidence: 0.9815267  
00:09:21.745 --> 00:09:23.105 it was really great to  
NOTE Confidence: 0.9815267  
00:09:23.105 --> 00:09:24.145 to start a lab here,  
NOTE Confidence: 0.9587097  
00:09:25.025 --> 00:09:26.545 and happy to, yeah, answer  
NOTE Confidence: 0.9587097  
00:09:26.545 --> 00:09:27.825 any questions related to that  
NOTE Confidence: 0.9587097  
00:09:27.825 --> 00:09:28.485 as well.  
NOTE Confidence: 0.8886719  
00:09:29.665 --> 00:09:30.165 Great.  
NOTE Confidence: 0.9278809  
00:09:30.890 --> 00:09:32.250 So our first few questions  
NOTE Confidence: 0.9278809  
00:09:32.250 --> 00:09:34.190 have started to, come in,  
NOTE Confidence: 0.99360657  
00:09:35.210 --> 00:09:36.170 and I may not do  
NOTE Confidence: 0.99360657  
00:09:36.170 --> 00:09:37.690 them exactly in order, but  
NOTE Confidence: 0.99360657  
00:09:37.690 --> 00:09:38.809 I will try to cover,  
NOTE Confidence: 0.99360657  
00:09:39.130 --> 00:09:39.630 everything.  
NOTE Confidence: 0.9868164  
00:09:40.650 --> 00:09:41.150 So,  
NOTE Confidence: 0.97469074  
00:09:41.850 --> 00:09:43.150 I'll start with,  
NOTE Confidence: 0.99261475

00:09:43.895 --> 00:09:45.915 we one question is,  
NOTE Confidence: 0.9895763

00:09:46.934 --> 00:09:48.695 is there a specific career  
NOTE Confidence: 0.9895763

00:09:48.695 --> 00:09:50.375 stage that the department is  
NOTE Confidence: 0.9895763

00:09:50.375 --> 00:09:52.615 focused on? So this search  
NOTE Confidence: 0.9895763

00:09:52.615 --> 00:09:54.395 is focused on the assistant  
NOTE Confidence: 0.9895763

00:09:54.455 --> 00:09:56.075 professor career stage,  
NOTE Confidence: 0.99902344

00:09:57.415 --> 00:09:57.915 and  
NOTE Confidence: 0.8273926

00:09:58.215 --> 00:09:58.715 and,  
NOTE Confidence: 0.99384767

00:09:59.570 --> 00:10:01.190 this would be someone who,  
NOTE Confidence: 0.96276855

00:10:01.730 --> 00:10:03.110 you know, in most cases  
NOTE Confidence: 0.96276855

00:10:03.250 --> 00:10:03.750 is,  
NOTE Confidence: 0.9763726

00:10:05.250 --> 00:10:07.190 completing their, you know, postdoctoral  
NOTE Confidence: 0.9763726

00:10:07.410 --> 00:10:08.929 studies currently, although they could  
NOTE Confidence: 0.9763726

00:10:08.929 --> 00:10:09.970 be in some other kind  
NOTE Confidence: 0.9763726

00:10:09.970 --> 00:10:11.029 of training stage.  
NOTE Confidence: 0.94625854

00:10:11.490 --> 00:10:12.929 But the search is is,

NOTE Confidence: 0.94625854

00:10:13.170 --> 00:10:14.550 focused on on,

NOTE Confidence: 0.9659017

00:10:14.915 --> 00:10:16.134 the assistant professor,

NOTE Confidence: 1

00:10:17.714 --> 00:10:18.214 stage.

NOTE Confidence: 0.99975586

00:10:21.394 --> 00:10:23.095 So the next question

NOTE Confidence: 0.94885254

00:10:27.390 --> 00:10:28.610 is, whether

NOTE Confidence: 0.9760498

00:10:29.309 --> 00:10:31.870 ongoing funding is ongoing funding

NOTE Confidence: 0.9760498

00:10:31.870 --> 00:10:33.550 a critical requirement for the

NOTE Confidence: 0.9760498

00:10:33.550 --> 00:10:35.490 candidate, or is the perspective

NOTE Confidence: 0.9760498

00:10:35.790 --> 00:10:37.970 capability of acquiring grants enough?

NOTE Confidence: 0.9770508

00:10:38.990 --> 00:10:39.490 Anyone

NOTE Confidence: 0.9282924

00:10:40.270 --> 00:10:41.390 in the panel wanna comment

NOTE Confidence: 0.9282924

00:10:41.390 --> 00:10:42.130 on that?

NOTE Confidence: 0.9995117

00:10:44.654 --> 00:10:45.714 I don't think we've

NOTE Confidence: 0.91186523

00:10:46.095 --> 00:10:46.595 ever,

NOTE Confidence: 0.99934894

00:10:48.334 --> 00:10:49.475 put a high,

NOTE Confidence: 0.8725586

00:10:52.735 --> 00:10:53.394 you know,  
NOTE Confidence: 0.9063585

00:10:54.334 --> 00:10:55.934 target or whatever on do  
NOTE Confidence: 0.9063585

00:10:55.934 --> 00:10:57.154 you already have funding.  
NOTE Confidence: 0.94215494

00:10:58.199 --> 00:10:59.480 When when recruiting at the  
NOTE Confidence: 0.94215494

00:10:59.480 --> 00:11:01.480 assistant professor level, we usually  
NOTE Confidence: 0.94215494

00:11:01.480 --> 00:11:03.179 look at the potential for  
NOTE Confidence: 0.9453125

00:11:03.720 --> 00:11:04.220 success,  
NOTE Confidence: 0.99527997

00:11:05.000 --> 00:11:08.059 for synergy with existing members  
NOTE Confidence: 0.99527997

00:11:08.120 --> 00:11:09.579 of the the department,  
NOTE Confidence: 0.98480225

00:11:10.625 --> 00:11:12.145 for value added, new new  
NOTE Confidence: 0.98480225

00:11:12.145 --> 00:11:14.165 approaches, new organisms,  
NOTE Confidence: 0.9916992

00:11:14.465 --> 00:11:14.965 etcetera.  
NOTE Confidence: 0.9863281

00:11:16.865 --> 00:11:17.605 And then,  
NOTE Confidence: 0.9980469

00:11:19.505 --> 00:11:20.165 you know,  
NOTE Confidence: 0.9841797

00:11:21.105 --> 00:11:23.025 we've always had confidence in  
NOTE Confidence: 0.9841797

00:11:23.025 --> 00:11:24.885 the people that we select

NOTE Confidence: 0.98079425

00:11:25.280 --> 00:11:26.559 will not have problem getting

NOTE Confidence: 0.98079425

00:11:26.559 --> 00:11:28.240 their funding, and I think

NOTE Confidence: 0.98079425

00:11:28.240 --> 00:11:30.000 that's mostly panned out. So

NOTE Confidence: 0.8397827

00:11:33.200 --> 00:11:34.660 So a related question,

NOTE Confidence: 0.94281006

00:11:35.600 --> 00:11:37.520 was whether it's necessary to

NOTE Confidence: 0.94281006

00:11:37.520 --> 00:11:39.095 include a budget

NOTE Confidence: 0.9822163

00:11:39.795 --> 00:11:40.995 information in the statement of

NOTE Confidence: 0.9822163

00:11:40.995 --> 00:11:42.195 research plan. So I can

NOTE Confidence: 0.9822163

00:11:42.195 --> 00:11:43.394 add to that. The answer

NOTE Confidence: 0.9822163

00:11:43.394 --> 00:11:44.375 to that is no.

NOTE Confidence: 0.93652344

00:11:45.154 --> 00:11:46.934 We're really focused on,

NOTE Confidence: 0.9186198

00:11:48.115 --> 00:11:49.795 the scientific questions you do

NOTE Confidence: 0.9186198

00:11:49.795 --> 00:11:51.954 wanna answer, why those questions

NOTE Confidence: 0.9186198

00:11:51.954 --> 00:11:52.695 are important,

NOTE Confidence: 0.99785507

00:11:53.199 --> 00:11:54.399 why you're the right person

NOTE Confidence: 0.99785507

00:11:54.399 --> 00:11:56.000 to answer those questions, and

NOTE Confidence: 0.99785507

00:11:56.000 --> 00:11:57.139 how we can help,

NOTE Confidence: 0.9805603

00:11:57.600 --> 00:11:59.279 you reach even further than

NOTE Confidence: 0.9805603

00:11:59.279 --> 00:12:00.579 you would, otherwise.

NOTE Confidence: 0.9462077

00:12:03.759 --> 00:12:04.660 There are some,

NOTE Confidence: 0.99157715

00:12:05.355 --> 00:12:06.554 there's a question about,

NOTE Confidence: 0.9995117

00:12:07.434 --> 00:12:07.934 interdisciplinary

NOTE Confidence: 0.9797363

00:12:08.635 --> 00:12:09.135 research.

NOTE Confidence: 0.99731445

00:12:09.995 --> 00:12:11.274 You know, do we encourage

NOTE Confidence: 0.99731445

00:12:11.274 --> 00:12:11.774 interdisciplinary

NOTE Confidence: 0.9979248

00:12:12.075 --> 00:12:13.355 research? The answer to that

NOTE Confidence: 0.9979248

00:12:13.355 --> 00:12:14.815 is absolutely yes.

NOTE Confidence: 0.9989537

00:12:15.675 --> 00:12:17.295 You know, many of our

NOTE Confidence: 0.9989537

00:12:17.355 --> 00:12:18.255 current faculty

NOTE Confidence: 0.9946289

00:12:18.929 --> 00:12:19.910 are highly interdisciplinary

NOTE Confidence: 0.99698895

00:12:20.290 --> 00:12:21.250 in the work that they

NOTE Confidence: 0.99698895  
00:12:21.250 --> 00:12:21.750 do.  
NOTE Confidence: 0.9813058  
00:12:22.210 --> 00:12:23.410 One thing that I've really  
NOTE Confidence: 0.9813058  
00:12:23.410 --> 00:12:24.530 appreciated about,  
NOTE Confidence: 0.99902344  
00:12:25.170 --> 00:12:26.390 Yale is that  
NOTE Confidence: 0.9394531  
00:12:26.850 --> 00:12:27.490 it is,  
NOTE Confidence: 0.9991992  
00:12:27.970 --> 00:12:29.970 a large enough institution that  
NOTE Confidence: 0.9991992  
00:12:29.970 --> 00:12:31.815 there are experts in really  
NOTE Confidence: 0.9991992  
00:12:31.815 --> 00:12:33.175 anything you could imagine, but  
NOTE Confidence: 0.9991992  
00:12:33.175 --> 00:12:34.455 it's also small enough that  
NOTE Confidence: 0.9991992  
00:12:34.455 --> 00:12:35.835 it's very easy to collaborate.  
NOTE Confidence: 0.9348958  
00:12:36.615 --> 00:12:38.075 It's common for,  
NOTE Confidence: 0.9737709  
00:12:39.575 --> 00:12:40.695 for me to get emails  
NOTE Confidence: 0.9737709  
00:12:40.695 --> 00:12:41.575 just out of the blue  
NOTE Confidence: 0.9737709  
00:12:41.575 --> 00:12:43.095 from other Yale faculty or  
NOTE Confidence: 0.9737709  
00:12:43.095 --> 00:12:44.709 their students saying, you you  
NOTE Confidence: 0.9737709

00:12:44.709 --> 00:12:45.670 know, I'm also at Yale.  
NOTE Confidence: 0.9737709

00:12:45.670 --> 00:12:47.029 I'm interested in this or  
NOTE Confidence: 0.9737709

00:12:47.029 --> 00:12:48.470 that about the microbiome, and  
NOTE Confidence: 0.9737709

00:12:48.470 --> 00:12:49.290 could we meet?  
NOTE Confidence: 0.9719587

00:12:49.830 --> 00:12:50.950 And, again, I think that's  
NOTE Confidence: 0.9719587

00:12:50.950 --> 00:12:51.690 part of,  
NOTE Confidence: 0.9828559

00:12:52.470 --> 00:12:54.470 Yale being in this, nice,  
NOTE Confidence: 0.9828559

00:12:54.790 --> 00:12:56.170 sweet spot of size  
NOTE Confidence: 0.98535156

00:12:56.630 --> 00:12:57.110 that,  
NOTE Confidence: 0.953125

00:12:57.830 --> 00:12:59.415 facilitates those kinds of,  
NOTE Confidence: 0.9963379

00:12:59.894 --> 00:13:00.875 easy collaborations.  
NOTE Confidence: 0.9610917

00:13:03.654 --> 00:13:04.695 And and I I could  
NOTE Confidence: 0.9610917

00:13:04.695 --> 00:13:05.894 just add to that, Anthony,  
NOTE Confidence: 0.9610917

00:13:05.894 --> 00:13:07.815 that, you know, one to  
NOTE Confidence: 0.9610917

00:13:07.815 --> 00:13:09.095 to pitch again the BBS  
NOTE Confidence: 0.9610917

00:13:09.095 --> 00:13:10.695 graduate program, one of the

NOTE Confidence: 0.9610917

00:13:10.695 --> 00:13:12.054 nice things about this large

NOTE Confidence: 0.9610917

00:13:12.054 --> 00:13:13.520 umbrella graduate program is we

NOTE Confidence: 0.9610917

00:13:13.520 --> 00:13:14.960 have students coming in with

NOTE Confidence: 0.9610917

00:13:14.960 --> 00:13:17.520 many different scientific interests who

NOTE Confidence: 0.9610917

00:13:17.520 --> 00:13:19.440 cross pollinate and fertilize many

NOTE Confidence: 0.9610917

00:13:19.440 --> 00:13:20.960 labs in many different departments

NOTE Confidence: 0.9610917

00:13:20.960 --> 00:13:21.860 bringing in,

NOTE Confidence: 0.998291

00:13:22.400 --> 00:13:24.179 new approaches, new ideas.

NOTE Confidence: 0.9915597

00:13:24.559 --> 00:13:26.240 And in in in many

NOTE Confidence: 0.9915597

00:13:26.240 --> 00:13:27.885 instances, even if the student

NOTE Confidence: 0.9915597

00:13:27.885 --> 00:13:29.265 doesn't join your lab,

NOTE Confidence: 0.98015594

00:13:30.445 --> 00:13:31.804 they become friends with someone

NOTE Confidence: 0.98015594

00:13:31.804 --> 00:13:33.245 in your lab, and and

NOTE Confidence: 0.98015594

00:13:33.245 --> 00:13:34.845 lots of collaborations, lots of

NOTE Confidence: 0.98015594

00:13:34.845 --> 00:13:35.345 ideas,

NOTE Confidence: 1

00:13:36.365 --> 00:13:37.265 of an interdisciplinary  
NOTE Confidence: 0.9946638

00:13:37.804 --> 00:13:39.985 nature are formed simply by  
NOTE Confidence: 0.9946638

00:13:40.125 --> 00:13:40.945 the the,  
NOTE Confidence: 0.9250488

00:13:41.485 --> 00:13:41.985 students,  
NOTE Confidence: 0.9755147

00:13:43.019 --> 00:13:45.179 having this opportunity to, you  
NOTE Confidence: 0.9755147

00:13:45.179 --> 00:13:46.380 know, come into this large  
NOTE Confidence: 0.9755147

00:13:46.380 --> 00:13:48.059 umbrella program, meet each other,  
NOTE Confidence: 0.9755147

00:13:48.059 --> 00:13:49.100 learn about what they're doing,  
NOTE Confidence: 0.9755147

00:13:49.100 --> 00:13:51.199 and and interact. So,  
NOTE Confidence: 0.9875676

00:13:52.139 --> 00:13:53.339 the other thing I'd like  
NOTE Confidence: 0.9875676

00:13:53.339 --> 00:13:54.459 to add to that is  
NOTE Confidence: 0.9875676

00:13:54.459 --> 00:13:55.920 that, you know,  
NOTE Confidence: 1

00:13:57.235 --> 00:13:58.595 I've always found Yale to  
NOTE Confidence: 1

00:13:58.595 --> 00:13:59.395 be one of the most  
NOTE Confidence: 1

00:13:59.395 --> 00:14:01.015 highly collaborative places  
NOTE Confidence: 0.9822475

00:14:01.475 --> 00:14:03.155 that I've been, including many

NOTE Confidence: 0.9822475

00:14:03.155 --> 00:14:04.275 places on the West Coast

NOTE Confidence: 0.9822475

00:14:04.275 --> 00:14:05.335 and the East Coast,

NOTE Confidence: 0.9948905

00:14:05.955 --> 00:14:07.235 that shall not be named.

NOTE Confidence: 0.9948905

00:14:07.235 --> 00:14:09.075 And departmental lines here, although

NOTE Confidence: 0.9948905

00:14:09.075 --> 00:14:10.615 they're important for administrative

NOTE Confidence: 0.9975586

00:14:10.995 --> 00:14:11.495 reasons,

NOTE Confidence: 0.9995117

00:14:12.020 --> 00:14:13.460 they're really not important for

NOTE Confidence: 0.9995117

00:14:13.460 --> 00:14:15.380 scientific reasons. This is probably

NOTE Confidence: 0.9995117

00:14:15.380 --> 00:14:17.160 one of the the friendliest

NOTE Confidence: 1

00:14:17.460 --> 00:14:18.120 and most

NOTE Confidence: 0.99886066

00:14:18.500 --> 00:14:20.740 interactive and collaborative places across

NOTE Confidence: 0.99886066

00:14:20.740 --> 00:14:21.240 disciplines,

NOTE Confidence: 0.9760742

00:14:22.420 --> 00:14:24.340 that that I've experienced. And

NOTE Confidence: 0.9760742

00:14:24.340 --> 00:14:25.000 and without,

NOTE Confidence: 0.99627686

00:14:25.615 --> 00:14:26.975 you know, having great colleagues

NOTE Confidence: 0.99627686

00:14:26.975 --> 00:14:28.655 in cell biology, great colleagues

NOTE Confidence: 0.99627686

00:14:28.655 --> 00:14:29.395 in immunobiology,

NOTE Confidence: 0.9968262

00:14:30.095 --> 00:14:32.115 great colleagues in structural biology,

NOTE Confidence: 0.9896387

00:14:33.215 --> 00:14:34.655 I don't think we'd we

NOTE Confidence: 0.9896387

00:14:34.655 --> 00:14:35.695 would have ever been able

NOTE Confidence: 0.9896387

00:14:35.695 --> 00:14:37.215 to have the success that

NOTE Confidence: 0.9896387

00:14:37.215 --> 00:14:38.595 we've been able to achieve

NOTE Confidence: 0.9896387

00:14:38.655 --> 00:14:40.195 at at most other places.

NOTE Confidence: 0.98281777

00:14:42.080 --> 00:14:42.960 Craig, maybe this is a

NOTE Confidence: 0.98281777

00:14:42.960 --> 00:14:43.840 good chance for you to,

NOTE Confidence: 0.98281777

00:14:44.160 --> 00:14:45.120 just say a little bit

NOTE Confidence: 0.98281777

00:14:45.120 --> 00:14:47.200 about the BBS program and,

NOTE Confidence: 0.98281777

00:14:47.200 --> 00:14:48.480 you know, every school is

NOTE Confidence: 0.98281777

00:14:48.480 --> 00:14:50.240 different and maybe just about

NOTE Confidence: 0.98281777

00:14:50.240 --> 00:14:51.940 the umbrella versus the graduate

NOTE Confidence: 0.98281777

00:14:52.000 --> 00:14:53.140 programs and,

NOTE Confidence: 0.9826253  
00:14:53.680 --> 00:14:54.960 how that fits together at  
NOTE Confidence: 0.9826253  
00:14:54.960 --> 00:14:55.460 Yale.  
NOTE Confidence: 0.9946696  
00:14:56.714 --> 00:14:57.995 Yeah. So so the BBS  
NOTE Confidence: 0.9946696  
00:14:57.995 --> 00:14:59.595 graduate program here at Yale  
NOTE Confidence: 0.9946696  
00:14:59.595 --> 00:15:01.035 is an umbrella program. So  
NOTE Confidence: 0.9946696  
00:15:01.035 --> 00:15:02.495 students enter through,  
NOTE Confidence: 0.9810486  
00:15:03.195 --> 00:15:05.135 what we call tracks, which  
NOTE Confidence: 0.9810486  
00:15:05.195 --> 00:15:06.255 the tracks themselves  
NOTE Confidence: 0.9279785  
00:15:06.875 --> 00:15:07.755 are focused on,  
NOTE Confidence: 0.90966797  
00:15:09.190 --> 00:15:09.690 more,  
NOTE Confidence: 0.9936035  
00:15:10.710 --> 00:15:12.970 specific scientific areas of investigation,  
NOTE Confidence: 0.9897461  
00:15:13.990 --> 00:15:15.130 ranging from immunobiology,  
NOTE Confidence: 1  
00:15:15.670 --> 00:15:16.490 cell biology,  
NOTE Confidence: 0.9996745  
00:15:17.510 --> 00:15:18.010 microbiology,  
NOTE Confidence: 0.9995117  
00:15:18.550 --> 00:15:19.690 computational biology,  
NOTE Confidence: 0.96256506

00:15:20.070 --> 00:15:21.290 pharmacology, physiology.  
NOTE Confidence: 0.99243164

00:15:22.935 --> 00:15:24.535 And but the students, when  
NOTE Confidence: 0.99243164

00:15:24.535 --> 00:15:25.815 they enter one of these  
NOTE Confidence: 0.99243164

00:15:25.815 --> 00:15:27.015 tracks, they're still part of  
NOTE Confidence: 0.99243164

00:15:27.015 --> 00:15:28.615 the large umbrella program. They're  
NOTE Confidence: 0.99243164

00:15:28.615 --> 00:15:29.975 free to rotate in any  
NOTE Confidence: 0.99243164

00:15:29.975 --> 00:15:31.495 lab they want and join  
NOTE Confidence: 0.99243164

00:15:31.495 --> 00:15:32.615 any lab they want.  
NOTE Confidence: 0.9693778

00:15:33.495 --> 00:15:34.695 So of the sum, you  
NOTE Confidence: 0.9693778

00:15:34.695 --> 00:15:35.495 know, I think we're up  
NOTE Confidence: 0.9693778

00:15:35.495 --> 00:15:37.035 to now four hundred faculty  
NOTE Confidence: 0.9693778

00:15:37.095 --> 00:15:38.215 that make up the BBS  
NOTE Confidence: 0.9693778

00:15:38.215 --> 00:15:38.670 graduate  
NOTE Confidence: 0.9978841

00:15:39.550 --> 00:15:42.029 program. It's it's very common  
NOTE Confidence: 0.9978841

00:15:42.029 --> 00:15:43.730 to get students who,  
NOTE Confidence: 0.96343523

00:15:44.670 --> 00:15:46.290 you know, enter through another

NOTE Confidence: 0.96343523

00:15:46.350 --> 00:15:47.870 track, and and you as

NOTE Confidence: 0.96343523

00:15:47.870 --> 00:15:48.930 a faculty member

NOTE Confidence: 0.9742187

00:15:49.310 --> 00:15:51.810 oftentimes participate in multiple tracks,

NOTE Confidence: 0.9644681

00:15:53.145 --> 00:15:54.665 and therefore recruit students from

NOTE Confidence: 0.9644681

00:15:54.665 --> 00:15:55.865 those tracks to be part

NOTE Confidence: 0.9644681

00:15:55.865 --> 00:15:56.685 of your lab.

NOTE Confidence: 0.9798686

00:15:57.545 --> 00:15:59.404 So it's really kind of

NOTE Confidence: 0.9798686

00:15:59.625 --> 00:16:01.565 nice in that the selection

NOTE Confidence: 0.9798686

00:16:01.625 --> 00:16:03.465 process for students is based

NOTE Confidence: 0.9798686

00:16:03.465 --> 00:16:04.985 on the tracks, so it

NOTE Confidence: 0.9798686

00:16:04.985 --> 00:16:06.525 spreads the workload out.

NOTE Confidence: 0.9583333

00:16:07.410 --> 00:16:08.870 But the students have unlimited

NOTE Confidence: 0.9583333

00:16:08.930 --> 00:16:10.770 opportunities to to rotate and

NOTE Confidence: 0.9583333

00:16:10.770 --> 00:16:12.150 join any lab they want.

NOTE Confidence: 0.9625244

00:16:13.170 --> 00:16:14.050 I would like to add

NOTE Confidence: 0.9625244

00:16:14.050 --> 00:16:15.490 on. I'm the director for  
NOTE Confidence: 0.9625244

00:16:15.490 --> 00:16:16.150 the microbiology  
NOTE Confidence: 0.8132324

00:16:16.610 --> 00:16:17.490 PC program.  
NOTE Confidence: 0.9963867

00:16:17.890 --> 00:16:19.330 So we have about five  
NOTE Confidence: 0.9963867

00:16:19.330 --> 00:16:20.950 to ten students each year.  
NOTE Confidence: 0.94156134

00:16:21.415 --> 00:16:23.095 They frequently rotate in our  
NOTE Confidence: 0.94156134

00:16:23.095 --> 00:16:24.775 faculty labs, but, also, we  
NOTE Confidence: 0.94156134

00:16:24.775 --> 00:16:26.695 will get, like, students from  
NOTE Confidence: 0.94156134

00:16:26.695 --> 00:16:28.235 other tracks such as iBio  
NOTE Confidence: 0.94156134

00:16:28.375 --> 00:16:29.975 or, computer science and things  
NOTE Confidence: 0.94156134

00:16:29.975 --> 00:16:31.095 like those. What I what  
NOTE Confidence: 0.94156134

00:16:31.095 --> 00:16:32.395 Quake just said is that  
NOTE Confidence: 0.94156134

00:16:32.695 --> 00:16:34.295 all students affiliated with Yale  
NOTE Confidence: 0.94156134

00:16:34.295 --> 00:16:36.410 BBS can choose any PI,  
NOTE Confidence: 0.94156134

00:16:36.470 --> 00:16:37.750 but then Yale is a  
NOTE Confidence: 0.94156134

00:16:37.750 --> 00:16:38.950 is a close community with

NOTE Confidence: 0.94156134

00:16:38.950 --> 00:16:40.149 the sizes that is not

NOTE Confidence: 0.94156134

00:16:40.149 --> 00:16:41.750 that huge. So we our

NOTE Confidence: 0.94156134

00:16:41.750 --> 00:16:43.029 PS do get access to

NOTE Confidence: 0.94156134

00:16:43.029 --> 00:16:44.730 students, very, very often.

NOTE Confidence: 0.9656304

00:16:48.165 --> 00:16:49.925 Okay. The next question, I'm

NOTE Confidence: 0.9656304

00:16:49.925 --> 00:16:50.885 gonna answer part of it

NOTE Confidence: 0.9656304

00:16:50.885 --> 00:16:52.085 and ask Yachi to answer

NOTE Confidence: 0.9656304

00:16:52.085 --> 00:16:53.065 the other part.

NOTE Confidence: 0.9964355

00:16:53.685 --> 00:16:55.205 So the question is, if

NOTE Confidence: 0.9964355

00:16:55.205 --> 00:16:57.145 someone's involved in clinical research,

NOTE Confidence: 0.97136045

00:16:57.605 --> 00:16:59.125 is the main campus or

NOTE Confidence: 0.97136045

00:16:59.125 --> 00:17:00.725 west campus better in terms

NOTE Confidence: 0.97136045

00:17:00.725 --> 00:17:02.025 of hospital access,

NOTE Confidence: 0.9869303

00:17:02.360 --> 00:17:03.320 you know, in in light

NOTE Confidence: 0.9869303

00:17:03.320 --> 00:17:05.160 of the other faculty searches

NOTE Confidence: 0.9869303

00:17:05.160 --> 00:17:06.859 that are going going on?  
NOTE Confidence: 0.97885394

00:17:07.560 --> 00:17:08.600 So I'll talk about the  
NOTE Confidence: 0.97885394

00:17:08.600 --> 00:17:10.040 west campus and main campus  
NOTE Confidence: 0.97885394

00:17:10.040 --> 00:17:11.240 part, and then, Yachi, maybe  
NOTE Confidence: 0.97885394

00:17:11.240 --> 00:17:12.300 you can talk about,  
NOTE Confidence: 0.9880371

00:17:13.160 --> 00:17:15.000 clinical samples and and and  
NOTE Confidence: 0.9880371

00:17:15.000 --> 00:17:16.300 that kind of thing. So,  
NOTE Confidence: 0.9655187

00:17:17.225 --> 00:17:18.345 in terms of the main  
NOTE Confidence: 0.9655187

00:17:18.345 --> 00:17:19.945 campus and west campus, they're  
NOTE Confidence: 0.9655187

00:17:19.945 --> 00:17:21.705 about five miles apart from  
NOTE Confidence: 0.9655187

00:17:21.705 --> 00:17:22.365 each other.  
NOTE Confidence: 0.9814453

00:17:22.744 --> 00:17:24.205 This position is,  
NOTE Confidence: 0.9477539

00:17:24.585 --> 00:17:25.085 for,  
NOTE Confidence: 0.96492827

00:17:26.105 --> 00:17:27.805 lab space at the medical  
NOTE Confidence: 0.96492827

00:17:27.865 --> 00:17:29.385 school in the Boyer Center  
NOTE Confidence: 0.96492827

00:17:29.385 --> 00:17:30.605 for Molecular Medicine,

NOTE Confidence: 0.87890625  
00:17:32.920 --> 00:17:33.400 And and,  
NOTE Confidence: 0.99243164  
00:17:34.520 --> 00:17:36.040 so that's where where the  
NOTE Confidence: 0.99243164  
00:17:36.040 --> 00:17:37.020 lab will be.  
NOTE Confidence: 0.9977214  
00:17:37.560 --> 00:17:39.000 But in terms of the  
NOTE Confidence: 0.9977214  
00:17:39.000 --> 00:17:39.500 appointment  
NOTE Confidence: 0.99490017  
00:17:39.960 --> 00:17:41.420 in microbial pathogenesis,  
NOTE Confidence: 0.9634651  
00:17:44.040 --> 00:17:45.960 that's really the defining feature  
NOTE Confidence: 0.9634651  
00:17:45.960 --> 00:17:46.920 in terms of being a  
NOTE Confidence: 0.9634651  
00:17:46.920 --> 00:17:47.905 member of the school of  
NOTE Confidence: 0.9634651  
00:17:47.905 --> 00:17:48.965 medicine. So,  
NOTE Confidence: 0.99902344  
00:17:49.984 --> 00:17:50.484 the  
NOTE Confidence: 0.98706055  
00:17:50.865 --> 00:17:51.365 the,  
NOTE Confidence: 0.95770264  
00:17:51.905 --> 00:17:53.345 you know, being a member  
NOTE Confidence: 0.95770264  
00:17:53.345 --> 00:17:54.305 of the school of medicine  
NOTE Confidence: 0.95770264  
00:17:54.305 --> 00:17:55.425 at the West Campus or  
NOTE Confidence: 0.95770264

00:17:55.425 --> 00:17:55.925 at,  
NOTE Confidence: 0.9953206

00:17:56.865 --> 00:17:58.865 the the main campus, you  
NOTE Confidence: 0.9953206

00:17:58.865 --> 00:17:59.365 would  
NOTE Confidence: 0.9810791

00:17:59.800 --> 00:18:01.820 interface with the same programs  
NOTE Confidence: 0.9810791

00:18:01.960 --> 00:18:04.380 for clinical collaboration either way.  
NOTE Confidence: 0.9576416

00:18:05.000 --> 00:18:06.859 The hospitals indeed are  
NOTE Confidence: 0.93045044

00:18:07.160 --> 00:18:09.100 located at the medical school,  
NOTE Confidence: 0.93045044

00:18:09.320 --> 00:18:10.300 the main campus,  
NOTE Confidence: 0.93578285

00:18:12.040 --> 00:18:13.480 but the interaction is very  
NOTE Confidence: 0.93578285

00:18:13.480 --> 00:18:15.555 close because, again, it's five  
NOTE Confidence: 0.93578285

00:18:15.555 --> 00:18:16.915 miles away. There's shuttles that  
NOTE Confidence: 0.93578285

00:18:16.915 --> 00:18:18.515 run every twenty minutes, and  
NOTE Confidence: 0.93578285

00:18:18.515 --> 00:18:19.635 everybody who's at the West  
NOTE Confidence: 0.93578285

00:18:19.635 --> 00:18:21.575 Campus is a part of,  
NOTE Confidence: 0.9708252

00:18:22.835 --> 00:18:23.575 some department,  
NOTE Confidence: 0.9923503

00:18:24.035 --> 00:18:25.955 at the the, the main

NOTE Confidence: 0.9923503

00:18:25.955 --> 00:18:26.455 campus.

NOTE Confidence: 0.9527669

00:18:27.635 --> 00:18:29.220 So maybe, Yachi, you could

NOTE Confidence: 0.9527669

00:18:29.220 --> 00:18:30.440 talk a little bit about,

NOTE Confidence: 0.90600586

00:18:31.619 --> 00:18:32.600 clinical samples.

NOTE Confidence: 0.9995117

00:18:33.140 --> 00:18:33.460 Sure.

NOTE Confidence: 0.95707774

00:18:34.020 --> 00:18:35.140 I do work on clinical

NOTE Confidence: 0.95707774

00:18:35.140 --> 00:18:37.000 samples. For example, I get

NOTE Confidence: 0.95707774

00:18:37.060 --> 00:18:38.340 a blood and it's the

NOTE Confidence: 0.95707774

00:18:38.340 --> 00:18:39.940 other samples from people having

NOTE Confidence: 0.95707774

00:18:39.940 --> 00:18:40.440 HIV.

NOTE Confidence: 0.92144775

00:18:40.820 --> 00:18:41.700 This is like bread and

NOTE Confidence: 0.92144775

00:18:41.700 --> 00:18:42.680 butter just like

NOTE Confidence: 0.9148079

00:18:43.105 --> 00:18:44.144 someone would count mouse in

NOTE Confidence: 0.9148079

00:18:44.144 --> 00:18:45.105 the mouse house. So I

NOTE Confidence: 0.9148079

00:18:45.105 --> 00:18:46.945 would say their existing IRB

NOTE Confidence: 0.9148079

00:18:46.945 --> 00:18:48.625 and then their existing access

NOTE Confidence: 0.9148079

00:18:48.625 --> 00:18:50.225 to these, collaborators in the

NOTE Confidence: 0.9148079

00:18:50.225 --> 00:18:52.065 clinic. And I there there

NOTE Confidence: 0.9148079

00:18:52.065 --> 00:18:53.024 has been setting up of

NOTE Confidence: 0.9148079

00:18:53.024 --> 00:18:54.544 these, like, collaborations for, like,

NOTE Confidence: 0.9148079

00:18:54.544 --> 00:18:55.585 ten, twenty years, so I

NOTE Confidence: 0.9148079

00:18:55.585 --> 00:18:57.345 can easily approach these physicians.

NOTE Confidence: 0.9148079

00:18:57.345 --> 00:18:58.590 They are very happy to

NOTE Confidence: 0.9148079

00:18:58.830 --> 00:19:00.429 recruit participants. And then I

NOTE Confidence: 0.9148079

00:19:00.429 --> 00:19:01.630 do need to file ARB,

NOTE Confidence: 0.9148079

00:19:01.630 --> 00:19:02.750 but there are templates and

NOTE Confidence: 0.9148079

00:19:02.750 --> 00:19:04.350 the ARB crew would help

NOTE Confidence: 0.9148079

00:19:04.350 --> 00:19:05.390 us to file those. So

NOTE Confidence: 0.9148079

00:19:05.390 --> 00:19:06.350 I would say I don't

NOTE Confidence: 0.9148079

00:19:06.350 --> 00:19:08.029 have any any problems getting

NOTE Confidence: 0.9148079

00:19:08.029 --> 00:19:09.390 those samples. For example, recently,

NOTE Confidence: 0.9148079

00:19:09.390 --> 00:19:10.590 we tried to get a

NOTE Confidence: 0.9148079

00:19:10.590 --> 00:19:12.109 gut biopsy samples from the

NOTE Confidence: 0.9148079

00:19:12.109 --> 00:19:13.390 hospital. We get it every

NOTE Confidence: 0.9148079

00:19:13.390 --> 00:19:15.465 week. So, they're still sending

NOTE Confidence: 0.9148079

00:19:15.465 --> 00:19:15.965 procedures,

NOTE Confidence: 0.8509188

00:19:16.744 --> 00:19:17.945 a bit to for us

NOTE Confidence: 0.8509188

00:19:17.945 --> 00:19:19.065 to get access to these

NOTE Confidence: 0.8509188

00:19:19.065 --> 00:19:19.565 samples.

NOTE Confidence: 0.7687988

00:19:21.225 --> 00:19:21.725 Right.

NOTE Confidence: 0.9888509

00:19:23.465 --> 00:19:24.445 Okay. Thank you.

NOTE Confidence: 0.9859375

00:19:25.705 --> 00:19:27.645 The next question is about,

NOTE Confidence: 0.99902344

00:19:28.105 --> 00:19:28.925 core facilities

NOTE Confidence: 0.9979553

00:19:29.720 --> 00:19:31.480 at Yale. So what core

NOTE Confidence: 0.9979553

00:19:31.480 --> 00:19:32.780 facilities are accessible,

NOTE Confidence: 0.9957031

00:19:33.400 --> 00:19:34.859 that may be useful for,

NOTE Confidence: 0.97562665

00:19:35.560 --> 00:19:37.260 research in microbial pathogenesis?

NOTE Confidence: 0.9417969

00:19:40.920 --> 00:19:42.200 I can take at least

NOTE Confidence: 0.9417969

00:19:42.200 --> 00:19:43.420 part part of this question.

NOTE Confidence: 0.9300334

00:19:44.359 --> 00:19:46.215 So I mean, there's lots

NOTE Confidence: 0.9300334

00:19:46.215 --> 00:19:47.415 of core facilities. The one

NOTE Confidence: 0.9300334

00:19:47.815 --> 00:19:48.295 a lot,

NOTE Confidence: 0.9975586

00:19:48.775 --> 00:19:49.515 one that

NOTE Confidence: 0.98054385

00:19:49.895 --> 00:19:50.775 our lab and I know

NOTE Confidence: 0.98054385

00:19:50.775 --> 00:19:52.375 others here use is a

NOTE Confidence: 0.98054385

00:19:52.375 --> 00:19:53.755 flow cytometry core.

NOTE Confidence: 0.9877116

00:19:54.455 --> 00:19:56.215 That has been really amazing

NOTE Confidence: 0.9877116

00:19:56.215 --> 00:19:57.175 for us. In fact, when

NOTE Confidence: 0.9877116

00:19:57.175 --> 00:19:58.055 I first started the lab,

NOTE Confidence: 0.9877116

00:19:58.055 --> 00:19:59.095 I actually thought about buying

NOTE Confidence: 0.9877116

00:19:59.095 --> 00:20:00.234 our own flow cytometer,

NOTE Confidence: 0.9639214

00:20:00.710 --> 00:20:02.070 and, I have been so

NOTE Confidence: 0.9639214  
00:20:02.070 --> 00:20:03.210 happy with the core.  
NOTE Confidence: 0.9820679  
00:20:03.750 --> 00:20:04.869 And it's a core that  
NOTE Confidence: 0.9820679  
00:20:04.869 --> 00:20:05.990 exists at all sorts of  
NOTE Confidence: 0.9820679  
00:20:05.990 --> 00:20:07.430 different biosafety levels all the  
NOTE Confidence: 0.9820679  
00:20:07.430 --> 00:20:08.730 way up to BSL three.  
NOTE Confidence: 0.9812744  
00:20:09.510 --> 00:20:11.670 And, so we've been very,  
NOTE Confidence: 0.9812744  
00:20:11.670 --> 00:20:13.609 very happy with that. There's  
NOTE Confidence: 0.87713623  
00:20:14.025 --> 00:20:15.785 microscopy cores all around.  
NOTE Confidence: 0.99934894  
00:20:16.425 --> 00:20:17.225 One of the great things  
NOTE Confidence: 0.99934894  
00:20:17.225 --> 00:20:17.725 about  
NOTE Confidence: 0.9910947  
00:20:18.265 --> 00:20:20.105 Yale is actually that imaging  
NOTE Confidence: 0.9910947  
00:20:20.105 --> 00:20:21.705 is, really strong here. So  
NOTE Confidence: 0.9910947  
00:20:21.705 --> 00:20:22.585 even if you can't find,  
NOTE Confidence: 0.9910947  
00:20:22.585 --> 00:20:23.785 like, a microscope that you  
NOTE Confidence: 0.9910947  
00:20:23.785 --> 00:20:24.285 need,  
NOTE Confidence: 0.9873047

00:20:24.665 --> 00:20:25.645 in a core facility,  
NOTE Confidence: 0.9939252

00:20:26.299 --> 00:20:27.340 chances are there might be  
NOTE Confidence: 0.9939252

00:20:27.340 --> 00:20:28.539 one that someone has built  
NOTE Confidence: 0.9939252

00:20:28.539 --> 00:20:30.619 somewhere and, could potentially help  
NOTE Confidence: 0.9939252

00:20:30.619 --> 00:20:31.359 you use.  
NOTE Confidence: 0.9711789

00:20:31.900 --> 00:20:33.600 So we've been very happy  
NOTE Confidence: 0.9711789

00:20:33.740 --> 00:20:34.940 with those core facilities. I  
NOTE Confidence: 0.9711789

00:20:35.020 --> 00:20:36.380 we've also used sequencing core  
NOTE Confidence: 0.9711789

00:20:36.380 --> 00:20:38.940 facilities, and there's actually a  
NOTE Confidence: 0.9711789

00:20:38.940 --> 00:20:40.835 a drug discovery core facility.  
NOTE Confidence: 0.9711789

00:20:40.835 --> 00:20:41.335 There's,  
NOTE Confidence: 0.9428711

00:20:41.875 --> 00:20:42.615 you know,  
NOTE Confidence: 0.98275477

00:20:43.715 --> 00:20:44.994 pretty much if you want  
NOTE Confidence: 0.98275477

00:20:44.994 --> 00:20:46.195 it somewhat, it probably is  
NOTE Confidence: 0.98275477

00:20:46.195 --> 00:20:46.695 here.  
NOTE Confidence: 0.97694796

00:20:48.674 --> 00:20:49.475 I would like to add

NOTE Confidence: 0.97694796  
00:20:49.475 --> 00:20:51.234 on the sequencing facility because  
NOTE Confidence: 0.97694796  
00:20:51.234 --> 00:20:52.034 my lab does a lot  
NOTE Confidence: 0.97694796  
00:20:52.034 --> 00:20:53.174 of single cell sequencing  
NOTE Confidence: 0.9351797  
00:20:53.554 --> 00:20:55.290 and many fancy platforms. I  
NOTE Confidence: 0.9351797  
00:20:55.290 --> 00:20:56.010 I would say when I  
NOTE Confidence: 0.9351797  
00:20:56.010 --> 00:20:56.970 came here for a second  
NOTE Confidence: 0.9351797  
00:20:56.970 --> 00:20:58.170 visit, I talked to the  
NOTE Confidence: 0.9351797  
00:20:58.170 --> 00:20:59.770 YCGA director and he said  
NOTE Confidence: 0.9351797  
00:20:59.770 --> 00:21:01.050 that basically the dean gave  
NOTE Confidence: 0.9351797  
00:21:01.050 --> 00:21:02.330 him ten million dollars to  
NOTE Confidence: 0.9351797  
00:21:02.330 --> 00:21:03.950 make the best facility ever,  
NOTE Confidence: 0.9351797  
00:21:04.250 --> 00:21:05.930 for to support research use.  
NOTE Confidence: 0.9351797  
00:21:05.930 --> 00:21:07.130 And during the COVID time,  
NOTE Confidence: 0.9351797  
00:21:07.130 --> 00:21:08.385 for example, people want to  
NOTE Confidence: 0.9351797  
00:21:08.385 --> 00:21:09.905 sort, you know, COVID passing  
NOTE Confidence: 0.9351797

00:21:09.905 --> 00:21:11.265 mouse samples and human samples.

NOTE Confidence: 0.9351797

00:21:11.265 --> 00:21:12.385 How dangerous would that be

NOTE Confidence: 0.9351797

00:21:12.385 --> 00:21:13.345 in the court? They are

NOTE Confidence: 0.9351797

00:21:13.345 --> 00:21:14.385 to say, we will make

NOTE Confidence: 0.9351797

00:21:14.385 --> 00:21:15.505 it happen under the best

NOTE Confidence: 0.9351797

00:21:15.505 --> 00:21:17.185 spouse safety and support your

NOTE Confidence: 0.9351797

00:21:17.185 --> 00:21:18.865 research. So, basically, Yale is

NOTE Confidence: 0.9351797

00:21:18.865 --> 00:21:19.744 a place that when the

NOTE Confidence: 0.9351797

00:21:19.744 --> 00:21:20.945 dean has extra funding, they

NOTE Confidence: 0.9351797

00:21:20.945 --> 00:21:22.600 put that into into core

NOTE Confidence: 0.9351797

00:21:22.600 --> 00:21:24.119 facilities that we have the

NOTE Confidence: 0.9351797

00:21:24.119 --> 00:21:25.720 best high end, you know,

NOTE Confidence: 0.9351797

00:21:25.720 --> 00:21:27.880 sequencing facility that sequencing here

NOTE Confidence: 0.9351797

00:21:27.880 --> 00:21:29.080 is one million reads, is

NOTE Confidence: 0.9351797

00:21:29.080 --> 00:21:30.119 one dollar. So it's pretty

NOTE Confidence: 0.9351797

00:21:30.119 --> 00:21:31.659 cheap compared with other institutes.

NOTE Confidence: 0.9052887  
00:21:32.119 --> 00:21:33.000 So I would say there  
NOTE Confidence: 0.9052887  
00:21:33.000 --> 00:21:34.440 are many different cores available  
NOTE Confidence: 0.9052887  
00:21:34.440 --> 00:21:35.640 that do support the research  
NOTE Confidence: 0.9052887  
00:21:35.640 --> 00:21:36.140 program.  
NOTE Confidence: 0.9811922  
00:21:37.934 --> 00:21:39.534 And they've also invested heavily  
NOTE Confidence: 0.9811922  
00:21:39.534 --> 00:21:41.154 in cryo electron microscopes,  
NOTE Confidence: 0.93373144  
00:21:41.455 --> 00:21:43.774 including three Titan Krios as  
NOTE Confidence: 0.93373144  
00:21:43.774 --> 00:21:44.894 well as some other really  
NOTE Confidence: 0.93373144  
00:21:44.894 --> 00:21:46.274 nice microscopes and  
NOTE Confidence: 0.9685601  
00:21:46.654 --> 00:21:48.015 and FIB milling. So, you  
NOTE Confidence: 0.9685601  
00:21:48.015 --> 00:21:49.315 know, we're now doing,  
NOTE Confidence: 1  
00:21:50.669 --> 00:21:51.409 high throughput  
NOTE Confidence: 0.9291992  
00:21:51.869 --> 00:21:52.369 volume  
NOTE Confidence: 0.99482423  
00:21:52.750 --> 00:21:55.090 rendering through cells by by,  
NOTE Confidence: 0.984375  
00:21:55.950 --> 00:21:57.230 cryo EM where we can  
NOTE Confidence: 0.984375

00:21:57.230 --> 00:21:58.109 get, you know, three d  
NOTE Confidence: 0.984375

00:21:58.109 --> 00:22:00.049 reconstructions of an entire infected  
NOTE Confidence: 0.984375

00:22:00.109 --> 00:22:01.710 cell in a matter of  
NOTE Confidence: 0.984375

00:22:01.710 --> 00:22:02.210 days,  
NOTE Confidence: 0.9983317

00:22:03.070 --> 00:22:04.350 which is something that, you  
NOTE Confidence: 0.9983317

00:22:04.350 --> 00:22:04.850 know,  
NOTE Confidence: 0.9801218

00:22:05.375 --> 00:22:06.735 we tried ten years ago.  
NOTE Confidence: 0.9801218

00:22:06.735 --> 00:22:08.435 It just wasn't possible, and  
NOTE Confidence: 0.9801218

00:22:08.655 --> 00:22:09.615 it's all through the core  
NOTE Confidence: 0.9801218

00:22:09.615 --> 00:22:11.075 facilities and the investments  
NOTE Confidence: 0.9772339

00:22:11.455 --> 00:22:13.875 Yale has made in in  
NOTE Confidence: 0.9772339

00:22:13.935 --> 00:22:15.795 these these cryo EM facilities,  
NOTE Confidence: 0.9772339

00:22:15.855 --> 00:22:17.535 which are just phenomenal right  
NOTE Confidence: 0.9772339

00:22:17.535 --> 00:22:18.035 now.  
NOTE Confidence: 0.99658203

00:22:19.869 --> 00:22:20.369 Thanks.  
NOTE Confidence: 0.9436605

00:22:21.710 --> 00:22:22.990 Another question. And now we

NOTE Confidence: 0.9436605

00:22:22.990 --> 00:22:24.270 have many questions, so I'm

NOTE Confidence: 0.9436605

00:22:24.270 --> 00:22:26.130 gonna do my best, to

NOTE Confidence: 0.7192383

00:22:27.150 --> 00:22:27.650 identify,

NOTE Confidence: 0.99501956

00:22:28.510 --> 00:22:29.650 go through all of them.

NOTE Confidence: 0.9517822

00:22:31.230 --> 00:22:32.609 How valuable are computational

NOTE Confidence: 0.97544235

00:22:32.990 --> 00:22:34.425 skills in this role? Is

NOTE Confidence: 0.97544235

00:22:34.425 --> 00:22:35.705 there a possibility they have

NOTE Confidence: 0.97544235

00:22:35.705 --> 00:22:37.225 a purely computational lab in

NOTE Confidence: 0.97544235

00:22:37.225 --> 00:22:37.885 the department?

NOTE Confidence: 0.9970703

00:22:38.425 --> 00:22:40.045 Maybe I'll answer that.

NOTE Confidence: 0.99434406

00:22:40.585 --> 00:22:42.425 There's quite a bit of

NOTE Confidence: 0.99434406

00:22:42.425 --> 00:22:42.825 of,

NOTE Confidence: 0.9615343

00:22:43.225 --> 00:22:44.985 computational focus in the department,

NOTE Confidence: 0.9615343

00:22:44.985 --> 00:22:46.665 including Yachi's lab as as

NOTE Confidence: 0.9615343

00:22:46.665 --> 00:22:47.405 one example.

NOTE Confidence: 0.97111815

00:22:48.750 --> 00:22:51.010 And, certainly, that's an example  
NOTE Confidence: 0.97111815

00:22:51.010 --> 00:22:53.490 of an area where, we  
NOTE Confidence: 0.8171387

00:22:53.869 --> 00:22:54.369 would,  
NOTE Confidence: 0.993927

00:22:55.550 --> 00:22:57.070 again, we're we're looking for  
NOTE Confidence: 0.993927

00:22:57.070 --> 00:22:58.369 labs that will,  
NOTE Confidence: 0.9842578

00:22:59.310 --> 00:23:00.350 not only that we can  
NOTE Confidence: 0.9842578

00:23:00.350 --> 00:23:01.310 help do better, that will  
NOTE Confidence: 0.9842578

00:23:01.310 --> 00:23:02.535 help us do better. And  
NOTE Confidence: 0.9842578

00:23:02.535 --> 00:23:03.895 so we're definitely open to  
NOTE Confidence: 0.9842578

00:23:03.895 --> 00:23:05.435 people bringing in other techniques.  
NOTE Confidence: 0.9956733

00:23:06.455 --> 00:23:07.734 You know, that said, we  
NOTE Confidence: 0.9956733

00:23:07.734 --> 00:23:09.255 also it's very important to  
NOTE Confidence: 0.9956733

00:23:09.255 --> 00:23:10.455 us that we can provide  
NOTE Confidence: 0.9956733

00:23:10.455 --> 00:23:11.355 the best mentorship,  
NOTE Confidence: 0.98535156

00:23:12.295 --> 00:23:14.234 possible for our junior faculty.  
NOTE Confidence: 0.9844971

00:23:14.695 --> 00:23:15.575 And so I think it

NOTE Confidence: 0.9844971  
00:23:15.575 --> 00:23:17.210 really would come down to  
NOTE Confidence: 0.9844971  
00:23:17.210 --> 00:23:18.970 the individual program and,  
NOTE Confidence: 1  
00:23:19.609 --> 00:23:20.109 convincing  
NOTE Confidence: 0.99886066  
00:23:20.730 --> 00:23:22.170 ourselves that that,  
NOTE Confidence: 0.96707916  
00:23:22.650 --> 00:23:23.770 you know, as a department  
NOTE Confidence: 0.96707916  
00:23:23.770 --> 00:23:26.410 of of, microbial pathogenesis that  
NOTE Confidence: 0.96707916  
00:23:26.410 --> 00:23:28.090 we can, again, provide the  
NOTE Confidence: 0.96707916  
00:23:28.090 --> 00:23:29.530 best mentorship for someone. So  
NOTE Confidence: 0.96707916  
00:23:29.530 --> 00:23:31.355 it depends on, I think,  
NOTE Confidence: 0.96707916  
00:23:31.415 --> 00:23:32.934 a purely computational lab. It  
NOTE Confidence: 0.96707916  
00:23:32.934 --> 00:23:33.675 would depend  
NOTE Confidence: 0.9880371  
00:23:34.054 --> 00:23:35.175 on the program and their  
NOTE Confidence: 0.9880371  
00:23:35.175 --> 00:23:36.135 goals and what kind of  
NOTE Confidence: 0.9880371  
00:23:36.135 --> 00:23:37.975 support they they need to  
NOTE Confidence: 0.9880371  
00:23:37.975 --> 00:23:39.175 do their best in terms  
NOTE Confidence: 0.9880371

00:23:39.175 --> 00:23:39.975 of whether that would be

NOTE Confidence: 0.9880371

00:23:39.975 --> 00:23:40.795 a good match.

NOTE Confidence: 0.7734375

00:23:44.429 --> 00:23:44.929 The,

NOTE Confidence: 0.9808175

00:23:47.309 --> 00:23:48.429 there's a question about if

NOTE Confidence: 0.9808175

00:23:48.429 --> 00:23:49.250 you're potentially,

NOTE Confidence: 0.98254395

00:23:50.750 --> 00:23:52.109 eligible for more than one

NOTE Confidence: 0.98254395

00:23:52.109 --> 00:23:53.090 of these searches.

NOTE Confidence: 0.99921876

00:23:53.950 --> 00:23:55.309 Is it recommended to apply

NOTE Confidence: 0.99921876

00:23:55.309 --> 00:23:56.769 to both or just one?

NOTE Confidence: 0.9980469

00:23:57.230 --> 00:23:58.590 Probably better to apply to

NOTE Confidence: 0.9980469

00:23:58.590 --> 00:24:00.105 both. I mean, we'll be

NOTE Confidence: 0.99295247

00:24:00.484 --> 00:24:01.845 keeping an eye on all

NOTE Confidence: 0.99295247

00:24:01.845 --> 00:24:03.705 the searches together and interfacing.

NOTE Confidence: 0.9963379

00:24:04.484 --> 00:24:05.865 So if there are applications

NOTE Confidence: 0.9963379

00:24:06.085 --> 00:24:06.965 that come in through one

NOTE Confidence: 0.9963379

00:24:06.965 --> 00:24:08.164 search and are better suited

NOTE Confidence: 0.9963379

00:24:08.164 --> 00:24:09.605 for another, we will be

NOTE Confidence: 0.9963379

00:24:09.605 --> 00:24:10.505 able to,

NOTE Confidence: 0.9100342

00:24:11.525 --> 00:24:12.585 identify that,

NOTE Confidence: 0.9975142

00:24:13.030 --> 00:24:14.150 but probably best for you

NOTE Confidence: 0.9975142

00:24:14.150 --> 00:24:15.670 to apply for the searches

NOTE Confidence: 0.9975142

00:24:15.670 --> 00:24:16.170 that,

NOTE Confidence: 0.9912458

00:24:16.550 --> 00:24:18.230 you know, you think you're

NOTE Confidence: 0.9912458

00:24:18.230 --> 00:24:19.350 eligible and would be a

NOTE Confidence: 0.9912458

00:24:19.350 --> 00:24:20.810 good match, for you.

NOTE Confidence: 0.9883626

00:24:23.030 --> 00:24:24.150 Andy, correct me if I'm

NOTE Confidence: 0.9883626

00:24:24.150 --> 00:24:25.609 wrong, but the current MSI

NOTE Confidence: 0.9883626

00:24:25.670 --> 00:24:26.490 search isn't

NOTE Confidence: 0.99117833

00:24:27.005 --> 00:24:29.585 through microbial pathogenesis, meaning that

NOTE Confidence: 0.9996745

00:24:30.285 --> 00:24:32.225 people applying to that search

NOTE Confidence: 0.9996745

00:24:32.285 --> 00:24:33.745 will not be appointed

NOTE Confidence: 0.9018826

00:24:34.685 --> 00:24:36.145 to the department of microbial  
NOTE Confidence: 0.9018826

00:24:36.285 --> 00:24:36.785 pathogenesis.  
NOTE Confidence: 0.9399719

00:24:37.325 --> 00:24:38.355 So they won't be part  
NOTE Confidence: 0.9399719

00:24:38.355 --> 00:24:39.345 of our cohort.  
NOTE Confidence: 0.9940918

00:24:40.169 --> 00:24:41.450 Yes. That's exactly right. It's  
NOTE Confidence: 0.9940918

00:24:41.450 --> 00:24:43.149 a these are separate searches.  
NOTE Confidence: 0.9746868

00:24:43.609 --> 00:24:45.049 I think people who do  
NOTE Confidence: 0.9746868

00:24:45.049 --> 00:24:46.490 us, you know, search on  
NOTE Confidence: 0.9746868

00:24:46.490 --> 00:24:48.570 science careers for microbiology at  
NOTE Confidence: 0.9746868

00:24:48.570 --> 00:24:49.850 Yale, all three of these  
NOTE Confidence: 0.9746868

00:24:49.850 --> 00:24:50.649 will come up, which is  
NOTE Confidence: 0.9746868

00:24:50.649 --> 00:24:51.529 why I wanted to highlight  
NOTE Confidence: 0.9746868

00:24:51.529 --> 00:24:53.115 it. But those other searches  
NOTE Confidence: 0.9746868

00:24:53.174 --> 00:24:55.255 are primary appointments in other  
NOTE Confidence: 0.9746868

00:24:55.255 --> 00:24:55.755 departments.  
NOTE Confidence: 0.989047

00:24:56.294 --> 00:24:58.054 Again, one in bioinformatics and

NOTE Confidence: 0.989047  
00:24:58.054 --> 00:24:59.575 data science, the other in  
NOTE Confidence: 0.989047  
00:24:59.575 --> 00:25:00.075 immunobiology.  
NOTE Confidence: 0.9459961  
00:25:04.350 --> 00:25:06.109 We there's a question about,  
NOTE Confidence: 0.99157715  
00:25:06.910 --> 00:25:08.030 is there a limit on  
NOTE Confidence: 0.99157715  
00:25:08.030 --> 00:25:09.470 the number of years after  
NOTE Confidence: 0.99157715  
00:25:09.470 --> 00:25:11.010 PhD for the candidate?  
NOTE Confidence: 0.99672854  
00:25:11.470 --> 00:25:12.830 And maybe we can kind  
NOTE Confidence: 0.99672854  
00:25:12.830 --> 00:25:14.609 of talk more broadly about,  
NOTE Confidence: 0.9586914  
00:25:16.205 --> 00:25:17.585 you know, what are the  
NOTE Confidence: 0.9940407  
00:25:17.885 --> 00:25:18.925 you know, whether or not  
NOTE Confidence: 0.9940407  
00:25:18.925 --> 00:25:20.925 we have limits and rules  
NOTE Confidence: 0.9940407  
00:25:20.925 --> 00:25:22.045 in that way in terms  
NOTE Confidence: 0.9940407  
00:25:22.045 --> 00:25:23.265 of who could be a  
NOTE Confidence: 0.9940407  
00:25:23.565 --> 00:25:24.145 a candidate.  
NOTE Confidence: 0.94521606  
00:25:25.484 --> 00:25:26.525 Well Does anyone I I  
NOTE Confidence: 0.94521606

00:25:26.525 --> 00:25:27.885 don't think it's uncommon these  
NOTE Confidence: 0.94521606

00:25:27.885 --> 00:25:29.660 days for people sometimes to  
NOTE Confidence: 0.94521606

00:25:29.660 --> 00:25:31.180 have done two postdocs. Maybe  
NOTE Confidence: 0.94521606

00:25:31.180 --> 00:25:32.460 they wanted to switch areas  
NOTE Confidence: 0.94521606

00:25:32.460 --> 00:25:33.119 of interest  
NOTE Confidence: 0.99491745

00:25:33.740 --> 00:25:34.940 after doing a four year  
NOTE Confidence: 0.99491745

00:25:34.940 --> 00:25:37.340 postdoc or or explore another  
NOTE Confidence: 0.99491745

00:25:37.340 --> 00:25:37.840 area.  
NOTE Confidence: 0.9996745

00:25:38.300 --> 00:25:39.340 So, you know, the clock  
NOTE Confidence: 0.9996745

00:25:39.340 --> 00:25:40.700 will be different for different  
NOTE Confidence: 0.9996745

00:25:40.700 --> 00:25:42.080 people. I don't I don't  
NOTE Confidence: 0.99991864

00:25:42.605 --> 00:25:44.445 think that we've ever, you  
NOTE Confidence: 0.99991864

00:25:44.445 --> 00:25:44.945 know,  
NOTE Confidence: 0.99527514

00:25:45.645 --> 00:25:46.845 looked at someone and said,  
NOTE Confidence: 0.99527514

00:25:46.845 --> 00:25:48.045 oh, they've been in this  
NOTE Confidence: 0.99527514

00:25:48.045 --> 00:25:50.685 position for postdoctoral position for

NOTE Confidence: 0.99527514

00:25:50.685 --> 00:25:51.505 seven years.

NOTE Confidence: 1

00:25:51.885 --> 00:25:53.025 That's too long.

NOTE Confidence: 0.9980469

00:25:53.325 --> 00:25:53.825 Right?

NOTE Confidence: 0.98237175

00:25:54.380 --> 00:25:55.980 I think it's, you know,

NOTE Confidence: 0.98237175

00:25:55.980 --> 00:25:57.580 more a matter of what

NOTE Confidence: 0.98237175

00:25:57.580 --> 00:25:58.960 questions are you

NOTE Confidence: 0.76708984

00:25:59.500 --> 00:26:00.000 investigating,

NOTE Confidence: 0.9154053

00:26:01.980 --> 00:26:03.180 you know, what what's your

NOTE Confidence: 0.9154053

00:26:03.180 --> 00:26:03.680 potential,

NOTE Confidence: 0.98876953

00:26:05.100 --> 00:26:05.920 going forward,

NOTE Confidence: 0.9987793

00:26:06.540 --> 00:26:07.760 and how can we

NOTE Confidence: 0.9366455

00:26:08.804 --> 00:26:10.645 mesh and and is it

NOTE Confidence: 0.9366455

00:26:10.645 --> 00:26:11.465 a good fit

NOTE Confidence: 0.9875488

00:26:11.765 --> 00:26:12.265 synergistically

NOTE Confidence: 0.9712402

00:26:13.205 --> 00:26:14.825 in the department? I I

NOTE Confidence: 0.97831726

00:26:15.284 --> 00:26:16.565 I would venture as a  
NOTE Confidence: 0.97831726

00:26:16.565 --> 00:26:18.085 member of a search committee  
NOTE Confidence: 0.97831726

00:26:18.085 --> 00:26:19.445 not to put a lot  
NOTE Confidence: 0.97831726

00:26:19.445 --> 00:26:19.945 of,  
NOTE Confidence: 0.9594636

00:26:20.880 --> 00:26:22.320 stock in kind of number  
NOTE Confidence: 0.9594636

00:26:22.320 --> 00:26:24.500 of years post PhD that  
NOTE Confidence: 0.9594636

00:26:24.720 --> 00:26:26.420 the the applicant has had.  
NOTE Confidence: 0.9594636

00:26:26.640 --> 00:26:28.320 But if anyone feels differently,  
NOTE Confidence: 0.9594636

00:26:28.320 --> 00:26:30.320 please No. I completely I  
NOTE Confidence: 0.9594636

00:26:30.320 --> 00:26:31.300 completely agree.  
NOTE Confidence: 0.9465623

00:26:31.920 --> 00:26:32.994 The the next question is  
NOTE Confidence: 0.9465623

00:26:32.994 --> 00:26:34.355 about teaching. Maybe I'll throw  
NOTE Confidence: 0.9465623

00:26:34.355 --> 00:26:35.255 this one to Hesper.  
NOTE Confidence: 0.9797363

00:26:37.395 --> 00:26:38.855 Wondering about opportunities  
NOTE Confidence: 1

00:26:39.155 --> 00:26:40.615 for teaching at the graduate  
NOTE Confidence: 0.7956543

00:26:41.635 --> 00:26:42.135 level,

NOTE Confidence: 0.9946289

00:26:42.914 --> 00:26:44.294 which courses are available,

NOTE Confidence: 0.9692688

00:26:46.519 --> 00:26:48.760 changes or developing specific courses,

NOTE Confidence: 0.9692688

00:26:48.760 --> 00:26:49.580 and then also,

NOTE Confidence: 0.9571289

00:26:50.119 --> 00:26:51.980 teaching at the undergraduate level.

NOTE Confidence: 0.96091306

00:26:53.080 --> 00:26:54.919 Right. So the position that

NOTE Confidence: 0.96091306

00:26:54.919 --> 00:26:55.880 we're talking about is at

NOTE Confidence: 0.96091306

00:26:55.880 --> 00:26:57.480 at the medical school. So

NOTE Confidence: 0.96091306

00:26:57.480 --> 00:26:59.340 there isn't a formal undergraduate

NOTE Confidence: 0.90112305

00:27:00.075 --> 00:27:01.135 teaching requirement,

NOTE Confidence: 0.96605086

00:27:01.755 --> 00:27:02.875 as you know, this is

NOTE Confidence: 0.96605086

00:27:02.875 --> 00:27:03.914 very much in contrast if

NOTE Confidence: 0.96605086

00:27:03.914 --> 00:27:04.794 you were to apply to

NOTE Confidence: 0.96605086

00:27:04.794 --> 00:27:05.914 a department that,

NOTE Confidence: 0.97143555

00:27:06.715 --> 00:27:08.234 was at sort of the

NOTE Confidence: 0.97143555

00:27:08.234 --> 00:27:09.455 the main campus

NOTE Confidence: 0.8957868

00:27:09.914 --> 00:27:11.034 as as at least I  
NOTE Confidence: 0.8957868

00:27:11.034 --> 00:27:11.695 call it.  
NOTE Confidence: 0.968161

00:27:12.090 --> 00:27:13.289 So this is so because  
NOTE Confidence: 0.968161

00:27:13.289 --> 00:27:14.330 of that, you know, we  
NOTE Confidence: 0.968161

00:27:14.330 --> 00:27:16.409 mostly teach graduate students and  
NOTE Confidence: 0.968161

00:27:16.409 --> 00:27:18.109 our core and our department  
NOTE Confidence: 0.968161

00:27:18.169 --> 00:27:18.669 administers,  
NOTE Confidence: 0.99401855

00:27:19.529 --> 00:27:20.669 several courses,  
NOTE Confidence: 0.9580078

00:27:21.210 --> 00:27:21.710 in,  
NOTE Confidence: 0.9667969

00:27:22.570 --> 00:27:23.070 in  
NOTE Confidence: 0.95647687

00:27:23.690 --> 00:27:24.970 microbiology. So we run a  
NOTE Confidence: 0.95647687

00:27:24.970 --> 00:27:26.090 course, and I'm one of  
NOTE Confidence: 0.95647687

00:27:26.090 --> 00:27:27.585 the course directors for the  
NOTE Confidence: 0.95647687

00:27:27.825 --> 00:27:28.325 bacterial  
NOTE Confidence: 0.96398926

00:27:28.865 --> 00:27:30.085 bacteriology course,  
NOTE Confidence: 0.9980469

00:27:30.784 --> 00:27:32.225 that's really focused on bacterial

NOTE Confidence: 0.9980469  
00:27:32.225 --> 00:27:32.725 pathogens  
NOTE Confidence: 0.9554579  
00:27:33.345 --> 00:27:34.565 and bacterial pathogenesis.  
NOTE Confidence: 0.99645996  
00:27:34.865 --> 00:27:35.845 And then we also,  
NOTE Confidence: 0.9250325  
00:27:37.345 --> 00:27:39.284 administer a course in virology.  
NOTE Confidence: 0.9835693  
00:27:39.825 --> 00:27:41.024 And those courses are very  
NOTE Confidence: 0.9835693  
00:27:41.024 --> 00:27:42.565 small. They're very geared towards,  
NOTE Confidence: 0.9934373  
00:27:43.359 --> 00:27:44.559 graduate students in their first  
NOTE Confidence: 0.9934373  
00:27:44.559 --> 00:27:46.080 and second year. They're, you  
NOTE Confidence: 0.9934373  
00:27:46.080 --> 00:27:47.539 know, often about five,  
NOTE Confidence: 0.9698079  
00:27:48.799 --> 00:27:50.640 students, and they're very seminar  
NOTE Confidence: 0.9698079  
00:27:50.640 --> 00:27:51.140 based.  
NOTE Confidence: 0.9944661  
00:27:51.600 --> 00:27:52.400 I will say that I  
NOTE Confidence: 0.9944661  
00:27:52.400 --> 00:27:52.900 also,  
NOTE Confidence: 0.9456898  
00:27:54.559 --> 00:27:55.760 am involved in teaching in  
NOTE Confidence: 0.9456898  
00:27:55.760 --> 00:27:57.200 other ways here. So I  
NOTE Confidence: 0.9456898

00:27:57.200 --> 00:27:59.315 actually helped teach a microscopy

NOTE Confidence: 0.9456898

00:27:59.375 --> 00:28:01.375 course, through the department of

NOTE Confidence: 0.9456898

00:28:01.375 --> 00:28:02.734 cell biology. And I I

NOTE Confidence: 0.9456898

00:28:02.734 --> 00:28:03.934 do a few lectures even

NOTE Confidence: 0.9456898

00:28:03.934 --> 00:28:04.755 for the undergraduate,

NOTE Confidence: 1

00:28:06.015 --> 00:28:06.515 microscopy

NOTE Confidence: 0.9961286

00:28:06.975 --> 00:28:08.174 course as well. So there's

NOTE Confidence: 0.9961286

00:28:08.174 --> 00:28:09.075 definitely opportunities,

NOTE Confidence: 0.9642334

00:28:09.855 --> 00:28:11.294 to be involved in teaching

NOTE Confidence: 0.9642334

00:28:11.294 --> 00:28:12.195 in all different

NOTE Confidence: 0.952288

00:28:12.494 --> 00:28:13.830 levels if that's something you're

NOTE Confidence: 0.952288

00:28:13.909 --> 00:28:15.510 you're interested in. But it's

NOTE Confidence: 0.952288

00:28:15.510 --> 00:28:16.809 certainly not a especially

NOTE Confidence: 0.88275146

00:28:17.109 --> 00:28:18.530 at the at the,

NOTE Confidence: 0.9612128

00:28:19.109 --> 00:28:20.309 undergraduate level, it's not a

NOTE Confidence: 0.9612128

00:28:20.309 --> 00:28:22.549 primary focus of of, what

NOTE Confidence: 0.9612128

00:28:22.549 --> 00:28:23.830 we do. That being said,

NOTE Confidence: 0.9612128

00:28:23.830 --> 00:28:24.549 of course, you know, you're

NOTE Confidence: 0.9612128

00:28:24.549 --> 00:28:25.909 teaching your graduate students in

NOTE Confidence: 0.9612128

00:28:25.909 --> 00:28:27.210 your lab and that's really,

NOTE Confidence: 0.9612128

00:28:27.315 --> 00:28:28.434 you know, at least how

NOTE Confidence: 0.9612128

00:28:28.434 --> 00:28:29.154 I view it, that's a

NOTE Confidence: 0.9612128

00:28:29.154 --> 00:28:31.075 primary source of, a mentorship

NOTE Confidence: 0.9612128

00:28:31.075 --> 00:28:31.734 and teaching,

NOTE Confidence: 0.9986572

00:28:32.195 --> 00:28:33.715 for for, you know, this

NOTE Confidence: 0.9986572

00:28:33.715 --> 00:28:34.615 type of position.

NOTE Confidence: 0.96441877

00:28:35.955 --> 00:28:37.075 Right. One thing that I

NOTE Confidence: 0.96441877

00:28:37.075 --> 00:28:38.274 really liked when when I

NOTE Confidence: 0.96441877

00:28:38.274 --> 00:28:39.715 came here having spent two

NOTE Confidence: 0.96441877

00:28:39.715 --> 00:28:41.315 years at another medical school

NOTE Confidence: 0.96441877

00:28:41.315 --> 00:28:42.355 for my first two years

NOTE Confidence: 0.96441877

00:28:42.355 --> 00:28:43.095 as a

NOTE Confidence: 0.9637107

00:28:43.450 --> 00:28:45.210 assistant professor is we weren't

NOTE Confidence: 0.9637107

00:28:45.210 --> 00:28:46.810 responsible for teaching the medical

NOTE Confidence: 0.9637107

00:28:46.810 --> 00:28:48.190 students medical microbiology.

NOTE Confidence: 0.9918755

00:28:48.890 --> 00:28:49.770 That's all done by the

NOTE Confidence: 0.9918755

00:28:49.770 --> 00:28:51.130 clinical departments. We don't have

NOTE Confidence: 0.9918755

00:28:51.130 --> 00:28:52.410 to teach any of the

NOTE Confidence: 0.9918755

00:28:52.410 --> 00:28:53.630 the medical students,

NOTE Confidence: 0.9914551

00:28:55.370 --> 00:28:56.750 which I like.

NOTE Confidence: 0.96008885

00:28:59.325 --> 00:29:00.524 I would like to clarify

NOTE Confidence: 0.96008885

00:29:00.524 --> 00:29:01.804 that these academic jobs, some

NOTE Confidence: 0.96008885

00:29:01.804 --> 00:29:03.005 are more teaching focused, such

NOTE Confidence: 0.96008885

00:29:03.005 --> 00:29:04.205 as, like, seventy five percent

NOTE Confidence: 0.96008885

00:29:04.205 --> 00:29:04.684 teaching,

NOTE Confidence: 0.9449097

00:29:05.005 --> 00:29:07.005 sponsored, kind of responsibilities, but

NOTE Confidence: 0.9449097

00:29:07.005 --> 00:29:09.325 our department are, mostly mostly

NOTE Confidence: 0.9449097

00:29:09.325 --> 00:29:10.765 research focused. So I teach

NOTE Confidence: 0.9449097

00:29:10.765 --> 00:29:12.304 no more than five classes,

NOTE Confidence: 0.76034266

00:29:12.684 --> 00:29:13.870 three to five class. It's

NOTE Confidence: 0.76034266

00:29:13.870 --> 00:29:14.669 like a three to five

NOTE Confidence: 0.76034266

00:29:14.669 --> 00:29:15.169 hours

NOTE Confidence: 0.9689636

00:29:15.549 --> 00:29:16.590 a year. So we are

NOTE Confidence: 0.9689636

00:29:16.590 --> 00:29:17.730 focusing on research.

NOTE Confidence: 0.98644376

00:29:20.270 --> 00:29:21.789 Yep. I mean, we we

NOTE Confidence: 0.98644376

00:29:21.789 --> 00:29:23.870 continually evolve these courses, and

NOTE Confidence: 0.98644376

00:29:23.870 --> 00:29:26.350 so there's always opportunities to

NOTE Confidence: 0.98644376

00:29:26.350 --> 00:29:27.570 bring in new areas.

NOTE Confidence: 0.9571897

00:29:28.325 --> 00:29:28.965 I did that when I

NOTE Confidence: 0.9571897

00:29:28.965 --> 00:29:30.325 was course director. Hesper's done

NOTE Confidence: 0.9571897

00:29:30.325 --> 00:29:31.845 that quite a bit now

NOTE Confidence: 0.9571897

00:29:31.845 --> 00:29:33.065 as as course director.

NOTE Confidence: 0.8751744

00:29:33.605 --> 00:29:35.205 So there is opportunity are  
NOTE Confidence: 0.8751744

00:29:35.205 --> 00:29:36.345 opportunities to,  
NOTE Confidence: 0.9033552

00:29:36.965 --> 00:29:38.885 expand our teaching. But like  
NOTE Confidence: 0.9033552

00:29:38.885 --> 00:29:39.945 Yachi said,  
NOTE Confidence: 0.96240234

00:29:40.930 --> 00:29:41.750 the typical  
NOTE Confidence: 1

00:29:42.050 --> 00:29:43.350 teaching contribution  
NOTE Confidence: 0.99560547

00:29:43.730 --> 00:29:44.230 is,  
NOTE Confidence: 0.9851074

00:29:45.010 --> 00:29:46.210 you know, maybe one or  
NOTE Confidence: 0.9851074

00:29:46.210 --> 00:29:47.750 two lectures per semester,  
NOTE Confidence: 0.9508231

00:29:49.010 --> 00:29:50.050 in a in a small  
NOTE Confidence: 0.9508231

00:29:50.050 --> 00:29:50.870 group format.  
NOTE Confidence: 0.9652832

00:29:53.294 --> 00:29:54.335 Good. So I think I  
NOTE Confidence: 0.9652832

00:29:54.335 --> 00:29:55.215 mean, there are there's been  
NOTE Confidence: 0.9652832

00:29:55.215 --> 00:29:56.335 many questions on the chat  
NOTE Confidence: 0.9652832

00:29:56.335 --> 00:29:57.955 about teaching. Hopefully, that covered,  
NOTE Confidence: 0.9929962

00:29:58.414 --> 00:29:59.375 the gist of it, and

NOTE Confidence: 0.9929962

00:29:59.375 --> 00:30:00.654 you're welcome to email me

NOTE Confidence: 0.9929962

00:30:00.654 --> 00:30:02.414 if your question wasn't wasn't

NOTE Confidence: 0.9929962

00:30:02.414 --> 00:30:02.914 answered,

NOTE Confidence: 1

00:30:04.014 --> 00:30:04.754 as well.

NOTE Confidence: 0.98945314

00:30:15.419 --> 00:30:17.440 So there's a question about

NOTE Confidence: 0.9808873

00:30:17.820 --> 00:30:19.500 kind of about fit on

NOTE Confidence: 0.9808873

00:30:19.500 --> 00:30:20.159 the topic

NOTE Confidence: 0.5805664

00:30:21.740 --> 00:30:22.240 and

NOTE Confidence: 0.9971517

00:30:23.565 --> 00:30:25.085 getting a sense for for

NOTE Confidence: 0.9971517

00:30:25.085 --> 00:30:25.585 students

NOTE Confidence: 0.5859375

00:30:27.085 --> 00:30:27.585 and

NOTE Confidence: 0.9941406

00:30:27.965 --> 00:30:28.465 publications

NOTE Confidence: 0.936203

00:30:28.765 --> 00:30:30.924 from PhD students before graduating.

NOTE Confidence: 0.936203

00:30:30.924 --> 00:30:32.285 So maybe the first one

NOTE Confidence: 0.936203

00:30:32.285 --> 00:30:33.565 is is what kind of

NOTE Confidence: 0.936203

00:30:33.565 --> 00:30:34.065 conferences  
NOTE Confidence: 0.99523926

00:30:34.365 --> 00:30:36.765 do our students typically go  
NOTE Confidence: 0.99523926

00:30:36.765 --> 00:30:37.265 to?  
NOTE Confidence: 0.99130857

00:30:40.620 --> 00:30:42.559 Anyone wanna share about that?  
NOTE Confidence: 0.9622803

00:30:46.300 --> 00:30:47.760 You know, large society  
NOTE Confidence: 0.94893974

00:30:48.220 --> 00:30:49.740 meetings, you know, the ASM  
NOTE Confidence: 0.94893974

00:30:49.740 --> 00:30:50.640 general meeting,  
NOTE Confidence: 0.97828436

00:30:52.220 --> 00:30:53.715 you know, there's a big,  
NOTE Confidence: 0.97828436

00:30:53.875 --> 00:30:55.235 I know, virology meeting. A  
NOTE Confidence: 0.97828436

00:30:55.235 --> 00:30:56.434 lot of the virology students  
NOTE Confidence: 0.97828436

00:30:56.434 --> 00:30:57.495 go to each year.  
NOTE Confidence: 0.9779541

00:30:57.955 --> 00:30:59.495 The Cold Spring Harbor meetings.  
NOTE Confidence: 0.9779541

00:30:59.554 --> 00:31:00.835 Cold Spring Harbor is very  
NOTE Confidence: 0.9779541

00:31:00.835 --> 00:31:01.955 accessible to here, so a  
NOTE Confidence: 0.9779541

00:31:01.955 --> 00:31:03.414 lot of people go to,  
NOTE Confidence: 0.99433595

00:31:04.195 --> 00:31:05.635 meetings at Cold Spring Harbor

NOTE Confidence: 0.99433595

00:31:05.635 --> 00:31:07.335 that are related to their,

NOTE Confidence: 0.9995117

00:31:07.875 --> 00:31:08.855 field of study.

NOTE Confidence: 0.9517144

00:31:10.100 --> 00:31:12.020 The Gordon Research Conferences are

NOTE Confidence: 0.9517144

00:31:12.020 --> 00:31:13.160 are a very popular

NOTE Confidence: 0.98015803

00:31:13.860 --> 00:31:16.040 series and and very diverse,

NOTE Confidence: 0.98015803

00:31:16.100 --> 00:31:17.940 so there's always subject areas

NOTE Confidence: 0.98015803

00:31:17.940 --> 00:31:18.100 that,

NOTE Confidence: 0.9789734

00:31:20.100 --> 00:31:21.540 you know, are within the

NOTE Confidence: 0.9789734

00:31:21.540 --> 00:31:22.420 scope of what we do

NOTE Confidence: 0.9789734

00:31:22.420 --> 00:31:23.700 here in the Gordon Research

NOTE Confidence: 0.9789734

00:31:23.700 --> 00:31:24.200 Conferences,

NOTE Confidence: 0.96160334

00:31:26.125 --> 00:31:27.405 as well as, you know,

NOTE Confidence: 0.96160334

00:31:27.405 --> 00:31:29.905 smaller workshops and and international

NOTE Confidence: 0.96160334

00:31:30.045 --> 00:31:30.545 meetings.

NOTE Confidence: 0.96208113

00:31:32.445 --> 00:31:33.725 I think our students are

NOTE Confidence: 0.96208113

00:31:33.725 --> 00:31:35.165 well represented at at a  
NOTE Confidence: 0.96208113

00:31:35.165 --> 00:31:36.445 lot of these meetings and  
NOTE Confidence: 0.96208113

00:31:36.445 --> 00:31:37.745 and are often selected,  
NOTE Confidence: 0.9967448

00:31:39.059 --> 00:31:40.039 as, you know,  
NOTE Confidence: 0.9980469

00:31:40.340 --> 00:31:42.039 speakers for ten minute talks.  
NOTE Confidence: 0.9880371

00:31:44.500 --> 00:31:45.320 Thank you.  
NOTE Confidence: 0.9890747

00:31:45.940 --> 00:31:46.919 We have a question.  
NOTE Confidence: 0.9971354

00:31:47.460 --> 00:31:48.179 I'm not sure how well  
NOTE Confidence: 0.9971354

00:31:48.179 --> 00:31:49.140 we can answer this, but  
NOTE Confidence: 0.9971354

00:31:49.140 --> 00:31:51.080 someone asked about the competitiveness  
NOTE Confidence: 1

00:31:51.539 --> 00:31:52.520 for this application.  
NOTE Confidence: 0.96987915

00:31:53.765 --> 00:31:54.725 I think what I can  
NOTE Confidence: 0.96987915

00:31:54.725 --> 00:31:55.925 say there is,  
NOTE Confidence: 0.92041016

00:31:57.045 --> 00:31:57.545 that,  
NOTE Confidence: 0.99902344

00:31:58.805 --> 00:31:59.305 we  
NOTE Confidence: 0.99031067

00:31:59.925 --> 00:32:00.965 well, first thing I can

NOTE Confidence: 0.99031067

00:32:00.965 --> 00:32:02.565 say is that we do

NOTE Confidence: 0.99031067

00:32:02.565 --> 00:32:04.425 have the possibility of offering

NOTE Confidence: 0.99031067

00:32:04.485 --> 00:32:04.985 multiple,

NOTE Confidence: 0.90771484

00:32:05.605 --> 00:32:06.105 positions,

NOTE Confidence: 0.9539462

00:32:07.510 --> 00:32:08.710 and that will again depend

NOTE Confidence: 0.9539462

00:32:08.710 --> 00:32:10.230 on on the applications we

NOTE Confidence: 0.9539462

00:32:10.230 --> 00:32:10.730 get.

NOTE Confidence: 0.9827881

00:32:11.190 --> 00:32:12.550 So there there, again, there

NOTE Confidence: 0.9827881

00:32:12.550 --> 00:32:13.430 may be more than one

NOTE Confidence: 0.9827881

00:32:13.750 --> 00:32:15.610 even within this microbial pathogenesis

NOTE Confidence: 0.9827881

00:32:15.830 --> 00:32:17.270 search, there may be the

NOTE Confidence: 0.9827881

00:32:17.270 --> 00:32:19.110 possibility of of offering more

NOTE Confidence: 0.9827881

00:32:19.110 --> 00:32:20.170 than one person

NOTE Confidence: 0.961263

00:32:22.034 --> 00:32:23.015 a job offer.

NOTE Confidence: 0.99069554

00:32:23.715 --> 00:32:25.635 Every application will be read

NOTE Confidence: 0.99069554

00:32:25.635 --> 00:32:27.655 by multiple members of,  
NOTE Confidence: 0.98828125

00:32:28.674 --> 00:32:29.875 of the search committee as  
NOTE Confidence: 0.98828125

00:32:29.875 --> 00:32:30.375 well.  
NOTE Confidence: 0.89575195

00:32:30.914 --> 00:32:32.054 And oftentimes,  
NOTE Confidence: 0.99857587

00:32:32.835 --> 00:32:34.375 when we do this initial  
NOTE Confidence: 0.99857587

00:32:34.515 --> 00:32:35.015 review,  
NOTE Confidence: 0.93603516

00:32:36.320 --> 00:32:38.560 if there's any applications where  
NOTE Confidence: 0.93603516

00:32:38.560 --> 00:32:40.340 even if one committee member,  
NOTE Confidence: 0.992513

00:32:41.600 --> 00:32:43.760 was was less enthusiastic, if  
NOTE Confidence: 0.992513

00:32:43.760 --> 00:32:45.140 there's a split score,  
NOTE Confidence: 0.9916585

00:32:45.440 --> 00:32:46.560 we'll take the time as  
NOTE Confidence: 0.9916585

00:32:46.560 --> 00:32:47.680 a group to discuss the  
NOTE Confidence: 0.9916585

00:32:47.680 --> 00:32:48.980 application, together.  
NOTE Confidence: 0.94901216

00:32:49.895 --> 00:32:51.174 So your application will be  
NOTE Confidence: 0.94901216

00:32:51.174 --> 00:32:53.255 looked at, very carefully, again,  
NOTE Confidence: 0.94901216

00:32:53.255 --> 00:32:54.554 by multiple people,

NOTE Confidence: 0.9641113  
00:32:55.015 --> 00:32:56.154 on the search committee,  
NOTE Confidence: 0.98986816  
00:32:57.335 --> 00:32:58.855 and and we also do  
NOTE Confidence: 0.98986816  
00:32:58.855 --> 00:32:59.735 have the at least the  
NOTE Confidence: 0.98986816  
00:32:59.735 --> 00:33:01.995 possibility of offering multiple,  
NOTE Confidence: 1  
00:33:02.615 --> 00:33:04.054 positions out of this one  
NOTE Confidence: 1  
00:33:04.054 --> 00:33:04.554 search.  
NOTE Confidence: 0.88590497  
00:33:06.330 --> 00:33:07.230 The next question,  
NOTE Confidence: 0.87605345  
00:33:08.330 --> 00:33:09.290 maybe I'll ask one of  
NOTE Confidence: 0.87605345  
00:33:09.290 --> 00:33:10.750 my panelists, maybe multiple  
NOTE Confidence: 0.92993164  
00:33:11.050 --> 00:33:12.590 panelists to comment on,  
NOTE Confidence: 0.9834595  
00:33:13.130 --> 00:33:15.530 is, talking about resources for  
NOTE Confidence: 0.9834595  
00:33:15.530 --> 00:33:16.990 junior faculty support  
NOTE Confidence: 0.9982422  
00:33:17.290 --> 00:33:18.990 in terms of career development,  
NOTE Confidence: 0.8514404  
00:33:19.635 --> 00:33:21.415 NIH funding, and mentoring.  
NOTE Confidence: 0.98054725  
00:33:24.115 --> 00:33:25.635 Maybe I'll kind of start  
NOTE Confidence: 0.98054725

00:33:25.635 --> 00:33:27.075 from my perspective as as  
NOTE Confidence: 0.98054725

00:33:27.075 --> 00:33:29.095 chair, that I I consider,  
NOTE Confidence: 0.98054725

00:33:29.155 --> 00:33:31.015 you know, mentoring junior faculty  
NOTE Confidence: 0.98054725

00:33:31.075 --> 00:33:32.275 to be a main part  
NOTE Confidence: 0.98054725

00:33:32.275 --> 00:33:33.175 of my job.  
NOTE Confidence: 0.957266

00:33:34.300 --> 00:33:35.820 And when junior faculty come  
NOTE Confidence: 0.957266

00:33:35.820 --> 00:33:38.060 in, we establish mentoring committees  
NOTE Confidence: 0.957266

00:33:38.060 --> 00:33:38.960 within the department,  
NOTE Confidence: 0.95751953

00:33:39.900 --> 00:33:41.680 that meet with new faculty  
NOTE Confidence: 0.95751953

00:33:41.740 --> 00:33:42.960 on a regular basis,  
NOTE Confidence: 0.986084

00:33:43.580 --> 00:33:45.100 to give guidance on all  
NOTE Confidence: 0.986084

00:33:45.100 --> 00:33:46.460 of the challenges that come  
NOTE Confidence: 0.986084

00:33:46.460 --> 00:33:47.420 up when you start a  
NOTE Confidence: 0.986084

00:33:47.420 --> 00:33:48.480 lab anywhere,  
NOTE Confidence: 0.93221027

00:33:48.975 --> 00:33:50.595 including writing grants,  
NOTE Confidence: 0.99902344

00:33:51.934 --> 00:33:53.635 and building your lab.

NOTE Confidence: 0.96643066

00:33:54.655 --> 00:33:56.355 In addition, there is,

NOTE Confidence: 0.9272949

00:33:57.375 --> 00:33:58.515 at the school of medicine,

NOTE Confidence: 0.8387044

00:33:59.215 --> 00:33:59.715 there's,

NOTE Confidence: 0.9684393

00:34:00.575 --> 00:34:02.710 a cohort of junior faculty

NOTE Confidence: 0.9684393

00:34:02.710 --> 00:34:03.909 across the school of medicine

NOTE Confidence: 0.9684393

00:34:03.909 --> 00:34:05.510 that in basic science that

NOTE Confidence: 0.9684393

00:34:05.510 --> 00:34:06.549 kinda come in around the

NOTE Confidence: 0.9684393

00:34:06.549 --> 00:34:07.210 same time

NOTE Confidence: 0.977946

00:34:08.070 --> 00:34:09.910 and, connect together to talk

NOTE Confidence: 0.977946

00:34:09.910 --> 00:34:11.130 with each other about,

NOTE Confidence: 0.97596115

00:34:12.310 --> 00:34:14.230 challenges and opportunities in starting

NOTE Confidence: 0.97596115

00:34:14.230 --> 00:34:15.375 a new lab. So there's

NOTE Confidence: 0.97596115

00:34:15.614 --> 00:34:17.135 both peer mentoring as well

NOTE Confidence: 0.97596115

00:34:17.135 --> 00:34:18.435 as faculty mentoring,

NOTE Confidence: 0.9889323

00:34:19.055 --> 00:34:20.175 going on in in the

NOTE Confidence: 0.9889323

00:34:20.175 --> 00:34:20.675 department.  
NOTE Confidence: 0.9666341

00:34:21.295 --> 00:34:22.675 I often read,  
NOTE Confidence: 0.99853516

00:34:23.135 --> 00:34:23.955 grant applications  
NOTE Confidence: 0.9996745

00:34:24.335 --> 00:34:25.555 from junior faculty  
NOTE Confidence: 0.96706814

00:34:25.935 --> 00:34:27.295 as well to provide a  
NOTE Confidence: 0.96706814

00:34:27.295 --> 00:34:28.835 perspective and and guidance.  
NOTE Confidence: 0.93046063

00:34:30.350 --> 00:34:31.710 And then we also have  
NOTE Confidence: 0.93046063

00:34:31.710 --> 00:34:33.070 what we call faculty research  
NOTE Confidence: 0.93046063

00:34:33.070 --> 00:34:33.810 in progress,  
NOTE Confidence: 1

00:34:34.510 --> 00:34:35.010 talks  
NOTE Confidence: 0.9837821

00:34:35.310 --> 00:34:36.590 within the department. These are  
NOTE Confidence: 0.9837821

00:34:36.590 --> 00:34:37.570 faculty only,  
NOTE Confidence: 0.9803245

00:34:38.350 --> 00:34:40.350 and it's time where everyone  
NOTE Confidence: 0.9803245

00:34:40.350 --> 00:34:41.390 in all the faculty in  
NOTE Confidence: 0.9803245

00:34:41.390 --> 00:34:43.075 the department are really focused  
NOTE Confidence: 0.9803245

00:34:43.075 --> 00:34:44.435 on your research and using

NOTE Confidence: 0.9803245

00:34:44.435 --> 00:34:45.255 their experience,

NOTE Confidence: 0.9841797

00:34:45.635 --> 00:34:47.475 on study section and writing

NOTE Confidence: 0.9841797

00:34:47.475 --> 00:34:49.315 grants themselves to provide guidance,

NOTE Confidence: 0.97073185

00:34:49.795 --> 00:34:50.675 and that can be a

NOTE Confidence: 0.97073185

00:34:50.675 --> 00:34:52.355 very helpful way also for

NOTE Confidence: 0.97073185

00:34:52.355 --> 00:34:53.955 getting support on these kinds

NOTE Confidence: 0.97073185

00:34:53.955 --> 00:34:54.535 of things.

NOTE Confidence: 0.97924805

00:34:55.809 --> 00:34:57.829 Other panelists wanna comment on,

NOTE Confidence: 0.9980469

00:34:59.329 --> 00:34:59.829 resources

NOTE Confidence: 0.89172363

00:35:00.290 --> 00:35:01.670 and practices at Yale?

NOTE Confidence: 0.98482573

00:35:02.450 --> 00:35:03.329 I'd just like to point

NOTE Confidence: 0.98482573

00:35:03.329 --> 00:35:04.450 out, Andy, that we have

NOTE Confidence: 0.98482573

00:35:04.450 --> 00:35:05.829 a mandatory requirement

NOTE Confidence: 0.9995117

00:35:06.130 --> 00:35:06.869 for all

NOTE Confidence: 0.9485603

00:35:07.505 --> 00:35:09.745 PIs, including existing PIs if

NOTE Confidence: 0.9485603

00:35:09.745 --> 00:35:11.585 they haven't taken the the  
NOTE Confidence: 0.9485603

00:35:11.585 --> 00:35:12.085 mentoring  
NOTE Confidence: 0.967041

00:35:12.625 --> 00:35:13.125 workshop,  
NOTE Confidence: 0.9899414

00:35:13.985 --> 00:35:15.445 that they must now complete,  
NOTE Confidence: 0.9995117

00:35:16.705 --> 00:35:17.364 a Yale  
NOTE Confidence: 0.9688721

00:35:17.825 --> 00:35:20.065 sponsored mentoring workshop, which I  
NOTE Confidence: 0.9688721

00:35:20.065 --> 00:35:21.605 think there's something like eight  
NOTE Confidence: 0.9937134

00:35:22.080 --> 00:35:23.620 sessions over a semester,  
NOTE Confidence: 0.98494464

00:35:24.880 --> 00:35:26.640 that was developed by the  
NOTE Confidence: 0.98494464

00:35:26.640 --> 00:35:27.140 National  
NOTE Confidence: 0.92578125

00:35:27.520 --> 00:35:29.060 Mentoring Research Network.  
NOTE Confidence: 0.91414386

00:35:30.000 --> 00:35:31.060 And our our,  
NOTE Confidence: 0.98859197

00:35:33.040 --> 00:35:34.480 instructors in this have been  
NOTE Confidence: 0.98859197

00:35:34.480 --> 00:35:36.080 been trained through the this  
NOTE Confidence: 0.98859197

00:35:36.080 --> 00:35:36.580 organization.  
NOTE Confidence: 0.9984131

00:35:38.154 --> 00:35:39.674 So all of the all

NOTE Confidence: 0.9984131  
00:35:39.674 --> 00:35:40.575 of the PIs  
NOTE Confidence: 0.9966472  
00:35:40.954 --> 00:35:42.734 have to complete this mentoring,  
NOTE Confidence: 0.9921875  
00:35:43.515 --> 00:35:44.015 workshop,  
NOTE Confidence: 0.9684361  
00:35:45.035 --> 00:35:46.394 in order to take PhD  
NOTE Confidence: 0.9684361  
00:35:46.394 --> 00:35:47.375 graduate students.  
NOTE Confidence: 0.9790039  
00:35:48.795 --> 00:35:49.295 And  
NOTE Confidence: 0.9539446  
00:35:50.109 --> 00:35:51.469 it's offered free of charge.  
NOTE Confidence: 0.9539446  
00:35:51.469 --> 00:35:52.290 And and  
NOTE Confidence: 0.98162436  
00:35:52.750 --> 00:35:54.270 on a on a semester  
NOTE Confidence: 0.98162436  
00:35:54.430 --> 00:35:55.950 each semester, we offer it  
NOTE Confidence: 0.98162436  
00:35:55.950 --> 00:35:58.290 to the new investigator. So  
NOTE Confidence: 0.9053548  
00:35:58.670 --> 00:35:59.790 you do get you do  
NOTE Confidence: 0.9053548  
00:35:59.790 --> 00:36:00.290 get,  
NOTE Confidence: 0.99970704  
00:36:01.550 --> 00:36:03.089 mentoring on being a mentor.  
NOTE Confidence: 0.83935547  
00:36:06.944 --> 00:36:07.844 Other comments?  
NOTE Confidence: 0.953125

00:36:09.585 --> 00:36:10.885 Yeah. The I think that  
NOTE Confidence: 0.953125

00:36:10.944 --> 00:36:12.065 all those things sort of  
NOTE Confidence: 0.953125

00:36:12.065 --> 00:36:12.625 cover it.  
NOTE Confidence: 0.9362305

00:36:13.585 --> 00:36:14.704 You know, I when I  
NOTE Confidence: 0.9362305

00:36:14.704 --> 00:36:16.545 was very first started, I,  
NOTE Confidence: 0.9895935

00:36:17.280 --> 00:36:18.960 actually, Yale paid for me  
NOTE Confidence: 0.9895935

00:36:18.960 --> 00:36:19.860 to go to  
NOTE Confidence: 0.9824707

00:36:20.400 --> 00:36:22.340 a two day intensive mentoring  
NOTE Confidence: 0.95751953

00:36:23.520 --> 00:36:24.020 workshop,  
NOTE Confidence: 0.990627

00:36:24.480 --> 00:36:25.760 that was overnight in a  
NOTE Confidence: 0.990627

00:36:25.760 --> 00:36:27.460 nearby town called Old Saybrook.  
NOTE Confidence: 0.990627

00:36:27.600 --> 00:36:29.120 And, you know, I still  
NOTE Confidence: 0.990627

00:36:29.120 --> 00:36:30.894 rely on the lessons that  
NOTE Confidence: 0.990627

00:36:30.894 --> 00:36:32.255 I learned from that. And,  
NOTE Confidence: 0.990627

00:36:32.654 --> 00:36:33.214 this is one of the  
NOTE Confidence: 0.990627

00:36:33.214 --> 00:36:34.015 things that, you know, when

NOTE Confidence: 0.990627  
00:36:34.015 --> 00:36:35.315 you're first beginning, you don't  
NOTE Confidence: 0.94800866  
00:36:35.775 --> 00:36:36.974 you don't really know how  
NOTE Confidence: 0.94800866  
00:36:36.974 --> 00:36:37.934 to manage, and you're really  
NOTE Confidence: 0.94800866  
00:36:38.015 --> 00:36:39.055 you know, I think it's  
NOTE Confidence: 0.94800866  
00:36:39.055 --> 00:36:40.094 a big challenge, and I  
NOTE Confidence: 0.94800866  
00:36:40.094 --> 00:36:40.974 think that Yale,  
NOTE Confidence: 0.9960363  
00:36:41.775 --> 00:36:43.135 acknowledges that it's a challenge  
NOTE Confidence: 0.9960363  
00:36:43.135 --> 00:36:44.335 and and really works to  
NOTE Confidence: 0.9960363  
00:36:44.335 --> 00:36:45.214 to help you out as  
NOTE Confidence: 0.9960363  
00:36:45.214 --> 00:36:45.875 an assistant  
NOTE Confidence: 0.9916548  
00:36:46.730 --> 00:36:48.089 professor. I and in terms  
NOTE Confidence: 0.9916548  
00:36:48.089 --> 00:36:49.130 of getting funding, you know,  
NOTE Confidence: 0.9916548  
00:36:49.130 --> 00:36:49.630 I,  
NOTE Confidence: 0.9555738  
00:36:50.890 --> 00:36:52.010 you know, I sat in  
NOTE Confidence: 0.9555738  
00:36:52.010 --> 00:36:53.690 in Jorge Galan's office for  
NOTE Confidence: 0.9555738

00:36:53.690 --> 00:36:55.210 many many times with my  
NOTE Confidence: 0.9555738

00:36:55.210 --> 00:36:56.489 r o one sort of  
NOTE Confidence: 0.9555738

00:36:56.489 --> 00:36:58.329 splayed open, and, you know,  
NOTE Confidence: 0.9555738

00:36:58.329 --> 00:36:59.770 we really went into it,  
NOTE Confidence: 0.9555738

00:37:00.010 --> 00:37:01.230 and really and  
NOTE Confidence: 0.9156087

00:37:01.725 --> 00:37:03.185 enormous, very detailed,  
NOTE Confidence: 0.9514567

00:37:04.125 --> 00:37:05.725 you know, discussions, and it  
NOTE Confidence: 0.9514567

00:37:05.725 --> 00:37:06.125 was,  
NOTE Confidence: 0.9927734

00:37:06.525 --> 00:37:08.925 incredibly helpful. And, you know,  
NOTE Confidence: 0.9927734

00:37:08.925 --> 00:37:09.885 I it was really through  
NOTE Confidence: 0.9927734

00:37:09.885 --> 00:37:11.005 those discussions that I was  
NOTE Confidence: 0.9927734

00:37:11.005 --> 00:37:12.205 able to to get my  
NOTE Confidence: 0.9927734

00:37:12.205 --> 00:37:13.325 first r o one. So,  
NOTE Confidence: 0.9938558

00:37:13.885 --> 00:37:15.405 I think the the, you  
NOTE Confidence: 0.9938558

00:37:15.405 --> 00:37:15.905 know,  
NOTE Confidence: 0.9984267

00:37:16.680 --> 00:37:18.280 the desire and the ability

NOTE Confidence: 0.9984267  
00:37:18.280 --> 00:37:19.239 here is to help,  
NOTE Confidence: 0.99243164  
00:37:19.640 --> 00:37:20.540 new professors,  
NOTE Confidence: 0.9996582  
00:37:21.560 --> 00:37:22.440 you know, get the things  
NOTE Confidence: 0.9996582  
00:37:22.440 --> 00:37:23.579 that they need to succeed.  
NOTE Confidence: 0.9240683  
00:37:25.000 --> 00:37:26.119 I'll add on to that.  
NOTE Confidence: 0.9240683  
00:37:26.119 --> 00:37:27.160 You know, when I just  
NOTE Confidence: 0.9240683  
00:37:27.160 --> 00:37:28.760 came, I have this feeling  
NOTE Confidence: 0.9240683  
00:37:28.760 --> 00:37:29.880 that, at that time, it  
NOTE Confidence: 0.9240683  
00:37:29.880 --> 00:37:31.305 was doctor Jorge Golang as  
NOTE Confidence: 0.9240683  
00:37:31.305 --> 00:37:32.825 the chair. What the feeling  
NOTE Confidence: 0.9240683  
00:37:32.825 --> 00:37:33.785 he gave me is that  
NOTE Confidence: 0.9240683  
00:37:33.785 --> 00:37:34.825 if I'm not able to  
NOTE Confidence: 0.9240683  
00:37:34.825 --> 00:37:36.185 tenure, he will feel very,  
NOTE Confidence: 0.9240683  
00:37:36.185 --> 00:37:37.385 very sorry. So this is  
NOTE Confidence: 0.9240683  
00:37:37.385 --> 00:37:38.744 a department that in the  
NOTE Confidence: 0.9240683

00:37:38.744 --> 00:37:39.945 very first year, he will  
NOTE Confidence: 0.9240683

00:37:39.945 --> 00:37:41.464 keep asking me, actually, do  
NOTE Confidence: 0.9240683

00:37:41.464 --> 00:37:42.185 you need this? Do you  
NOTE Confidence: 0.9240683

00:37:42.185 --> 00:37:43.065 need that? I can do  
NOTE Confidence: 0.9240683

00:37:43.065 --> 00:37:44.105 this. Do you want this?  
NOTE Confidence: 0.9240683

00:37:44.105 --> 00:37:45.330 Do you want that? This  
NOTE Confidence: 0.9240683

00:37:45.330 --> 00:37:46.530 is a department that you're  
NOTE Confidence: 0.9240683

00:37:46.530 --> 00:37:47.730 trying all the best to  
NOTE Confidence: 0.9240683

00:37:47.730 --> 00:37:48.930 support us to to grow,  
NOTE Confidence: 0.9240683

00:37:48.930 --> 00:37:50.210 and I really enjoy this.  
NOTE Confidence: 0.9240683

00:37:50.210 --> 00:37:51.590 And second, for the faculty  
NOTE Confidence: 0.9240683

00:37:51.650 --> 00:37:53.810 faculty mentoring committee, you are  
NOTE Confidence: 0.9240683

00:37:53.810 --> 00:37:55.330 not assigned with someone. You  
NOTE Confidence: 0.9240683

00:37:55.330 --> 00:37:56.690 find someone, which I found.  
NOTE Confidence: 0.9240683

00:37:56.690 --> 00:37:57.970 For example, I found an  
NOTE Confidence: 0.9240683

00:37:57.970 --> 00:37:59.410 HIV person and and actually

NOTE Confidence: 0.9240683  
00:37:59.410 --> 00:38:00.825 doctor Craig Roy works on  
NOTE Confidence: 0.9240683  
00:38:01.224 --> 00:38:02.344 having nothing to do with  
NOTE Confidence: 0.9240683  
00:38:02.344 --> 00:38:03.625 HIV, but he gave me  
NOTE Confidence: 0.9240683  
00:38:03.625 --> 00:38:04.844 such, wonderful  
NOTE Confidence: 0.89649963  
00:38:05.145 --> 00:38:06.825 advice career advices that I'm  
NOTE Confidence: 0.89649963  
00:38:06.825 --> 00:38:08.344 still talking to him, like,  
NOTE Confidence: 0.89649963  
00:38:08.344 --> 00:38:09.385 like, every week and very  
NOTE Confidence: 0.89649963  
00:38:09.385 --> 00:38:09.885 frequently.  
NOTE Confidence: 0.9041409  
00:38:10.185 --> 00:38:11.145 And I also reach out  
NOTE Confidence: 0.9041409  
00:38:11.145 --> 00:38:12.425 to other faculties at Yale  
NOTE Confidence: 0.9041409  
00:38:12.425 --> 00:38:13.385 such as doctor Joe Craft,  
NOTE Confidence: 0.9041409  
00:38:13.385 --> 00:38:15.239 Immuno Biology. There's no limit.  
NOTE Confidence: 0.9041409  
00:38:15.400 --> 00:38:17.000 And people are all very  
NOTE Confidence: 0.9041409  
00:38:17.000 --> 00:38:18.119 willing to help, and I  
NOTE Confidence: 0.9041409  
00:38:18.119 --> 00:38:19.640 really enjoy, like, working with  
NOTE Confidence: 0.9041409

00:38:19.640 --> 00:38:20.140 me.  
NOTE Confidence: 0.9814453

00:38:22.440 --> 00:38:23.420 We have a question,  
NOTE Confidence: 0.95703125

00:38:24.760 --> 00:38:25.260 about,  
NOTE Confidence: 0.99811345

00:38:25.640 --> 00:38:27.340 whether it's possible to submit  
NOTE Confidence: 0.99811345

00:38:27.400 --> 00:38:29.239 more than three letters of  
NOTE Confidence: 0.99811345

00:38:29.239 --> 00:38:29.739 reference.  
NOTE Confidence: 0.9994141

00:38:30.355 --> 00:38:32.855 I think the form is  
NOTE Confidence: 0.9790527

00:38:33.795 --> 00:38:35.815 is set for only three.  
NOTE Confidence: 0.99749756

00:38:37.075 --> 00:38:38.855 And depending on the situation,  
NOTE Confidence: 0.99749756

00:38:38.995 --> 00:38:40.055 you know, one  
NOTE Confidence: 0.97614396

00:38:40.594 --> 00:38:42.035 one path there is to  
NOTE Confidence: 0.97614396

00:38:42.035 --> 00:38:43.299 just select the three who  
NOTE Confidence: 0.97614396

00:38:43.299 --> 00:38:44.099 would best be able to  
NOTE Confidence: 0.97614396

00:38:44.099 --> 00:38:45.780 comment on you and your  
NOTE Confidence: 0.97614396

00:38:45.780 --> 00:38:46.280 work.  
NOTE Confidence: 0.96324575

00:38:47.140 --> 00:38:49.219 If the advisers like, in

NOTE Confidence: 0.96324575  
00:38:49.219 --> 00:38:50.579 the case of multiple postdoc  
NOTE Confidence: 0.96324575  
00:38:50.579 --> 00:38:51.079 advisers,  
NOTE Confidence: 0.99902344  
00:38:51.700 --> 00:38:52.440 if they  
NOTE Confidence: 0.9971517  
00:38:52.739 --> 00:38:54.260 are if the project is  
NOTE Confidence: 0.9971517  
00:38:54.260 --> 00:38:55.859 collaborative and one of them  
NOTE Confidence: 0.9971517  
00:38:55.859 --> 00:38:56.599 can write  
NOTE Confidence: 0.99868774  
00:38:57.605 --> 00:38:58.565 on behalf of both of  
NOTE Confidence: 0.99868774  
00:38:58.565 --> 00:38:59.625 them, that's another  
NOTE Confidence: 0.9995117  
00:38:59.925 --> 00:39:00.425 possibility.  
NOTE Confidence: 0.997111  
00:39:01.925 --> 00:39:03.444 If there's truly no way  
NOTE Confidence: 0.997111  
00:39:03.444 --> 00:39:05.364 to identify which three can  
NOTE Confidence: 0.997111  
00:39:05.364 --> 00:39:06.585 best represent  
NOTE Confidence: 0.9616699  
00:39:06.964 --> 00:39:07.464 your,  
NOTE Confidence: 0.9920321  
00:39:09.045 --> 00:39:10.565 your work, and it's not  
NOTE Confidence: 0.9920321  
00:39:10.565 --> 00:39:11.844 possible to have one of  
NOTE Confidence: 0.9920321

00:39:11.844 --> 00:39:12.330 them  
NOTE Confidence: 0.9805201

00:39:13.610 --> 00:39:14.810 integrate comments from more than  
NOTE Confidence: 0.9805201

00:39:14.810 --> 00:39:16.010 one person, send me an  
NOTE Confidence: 0.9805201

00:39:16.010 --> 00:39:17.370 email, and we'll figure out  
NOTE Confidence: 0.9805201

00:39:17.370 --> 00:39:18.350 what to do there.  
NOTE Confidence: 0.9871297

00:39:22.650 --> 00:39:23.610 Now we have lots of  
NOTE Confidence: 0.9871297

00:39:23.610 --> 00:39:25.535 questions, so thank you. If  
NOTE Confidence: 0.9871297

00:39:25.535 --> 00:39:26.335 I don't get to your  
NOTE Confidence: 0.9871297

00:39:26.335 --> 00:39:28.835 question, please follow-up by email.  
NOTE Confidence: 0.90319824

00:39:32.975 --> 00:39:33.795 Let's see.  
NOTE Confidence: 0.9851074

00:39:34.175 --> 00:39:34.675 So,  
NOTE Confidence: 0.9998779

00:39:36.415 --> 00:39:37.795 there's a question about  
NOTE Confidence: 0.93896484

00:39:38.580 --> 00:39:39.480 funding opportunities,  
NOTE Confidence: 1

00:39:39.940 --> 00:39:40.440 institutional  
NOTE Confidence: 0.97631836

00:39:41.060 --> 00:39:43.320 or departmental funding opportunities available  
NOTE Confidence: 0.97631836

00:39:43.380 --> 00:39:43.880 for

NOTE Confidence: 0.87198895  
00:39:44.340 --> 00:39:45.560 new junior faculty.  
NOTE Confidence: 0.94154865  
00:39:46.580 --> 00:39:47.780 So we could maybe talk  
NOTE Confidence: 0.94154865  
00:39:47.780 --> 00:39:49.400 about the process, the internal  
NOTE Confidence: 0.94154865  
00:39:49.540 --> 00:39:50.440 grant process,  
NOTE Confidence: 0.98083496  
00:39:51.545 --> 00:39:52.285 for those,  
NOTE Confidence: 0.9877742  
00:39:52.905 --> 00:39:54.745 grant programs that the university  
NOTE Confidence: 0.9877742  
00:39:54.745 --> 00:39:55.545 can only put in one  
NOTE Confidence: 0.9877742  
00:39:55.545 --> 00:39:56.765 or two nominations.  
NOTE Confidence: 0.94417316  
00:39:58.745 --> 00:40:00.265 Anyone wanna talk about about  
NOTE Confidence: 0.94417316  
00:40:00.265 --> 00:40:00.765 that?  
NOTE Confidence: 0.9672038  
00:40:01.705 --> 00:40:02.905 Sure. So yeah. So in  
NOTE Confidence: 0.9672038  
00:40:02.905 --> 00:40:04.790 your first few years, there's  
NOTE Confidence: 0.9672038  
00:40:04.870 --> 00:40:05.590 you're gonna get a lot  
NOTE Confidence: 0.9672038  
00:40:05.590 --> 00:40:06.650 of emails about  
NOTE Confidence: 0.9980469  
00:40:06.950 --> 00:40:08.410 different junior faculty  
NOTE Confidence: 0.9658203

00:40:08.710 --> 00:40:09.210 awards,  
NOTE Confidence: 0.9866769

00:40:09.830 --> 00:40:11.350 many of which can only  
NOTE Confidence: 0.9866769

00:40:11.350 --> 00:40:12.090 have one,  
NOTE Confidence: 0.9771525

00:40:13.110 --> 00:40:14.550 person submitted from Yale. And  
NOTE Confidence: 0.9771525

00:40:14.550 --> 00:40:15.830 so there's actually an internal  
NOTE Confidence: 0.9771525

00:40:15.830 --> 00:40:16.570 Yale committee  
NOTE Confidence: 0.9862837

00:40:17.025 --> 00:40:19.025 that reads applications from all  
NOTE Confidence: 0.9862837

00:40:19.025 --> 00:40:20.405 over Yale and then selects  
NOTE Confidence: 0.9862837

00:40:20.464 --> 00:40:20.964 one,  
NOTE Confidence: 0.97450477

00:40:21.505 --> 00:40:23.265 maybe two, depending on the  
NOTE Confidence: 0.97450477

00:40:23.265 --> 00:40:24.164 the foundation,  
NOTE Confidence: 0.99902344

00:40:24.704 --> 00:40:26.464 to then go and compete  
NOTE Confidence: 0.99902344

00:40:26.464 --> 00:40:26.964 nationally.  
NOTE Confidence: 0.9916016

00:40:27.344 --> 00:40:28.724 So it's these are very,  
NOTE Confidence: 0.94521487

00:40:30.489 --> 00:40:32.150 you know, very simple applications.  
NOTE Confidence: 0.94521487

00:40:32.210 --> 00:40:33.590 Often, they're, like, two pages,

NOTE Confidence: 0.9609375  
00:40:34.210 --> 00:40:34.710 and,  
NOTE Confidence: 0.93648857  
00:40:35.330 --> 00:40:36.609 and our department, I think,  
NOTE Confidence: 0.93648857  
00:40:36.609 --> 00:40:37.650 has had a pretty good  
NOTE Confidence: 0.93648857  
00:40:37.650 --> 00:40:38.869 history of actually getting,  
NOTE Confidence: 0.99960935  
00:40:39.730 --> 00:40:40.869 quite a few of those.  
NOTE Confidence: 0.9785156  
00:40:42.050 --> 00:40:43.330 Yeah. So and then there's  
NOTE Confidence: 0.9785156  
00:40:43.489 --> 00:40:44.594 yeah. I I think that  
NOTE Confidence: 0.9785156  
00:40:44.594 --> 00:40:45.555 that pretty much covers it.  
NOTE Confidence: 0.9785156  
00:40:45.555 --> 00:40:47.075 There's other there's actually some  
NOTE Confidence: 0.9785156  
00:40:47.075 --> 00:40:48.594 internal funding for postdocs and  
NOTE Confidence: 0.9785156  
00:40:48.594 --> 00:40:49.635 things like that that actually  
NOTE Confidence: 0.9785156  
00:40:49.635 --> 00:40:50.355 is a,  
NOTE Confidence: 0.993042  
00:40:50.755 --> 00:40:51.495 new faculty,  
NOTE Confidence: 0.9671224  
00:40:52.114 --> 00:40:53.655 is quite helpful.  
NOTE Confidence: 0.97021484  
00:40:57.640 --> 00:40:58.940 And, you know, in addition,  
NOTE Confidence: 0.97021484

00:40:59.000 --> 00:41:00.840 in terms of internal funding,  
NOTE Confidence: 0.97021484

00:41:00.840 --> 00:41:01.340 the  
NOTE Confidence: 0.80895996

00:41:01.720 --> 00:41:02.300 you know,  
NOTE Confidence: 0.9989827

00:41:02.920 --> 00:41:04.280 our goal is really to  
NOTE Confidence: 0.9989827

00:41:04.280 --> 00:41:05.880 set up junior faculty to  
NOTE Confidence: 0.9989827

00:41:05.880 --> 00:41:06.620 be successful.  
NOTE Confidence: 0.92998046

00:41:07.880 --> 00:41:09.239 When we provide a start  
NOTE Confidence: 0.92998046

00:41:09.239 --> 00:41:10.780 up package, we think about,  
NOTE Confidence: 0.9872381

00:41:12.174 --> 00:41:13.934 what the candidate's goals are  
NOTE Confidence: 0.9872381

00:41:13.934 --> 00:41:15.214 in terms of developing their  
NOTE Confidence: 0.9872381

00:41:15.214 --> 00:41:15.714 lab,  
NOTE Confidence: 0.99902344

00:41:16.494 --> 00:41:16.994 and  
NOTE Confidence: 0.98492986

00:41:17.614 --> 00:41:18.894 especially in the first three  
NOTE Confidence: 0.98492986

00:41:18.894 --> 00:41:20.494 years. And the idea is  
NOTE Confidence: 0.98492986

00:41:20.494 --> 00:41:20.994 that,  
NOTE Confidence: 0.88464355

00:41:21.694 --> 00:41:22.674 that support,

NOTE Confidence: 0.98910755

00:41:24.094 --> 00:41:25.694 is will allow you to

NOTE Confidence: 0.98910755

00:41:25.694 --> 00:41:26.894 reach those goals for the

NOTE Confidence: 0.98910755

00:41:26.894 --> 00:41:28.170 first, three years

NOTE Confidence: 0.99108887

00:41:28.469 --> 00:41:29.290 of your,

NOTE Confidence: 0.9733887

00:41:30.870 --> 00:41:31.690 your time,

NOTE Confidence: 0.9732971

00:41:31.989 --> 00:41:33.510 as starting your lab. So

NOTE Confidence: 0.9732971

00:41:33.510 --> 00:41:34.489 that's a significant,

NOTE Confidence: 0.77685547

00:41:35.190 --> 00:41:35.690 initial,

NOTE Confidence: 0.9110785

00:41:38.150 --> 00:41:39.370 component of departmental,

NOTE Confidence: 0.9995117

00:41:39.910 --> 00:41:40.410 support.

NOTE Confidence: 0.8540261

00:41:41.694 --> 00:41:43.375 Certainly during COVID, the university

NOTE Confidence: 0.8540261

00:41:43.375 --> 00:41:44.355 and the school of medicine

NOTE Confidence: 0.8540261

00:41:44.414 --> 00:41:44.914 offered,

NOTE Confidence: 0.95751953

00:41:45.694 --> 00:41:47.694 faculty support specifically to junior

NOTE Confidence: 0.95751953

00:41:47.694 --> 00:41:48.194 faculty,

NOTE Confidence: 0.9970703

00:41:49.055 --> 00:41:49.555 to

NOTE Confidence: 0.90356445

00:41:51.375 --> 00:41:52.575 deal with the challenges that

NOTE Confidence: 0.90356445

00:41:52.575 --> 00:41:53.714 arose, during

NOTE Confidence: 0.9412164

00:41:54.015 --> 00:41:55.075 during the pandemic,

NOTE Confidence: 0.94392395

00:41:55.535 --> 00:41:56.850 and there's kind of a,

NOTE Confidence: 0.94392395

00:41:57.090 --> 00:41:58.550 there's also other,

NOTE Confidence: 0.98547363

00:41:59.170 --> 00:42:01.250 for example, programs for supporting

NOTE Confidence: 0.98547363

00:42:01.250 --> 00:42:03.270 a postdoc that are internal

NOTE Confidence: 0.9758504

00:42:03.730 --> 00:42:06.210 Yale supported programs that, multiple

NOTE Confidence: 0.9758504

00:42:06.210 --> 00:42:07.730 members of the department have

NOTE Confidence: 0.9758504

00:42:07.730 --> 00:42:08.550 have used.

NOTE Confidence: 0.9959717

00:42:11.995 --> 00:42:12.815 Let's see.

NOTE Confidence: 0.93955076

00:42:16.155 --> 00:42:17.855 There is a question about,

NOTE Confidence: 0.8770888

00:42:18.315 --> 00:42:19.295 I'm gonna paraphrase,

NOTE Confidence: 0.8791504

00:42:21.435 --> 00:42:22.815 you know, research program

NOTE Confidence: 1

00:42:23.435 --> 00:42:23.935 that

NOTE Confidence: 0.96435547  
00:42:24.719 --> 00:42:26.480 has implications in human health  
NOTE Confidence: 0.96435547  
00:42:26.480 --> 00:42:27.600 and disease but is not  
NOTE Confidence: 0.96435547  
00:42:27.600 --> 00:42:29.140 directly related to pathogenesis.  
NOTE Confidence: 0.90112305  
00:42:32.000 --> 00:42:32.640 I think I would I  
NOTE Confidence: 0.90112305  
00:42:32.640 --> 00:42:34.080 mean, without knowing the specifics,  
NOTE Confidence: 0.90112305  
00:42:34.080 --> 00:42:35.380 I would still encourage,  
NOTE Confidence: 1  
00:42:36.320 --> 00:42:37.380 encourage applications  
NOTE Confidence: 0.9995117  
00:42:37.680 --> 00:42:38.180 there.  
NOTE Confidence: 0.98564994  
00:42:38.505 --> 00:42:39.944 The department is focused on  
NOTE Confidence: 0.98564994  
00:42:39.944 --> 00:42:42.105 microbial pathogenesis, and that's, I  
NOTE Confidence: 0.98564994  
00:42:42.105 --> 00:42:43.305 think, an area that we  
NOTE Confidence: 0.98564994  
00:42:43.305 --> 00:42:44.525 provide key expertise,  
NOTE Confidence: 0.9985623  
00:42:45.065 --> 00:42:46.984 that interfaces with many other  
NOTE Confidence: 0.9985623  
00:42:46.984 --> 00:42:48.125 areas of the university.  
NOTE Confidence: 0.97735184  
00:42:48.904 --> 00:42:50.585 So, again, our focus is  
NOTE Confidence: 0.97735184

00:42:50.585 --> 00:42:52.285 on is on microbial pathogenesis,  
NOTE Confidence: 0.890408

00:42:53.150 --> 00:42:54.590 but also we're open minded  
NOTE Confidence: 0.890408

00:42:54.590 --> 00:42:55.890 in terms of of,  
NOTE Confidence: 1

00:42:56.989 --> 00:42:57.489 individual  
NOTE Confidence: 0.99902344

00:42:57.870 --> 00:42:58.370 applications.  
NOTE Confidence: 0.98221844

00:43:01.710 --> 00:43:02.750 There should be a bug,  
NOTE Confidence: 0.98221844

00:43:02.750 --> 00:43:03.250 though.  
NOTE Confidence: 0.99609375

00:43:05.150 --> 00:43:05.650 Yes.  
NOTE Confidence: 0.9535726

00:43:08.735 --> 00:43:10.815 No bug. Probably no no  
NOTE Confidence: 0.9535726

00:43:10.815 --> 00:43:11.315 go.  
NOTE Confidence: 0.8269043

00:43:12.094 --> 00:43:12.594 Yeah.  
NOTE Confidence: 0.96759903

00:43:16.175 --> 00:43:17.695 Here's a question about the  
NOTE Confidence: 0.96759903

00:43:17.695 --> 00:43:19.295 cover letter. You know, would  
NOTE Confidence: 0.96759903

00:43:19.295 --> 00:43:20.675 it be helpful to  
NOTE Confidence: 1

00:43:20.975 --> 00:43:21.475 highlight  
NOTE Confidence: 0.9935753

00:43:22.800 --> 00:43:24.560 examples of mentorship or service

NOTE Confidence: 0.9935753

00:43:24.560 --> 00:43:25.680 in the in the cover

NOTE Confidence: 0.9935753

00:43:25.680 --> 00:43:26.880 letter or what should be

NOTE Confidence: 0.9935753

00:43:26.880 --> 00:43:28.020 in the cover letter?

NOTE Confidence: 0.99395394

00:43:28.960 --> 00:43:30.480 Everyone here is members of

NOTE Confidence: 0.99395394

00:43:30.480 --> 00:43:31.680 the search committee. What do

NOTE Confidence: 0.99395394

00:43:31.680 --> 00:43:32.480 you look at in the

NOTE Confidence: 0.99395394

00:43:32.480 --> 00:43:33.300 cover letter?

NOTE Confidence: 0.9998372

00:43:33.840 --> 00:43:34.980 Any comments there?

NOTE Confidence: 0.97909546

00:43:37.844 --> 00:43:39.285 I typically don't read cover

NOTE Confidence: 0.97909546

00:43:39.285 --> 00:43:40.905 letters, so I

NOTE Confidence: 0.99397784

00:43:45.605 --> 00:43:46.665 just being honest.

NOTE Confidence: 0.9793213

00:43:49.580 --> 00:43:50.460 Yeah. I think the most

NOTE Confidence: 0.9793213

00:43:50.460 --> 00:43:51.980 important component of your application

NOTE Confidence: 0.9793213

00:43:51.980 --> 00:43:53.420 is your is your description

NOTE Confidence: 0.9793213

00:43:53.420 --> 00:43:54.960 of your future research plans.

NOTE Confidence: 0.98027885

00:43:55.340 --> 00:43:56.700 I think We're really yeah.

NOTE Confidence: 0.98027885

00:43:56.700 --> 00:43:58.000 We're really looking for

NOTE Confidence: 0.98348504

00:43:58.700 --> 00:44:00.460 your vision of what your

NOTE Confidence: 0.98348504

00:44:00.460 --> 00:44:01.660 lab would look like, and

NOTE Confidence: 0.98348504

00:44:01.660 --> 00:44:02.780 I think that shines through

NOTE Confidence: 0.98348504

00:44:02.780 --> 00:44:03.660 a lot more in the

NOTE Confidence: 0.98348504

00:44:04.035 --> 00:44:05.075 in that component of the

NOTE Confidence: 0.98348504

00:44:05.075 --> 00:44:06.674 application than in a cover

NOTE Confidence: 0.98348504

00:44:06.674 --> 00:44:07.174 letter.

NOTE Confidence: 0.8227539

00:44:08.594 --> 00:44:09.094 Yeah.

NOTE Confidence: 0.992157

00:44:09.714 --> 00:44:10.755 Yeah. I think writing a

NOTE Confidence: 0.992157

00:44:10.755 --> 00:44:11.655 clear and concise,

NOTE Confidence: 0.9963379

00:44:12.835 --> 00:44:14.535 research statement that kind

NOTE Confidence: 0.99934894

00:44:15.234 --> 00:44:16.375 of lays out

NOTE Confidence: 0.9998372

00:44:17.910 --> 00:44:18.969 what you've done

NOTE Confidence: 0.9872233

00:44:19.270 --> 00:44:20.390 and where you wanna go

NOTE Confidence: 0.9872233

00:44:20.390 --> 00:44:21.830 in the future and how

NOTE Confidence: 0.9872233

00:44:21.830 --> 00:44:22.810 that interfaces

NOTE Confidence: 0.96744794

00:44:23.750 --> 00:44:24.810 with the department.

NOTE Confidence: 0.9734497

00:44:26.390 --> 00:44:28.070 That's really in the first

NOTE Confidence: 0.9734497

00:44:28.070 --> 00:44:29.050 pass of applications,

NOTE Confidence: 0.99934894

00:44:30.594 --> 00:44:31.415 kind of what

NOTE Confidence: 0.9755371

00:44:31.795 --> 00:44:32.675 I think most of the

NOTE Confidence: 0.9755371

00:44:32.675 --> 00:44:34.275 reviewers look at. It's kind

NOTE Confidence: 0.9755371

00:44:34.275 --> 00:44:35.395 of like, what's this person

NOTE Confidence: 0.9755371

00:44:35.395 --> 00:44:36.755 done? What do they want

NOTE Confidence: 0.9755371

00:44:36.755 --> 00:44:38.114 to do? And how does

NOTE Confidence: 0.9755371

00:44:38.114 --> 00:44:39.895 that fit into our mission?

NOTE Confidence: 0.9243164

00:44:40.195 --> 00:44:40.695 And

NOTE Confidence: 0.9958496

00:44:43.599 --> 00:44:44.560 I I would add that

NOTE Confidence: 0.9958496

00:44:44.560 --> 00:44:45.760 when we get to the

NOTE Confidence: 0.9958496

00:44:45.760 --> 00:44:47.760 interview stage, there will be  
NOTE Confidence: 0.9958496

00:44:48.080 --> 00:44:48.960 you know, that's also an  
NOTE Confidence: 0.9958496

00:44:48.960 --> 00:44:50.480 opportunity to learn more about  
NOTE Confidence: 0.9958496

00:44:50.480 --> 00:44:50.980 your,  
NOTE Confidence: 0.9808594

00:44:51.920 --> 00:44:54.080 perspective on mentorship and and  
NOTE Confidence: 0.9808594

00:44:54.080 --> 00:44:55.875 experience, and that will include,  
NOTE Confidence: 0.9897868

00:44:56.575 --> 00:44:58.095 meetings with trainees in the  
NOTE Confidence: 0.9897868

00:44:58.095 --> 00:44:58.595 department.  
NOTE Confidence: 0.9798991

00:44:59.455 --> 00:45:00.515 And we do,  
NOTE Confidence: 0.98154294

00:45:00.975 --> 00:45:02.915 ask for their feedback too,  
NOTE Confidence: 1

00:45:03.695 --> 00:45:04.655 once we get to that  
NOTE Confidence: 1

00:45:04.655 --> 00:45:05.155 stage.  
NOTE Confidence: 0.99853516

00:45:07.535 --> 00:45:08.035 Okay.  
NOTE Confidence: 0.98254395

00:45:12.510 --> 00:45:14.130 There is a question  
NOTE Confidence: 0.88916016

00:45:17.390 --> 00:45:17.890 about,  
NOTE Confidence: 0.99902344

00:45:18.430 --> 00:45:19.010 you know,

NOTE Confidence: 1

00:45:19.630 --> 00:45:20.130 whether

NOTE Confidence: 0.9900124

00:45:20.750 --> 00:45:22.670 it's possible as a new

NOTE Confidence: 0.9900124

00:45:22.670 --> 00:45:24.989 faculty member to attract graduate

NOTE Confidence: 0.9900124

00:45:24.989 --> 00:45:25.489 students

NOTE Confidence: 0.9694824

00:45:25.875 --> 00:45:26.695 or postdocs?

NOTE Confidence: 0.99960935

00:45:30.835 --> 00:45:32.695 Graduate students love new labs

NOTE Confidence: 0.98489237

00:45:33.875 --> 00:45:34.995 to the point where I

NOTE Confidence: 0.98489237

00:45:34.995 --> 00:45:36.195 I often have to mentor

NOTE Confidence: 0.98489237

00:45:36.195 --> 00:45:37.795 new faculty that you don't

NOTE Confidence: 0.98489237

00:45:37.795 --> 00:45:39.060 need to take every graduate

NOTE Confidence: 0.98489237

00:45:39.060 --> 00:45:40.260 student that shows an interest

NOTE Confidence: 0.98489237

00:45:40.260 --> 00:45:41.219 in your lab and accept

NOTE Confidence: 0.98489237

00:45:41.219 --> 00:45:42.180 them into your lab. Take

NOTE Confidence: 0.98489237

00:45:42.180 --> 00:45:43.620 the ones that best fit

NOTE Confidence: 0.98489237

00:45:43.620 --> 00:45:44.360 your culture

NOTE Confidence: 0.9013672

00:45:44.820 --> 00:45:45.560 and best,  
NOTE Confidence: 0.993042

00:45:45.940 --> 00:45:46.600 you know,  
NOTE Confidence: 0.9401158

00:45:48.739 --> 00:45:49.700 show an interest in what  
NOTE Confidence: 0.9401158

00:45:49.700 --> 00:45:50.440 you're doing,  
NOTE Confidence: 0.9863281

00:45:51.300 --> 00:45:51.800 because  
NOTE Confidence: 0.9685872

00:45:52.660 --> 00:45:53.960 they will come  
NOTE Confidence: 0.97826195

00:45:55.114 --> 00:45:56.875 to you, and they like  
NOTE Confidence: 0.97826195

00:45:56.875 --> 00:45:58.315 new PIs. They like PIs  
NOTE Confidence: 0.97826195

00:45:58.315 --> 00:45:59.275 who are still working in  
NOTE Confidence: 0.97826195

00:45:59.275 --> 00:45:59.934 the lab.  
NOTE Confidence: 0.98779297

00:46:00.555 --> 00:46:01.535 And and,  
NOTE Confidence: 0.9989347

00:46:02.714 --> 00:46:03.755 I think some of the  
NOTE Confidence: 0.9989347

00:46:03.755 --> 00:46:05.675 biggest challenges for new PIs  
NOTE Confidence: 0.9989347

00:46:05.675 --> 00:46:06.175 here  
NOTE Confidence: 0.85791016

00:46:06.954 --> 00:46:08.094 are they  
NOTE Confidence: 0.99089444

00:46:08.650 --> 00:46:10.010 were desperate to have graduate

NOTE Confidence: 0.99089444

00:46:10.010 --> 00:46:11.290 students. They've taken three or

NOTE Confidence: 0.99089444

00:46:11.290 --> 00:46:12.730 four graduate students in the

NOTE Confidence: 0.99089444

00:46:12.730 --> 00:46:14.170 the the first two years,

NOTE Confidence: 0.99089444

00:46:14.170 --> 00:46:15.450 and now they're having problems

NOTE Confidence: 0.99089444

00:46:15.450 --> 00:46:16.110 with them

NOTE Confidence: 0.9614746

00:46:16.489 --> 00:46:18.190 because they didn't really select,

NOTE Confidence: 1

00:46:19.770 --> 00:46:20.270 appropriately.

NOTE Confidence: 0.9992327

00:46:21.755 --> 00:46:22.715 Getting them is not a

NOTE Confidence: 0.9992327

00:46:22.715 --> 00:46:23.935 problem. Yeah.

NOTE Confidence: 0.9702323

00:46:25.835 --> 00:46:26.955 Yeah. I think that's right.

NOTE Confidence: 0.9702323

00:46:26.955 --> 00:46:28.075 Yeah. We just our a

NOTE Confidence: 0.9702323

00:46:28.075 --> 00:46:29.435 brand new lab just started

NOTE Confidence: 0.9702323

00:46:29.435 --> 00:46:30.475 in our department, and she

NOTE Confidence: 0.9702323

00:46:30.475 --> 00:46:32.335 already has two graduate students

NOTE Confidence: 0.9702323

00:46:32.395 --> 00:46:33.355 that joined the first year.

NOTE Confidence: 0.9702323

00:46:33.355 --> 00:46:34.395 And I I had two  
NOTE Confidence: 0.9702323

00:46:34.395 --> 00:46:35.520 join my my first year  
NOTE Confidence: 0.9702323

00:46:35.520 --> 00:46:36.340 as well.  
NOTE Confidence: 0.9495605

00:46:36.880 --> 00:46:37.760 So they they come they  
NOTE Confidence: 0.9495605

00:46:37.760 --> 00:46:39.500 often come in pairs. It's  
NOTE Confidence: 0.99555665

00:46:39.920 --> 00:46:41.140 yeah. It's not a problem.  
NOTE Confidence: 0.9922363

00:46:42.000 --> 00:46:43.380 We have a question about,  
NOTE Confidence: 0.8927002

00:46:43.760 --> 00:46:44.660 joint appointments.  
NOTE Confidence: 0.9925537

00:46:46.239 --> 00:46:48.020 And is this possible  
NOTE Confidence: 0.9953613

00:46:48.400 --> 00:46:50.895 after establishing an independent lab?  
NOTE Confidence: 0.9954834

00:46:52.975 --> 00:46:54.335 Craig, maybe since you have  
NOTE Confidence: 0.9954834

00:46:54.335 --> 00:46:55.535 a secondary appointment, do you  
NOTE Confidence: 0.9954834

00:46:55.535 --> 00:46:56.575 wanna talk a little bit  
NOTE Confidence: 0.9954834

00:46:56.575 --> 00:46:57.955 about about that?  
NOTE Confidence: 0.9976074

00:46:59.055 --> 00:47:00.515 Sure. I mean, you know,  
NOTE Confidence: 0.9904175

00:47:01.055 --> 00:47:02.435 when I got here,

NOTE Confidence: 0.98679686

00:47:03.069 --> 00:47:04.190 you know, we were actually

NOTE Confidence: 0.98679686

00:47:04.349 --> 00:47:05.309 so so I was one

NOTE Confidence: 0.98679686

00:47:05.309 --> 00:47:06.349 of the founding members of

NOTE Confidence: 0.98679686

00:47:06.349 --> 00:47:07.869 this department, and and we

NOTE Confidence: 0.98679686

00:47:07.869 --> 00:47:09.890 originally started as three people.

NOTE Confidence: 0.9949273

00:47:10.430 --> 00:47:11.549 And we were really run

NOTE Confidence: 0.9949273

00:47:11.549 --> 00:47:12.609 out of cell biology.

NOTE Confidence: 0.90856934

00:47:13.230 --> 00:47:14.829 So this department was kinda

NOTE Confidence: 0.90856934

00:47:14.829 --> 00:47:15.329 formed,

NOTE Confidence: 1

00:47:16.395 --> 00:47:17.755 with the understanding that we

NOTE Confidence: 1

00:47:17.755 --> 00:47:18.335 need to

NOTE Confidence: 0.9996745

00:47:18.715 --> 00:47:20.635 develop a better understanding between

NOTE Confidence: 0.9996745

00:47:20.635 --> 00:47:21.135 how

NOTE Confidence: 1

00:47:21.835 --> 00:47:22.335 microbes

NOTE Confidence: 0.98295665

00:47:22.715 --> 00:47:23.995 interact with the host and

NOTE Confidence: 0.98295665

00:47:23.995 --> 00:47:25.675 and manipulate the cell biology  
NOTE Confidence: 0.98295665

00:47:25.675 --> 00:47:26.795 of the host. And cell  
NOTE Confidence: 0.98295665

00:47:26.795 --> 00:47:28.395 biology was really big on  
NOTE Confidence: 0.98295665

00:47:28.395 --> 00:47:28.895 bringing  
NOTE Confidence: 0.9789734

00:47:29.275 --> 00:47:30.475 bugs here because there were  
NOTE Confidence: 0.9789734

00:47:30.475 --> 00:47:31.455 no bug people.  
NOTE Confidence: 0.9781268

00:47:33.250 --> 00:47:34.529 And we didn't need any  
NOTE Confidence: 0.9781268

00:47:34.529 --> 00:47:36.130 sort of joint appointments to  
NOTE Confidence: 0.9781268

00:47:36.130 --> 00:47:38.450 get cell biology students or  
NOTE Confidence: 0.9781268

00:47:38.450 --> 00:47:39.730 or to interact with the  
NOTE Confidence: 0.9781268

00:47:39.730 --> 00:47:41.250 cell biologists, and I never  
NOTE Confidence: 0.9781268

00:47:41.250 --> 00:47:42.069 asked for  
NOTE Confidence: 0.9722005

00:47:42.529 --> 00:47:44.630 a joint appointment because administratively,  
NOTE Confidence: 0.97843856

00:47:46.075 --> 00:47:47.594 you know, what what was  
NOTE Confidence: 0.97843856

00:47:47.594 --> 00:47:48.875 the reason behind it? I  
NOTE Confidence: 0.97843856

00:47:48.875 --> 00:47:50.235 think you only want to

NOTE Confidence: 0.97843856  
00:47:50.235 --> 00:47:51.455 have a joint appointment.  
NOTE Confidence: 0.9824585  
00:47:52.235 --> 00:47:53.435 Or maybe sometimes you don't  
NOTE Confidence: 0.9824585  
00:47:53.435 --> 00:47:54.315 even want to have a  
NOTE Confidence: 0.9824585  
00:47:54.315 --> 00:47:55.755 joint appointment, but you're asked  
NOTE Confidence: 0.9824585  
00:47:55.755 --> 00:47:56.975 to be a joint appointee  
NOTE Confidence: 0.9614258  
00:47:57.755 --> 00:47:58.255 because  
NOTE Confidence: 0.9674072  
00:47:59.195 --> 00:48:00.575 you do will contribute  
NOTE Confidence: 0.99986047  
00:48:02.969 --> 00:48:04.330 towards the mission of that  
NOTE Confidence: 0.99986047  
00:48:04.330 --> 00:48:05.550 department in  
NOTE Confidence: 0.9633226  
00:48:06.010 --> 00:48:07.770 in in other ways. So  
NOTE Confidence: 0.9633226  
00:48:07.770 --> 00:48:09.130 for instance, I'm a joint  
NOTE Confidence: 0.9633226  
00:48:09.130 --> 00:48:10.270 appointee in immunobiology,  
NOTE Confidence: 1  
00:48:10.890 --> 00:48:11.630 which means  
NOTE Confidence: 0.9907498  
00:48:12.090 --> 00:48:13.530 I teach, you know, the  
NOTE Confidence: 0.9907498  
00:48:13.530 --> 00:48:14.030 immunobiology  
NOTE Confidence: 0.9995117

00:48:14.410 --> 00:48:15.390 course. I  
NOTE Confidence: 0.99986047

00:48:15.945 --> 00:48:17.145 participate in a lot of  
NOTE Confidence: 0.99986047

00:48:17.145 --> 00:48:18.125 the the  
NOTE Confidence: 0.9921875

00:48:18.505 --> 00:48:20.425 the the faculty activities within  
NOTE Confidence: 0.9921875

00:48:20.425 --> 00:48:20.925 that  
NOTE Confidence: 0.9731988

00:48:21.385 --> 00:48:22.344 department. But I was a  
NOTE Confidence: 0.9731988

00:48:22.344 --> 00:48:23.405 member of the immunobiology  
NOTE Confidence: 1

00:48:23.785 --> 00:48:25.385 graduate program for ten years  
NOTE Confidence: 1

00:48:25.385 --> 00:48:26.205 before they,  
NOTE Confidence: 0.9930908

00:48:26.585 --> 00:48:27.785 you know, offered me a  
NOTE Confidence: 0.9930908

00:48:27.785 --> 00:48:29.405 joint appointment, and I never,  
NOTE Confidence: 0.9729492

00:48:29.739 --> 00:48:31.440 you know, requested one because  
NOTE Confidence: 0.949941

00:48:31.820 --> 00:48:32.780 why do you wanna look  
NOTE Confidence: 0.949941

00:48:32.780 --> 00:48:33.739 for more work than you  
NOTE Confidence: 0.949941

00:48:33.739 --> 00:48:34.880 already have?  
NOTE Confidence: 0.98413086

00:48:36.300 --> 00:48:37.120 So so,

NOTE Confidence: 0.99753416

00:48:37.500 --> 00:48:38.540 you know, because of the

NOTE Confidence: 0.99753416

00:48:38.540 --> 00:48:40.960 umbrella program, because of the,

NOTE Confidence: 0.92301434

00:48:41.260 --> 00:48:43.364 you know, the lack of

NOTE Confidence: 0.92301434

00:48:43.364 --> 00:48:43.864 scientifically

NOTE Confidence: 0.9092407

00:48:44.325 --> 00:48:46.085 departmental lines are very meaningless

NOTE Confidence: 0.9092407

00:48:46.085 --> 00:48:46.585 here,

NOTE Confidence: 0.9932658

00:48:47.525 --> 00:48:48.565 there's not a lot of

NOTE Confidence: 0.9932658

00:48:48.565 --> 00:48:49.925 reasons to have a joint

NOTE Confidence: 0.9932658

00:48:49.925 --> 00:48:50.905 appointment unless,

NOTE Confidence: 1

00:48:52.165 --> 00:48:53.945 you're in a clinical department

NOTE Confidence: 0.9674183

00:48:54.950 --> 00:48:56.890 and you want access to

NOTE Confidence: 0.9674183

00:48:56.950 --> 00:48:58.870 graduate students because here at

NOTE Confidence: 0.9674183

00:48:58.870 --> 00:48:59.370 Yale,

NOTE Confidence: 0.99165344

00:49:00.230 --> 00:49:02.870 clinical faculty can't train graduate

NOTE Confidence: 0.99165344

00:49:02.870 --> 00:49:04.150 students. They don't have access

NOTE Confidence: 0.99165344

00:49:04.150 --> 00:49:05.770 to the the the PhD  
NOTE Confidence: 0.99165344

00:49:05.910 --> 00:49:06.410 programs,  
NOTE Confidence: 0.9951616

00:49:07.914 --> 00:49:09.035 unless they get a joint  
NOTE Confidence: 0.9951616

00:49:09.035 --> 00:49:10.555 appointment with a basic science  
NOTE Confidence: 0.9951616

00:49:10.555 --> 00:49:11.055 department.  
NOTE Confidence: 0.9987127

00:49:11.594 --> 00:49:13.035 But the job we're talking  
NOTE Confidence: 0.9987127

00:49:13.035 --> 00:49:14.555 about, you get a basic  
NOTE Confidence: 0.9987127

00:49:14.555 --> 00:49:15.055 science  
NOTE Confidence: 0.95919096

00:49:15.355 --> 00:49:16.795 appointment. So you're a member  
NOTE Confidence: 0.95919096

00:49:16.795 --> 00:49:17.994 of the Graduate School of  
NOTE Confidence: 0.95919096

00:49:17.994 --> 00:49:18.974 Arts and Sciences,  
NOTE Confidence: 0.95382255

00:49:19.569 --> 00:49:21.190 and you are you're qualified  
NOTE Confidence: 0.95382255

00:49:21.250 --> 00:49:22.230 to to  
NOTE Confidence: 0.9873047

00:49:22.690 --> 00:49:24.230 mentor PhD students.  
NOTE Confidence: 0.9882073

00:49:24.609 --> 00:49:26.130 So there there there's very  
NOTE Confidence: 0.9882073

00:49:26.130 --> 00:49:27.250 few reasons why you would

NOTE Confidence: 0.9882073

00:49:27.250 --> 00:49:28.130 want to have a joint

NOTE Confidence: 0.9882073

00:49:28.130 --> 00:49:29.730 appointment. If you wanted one,

NOTE Confidence: 0.9882073

00:49:29.730 --> 00:49:30.849 you know, it's certainly something

NOTE Confidence: 0.9882073

00:49:30.849 --> 00:49:32.049 that can always be discussed

NOTE Confidence: 0.9882073

00:49:32.049 --> 00:49:33.030 and always be

NOTE Confidence: 0.97680664

00:49:33.635 --> 00:49:34.135 negotiated.

NOTE Confidence: 0.99541557

00:49:35.635 --> 00:49:36.435 But just to have a

NOTE Confidence: 0.99541557

00:49:36.435 --> 00:49:37.655 title by your name,

NOTE Confidence: 0.93115234

00:49:38.675 --> 00:49:40.194 you know, there's really no

NOTE Confidence: 0.93115234

00:49:40.194 --> 00:49:41.175 need for it.

NOTE Confidence: 0.99427897

00:49:43.155 --> 00:49:44.994 Great. The okay. We're gonna

NOTE Confidence: 0.99427897

00:49:44.994 --> 00:49:46.035 shift gears a bit. We

NOTE Confidence: 0.99427897

00:49:46.035 --> 00:49:46.994 got a question. What's it

NOTE Confidence: 0.99427897

00:49:46.994 --> 00:49:48.694 like raising kids around Yale?

NOTE Confidence: 0.99427897

00:49:48.800 --> 00:49:49.780 What do you typically do

NOTE Confidence: 0.99427897

00:49:49.780 --> 00:49:50.900 with them on the weekend?  
NOTE Confidence: 0.96665955

00:49:53.359 --> 00:49:54.660 Well, we have a beach,  
NOTE Confidence: 0.96665955

00:49:54.719 --> 00:49:55.700 lots of beaches,  
NOTE Confidence: 0.999566

00:49:56.480 --> 00:49:57.460 lots of zoos,  
NOTE Confidence: 0.9509214

00:49:58.160 --> 00:49:59.760 lots of museums right here  
NOTE Confidence: 0.9509214

00:49:59.760 --> 00:50:00.880 in new in New Haven.  
NOTE Confidence: 0.9509214

00:50:00.880 --> 00:50:02.080 When my kids were little,  
NOTE Confidence: 0.9509214

00:50:02.080 --> 00:50:03.885 the Peabody Museum was a  
NOTE Confidence: 0.9509214

00:50:03.885 --> 00:50:05.645 favorite spot. They knew every  
NOTE Confidence: 0.9509214

00:50:05.645 --> 00:50:06.145 single  
NOTE Confidence: 0.99780273

00:50:06.844 --> 00:50:07.344 diorama,  
NOTE Confidence: 0.96456474

00:50:07.885 --> 00:50:09.325 all the rocks, all of  
NOTE Confidence: 0.96456474

00:50:09.325 --> 00:50:10.065 the dinosaurs.  
NOTE Confidence: 0.97171456

00:50:11.805 --> 00:50:13.505 You know, there's music everywhere  
NOTE Confidence: 0.97171456

00:50:13.645 --> 00:50:14.785 here, theater.  
NOTE Confidence: 0.9494629

00:50:16.205 --> 00:50:16.864 You know,

NOTE Confidence: 0.99902344

00:50:17.880 --> 00:50:19.099 I have to say

NOTE Confidence: 0.93096244

00:50:19.480 --> 00:50:21.640 having had multiple opportunities to

NOTE Confidence: 0.93096244

00:50:21.640 --> 00:50:23.099 go to other institutions,

NOTE Confidence: 0.9951714

00:50:24.519 --> 00:50:25.880 one thing that's always kept

NOTE Confidence: 0.9951714

00:50:25.880 --> 00:50:27.260 me here at Yale

NOTE Confidence: 0.9419833

00:50:27.719 --> 00:50:29.739 other than just the remarkable

NOTE Confidence: 0.9419833

00:50:29.880 --> 00:50:31.160 colleagues, which is first and

NOTE Confidence: 0.9419833

00:50:31.160 --> 00:50:31.660 foremost,

NOTE Confidence: 0.98764646

00:50:32.265 --> 00:50:33.464 is just the ease of

NOTE Confidence: 0.98764646

00:50:33.464 --> 00:50:35.325 living here, raising a family,

NOTE Confidence: 0.9958496

00:50:36.025 --> 00:50:37.785 and the the the low

NOTE Confidence: 0.9958496

00:50:37.785 --> 00:50:38.285 stress

NOTE Confidence: 0.9982422

00:50:39.065 --> 00:50:40.444 involved in all of that.

NOTE Confidence: 0.9263509

00:50:41.385 --> 00:50:43.065 You know, Hesper and Yachi

NOTE Confidence: 0.9263509

00:50:43.065 --> 00:50:43.565 have

NOTE Confidence: 0.93149036

00:50:43.944 --> 00:50:44.904 little kids and a little  
NOTE Confidence: 0.93149036

00:50:44.904 --> 00:50:46.025 older kids, so maybe they  
NOTE Confidence: 0.93149036

00:50:46.025 --> 00:50:47.164 can comment on  
NOTE Confidence: 0.98211116

00:50:47.690 --> 00:50:49.310 how how how that transition  
NOTE Confidence: 0.98211116

00:50:49.370 --> 00:50:50.570 has gone for them since  
NOTE Confidence: 0.98211116

00:50:50.570 --> 00:50:51.070 they've  
NOTE Confidence: 0.82702637

00:50:51.370 --> 00:50:52.190 they've arrived.  
NOTE Confidence: 0.94178605

00:50:54.250 --> 00:50:55.290 Yeah. I if you know,  
NOTE Confidence: 0.94178605

00:50:55.290 --> 00:50:56.350 I'm not from Connecticut.  
NOTE Confidence: 0.96121216

00:50:56.650 --> 00:50:57.690 And if you told me,  
NOTE Confidence: 0.96121216

00:50:57.690 --> 00:50:59.050 like, ten years ago that  
NOTE Confidence: 0.96121216

00:50:59.050 --> 00:50:59.850 I would be living in  
NOTE Confidence: 0.96121216

00:50:59.850 --> 00:51:01.275 Connecticut, I would have probably  
NOTE Confidence: 0.96121216

00:51:01.275 --> 00:51:02.234 laughed in your face, but  
NOTE Confidence: 0.96121216

00:51:02.234 --> 00:51:03.994 I actually love living here.  
NOTE Confidence: 0.96121216

00:51:03.994 --> 00:51:05.355 And I love specifically living

NOTE Confidence: 0.96121216

00:51:05.355 --> 00:51:06.654 in New Haven. I live

NOTE Confidence: 0.96416014

00:51:06.954 --> 00:51:08.714 right by the undergraduate campus.

NOTE Confidence: 0.938394

00:51:09.035 --> 00:51:10.474 So I actually bike my

NOTE Confidence: 0.938394

00:51:10.474 --> 00:51:12.154 kid around everywhere. And I

NOTE Confidence: 0.938394

00:51:12.154 --> 00:51:13.035 bike him to school and

NOTE Confidence: 0.938394

00:51:13.035 --> 00:51:13.994 then I bike to work,

NOTE Confidence: 0.938394

00:51:13.994 --> 00:51:15.914 and, it's just very easy

NOTE Confidence: 0.938394

00:51:15.914 --> 00:51:16.714 to live here in a

NOTE Confidence: 0.938394

00:51:16.714 --> 00:51:18.170 way that in other,

NOTE Confidence: 0.97084963

00:51:18.950 --> 00:51:20.329 places, you know, with universities

NOTE Confidence: 0.9100749

00:51:20.630 --> 00:51:21.510 that are like, you know,

NOTE Confidence: 0.9100749

00:51:21.510 --> 00:51:22.569 it's not as easy.

NOTE Confidence: 0.9646083

00:51:23.430 --> 00:51:24.390 So, you know, I take

NOTE Confidence: 0.9646083

00:51:24.390 --> 00:51:25.510 my yeah. Like I like

NOTE Confidence: 0.9646083

00:51:25.510 --> 00:51:26.469 Craig said, I take I

NOTE Confidence: 0.9646083

00:51:26.469 --> 00:51:27.430 actually live right next to  
NOTE Confidence: 0.9646083

00:51:27.430 --> 00:51:28.390 the Peabody, so we go  
NOTE Confidence: 0.9646083

00:51:28.390 --> 00:51:29.109 there a lot.  
NOTE Confidence: 0.95489746

00:51:29.989 --> 00:51:31.430 We, you know, we go  
NOTE Confidence: 0.95489746

00:51:31.670 --> 00:51:33.375 we have we are members  
NOTE Confidence: 0.95489746

00:51:33.375 --> 00:51:34.175 of a pool, so we  
NOTE Confidence: 0.95489746

00:51:34.175 --> 00:51:34.975 go to the pool a  
NOTE Confidence: 0.95489746

00:51:34.975 --> 00:51:36.015 lot. We go to the  
NOTE Confidence: 0.95489746

00:51:36.015 --> 00:51:37.375 beach. We go you know,  
NOTE Confidence: 0.95489746

00:51:37.375 --> 00:51:38.495 there's just so many cool  
NOTE Confidence: 0.95489746

00:51:38.495 --> 00:51:39.535 things to do with kids.  
NOTE Confidence: 0.95489746

00:51:39.535 --> 00:51:40.575 You go we we take  
NOTE Confidence: 0.95489746

00:51:40.575 --> 00:51:41.875 him into New York City.  
NOTE Confidence: 0.9701777

00:51:42.815 --> 00:51:44.175 You know, he likes going  
NOTE Confidence: 0.9701777

00:51:44.175 --> 00:51:45.295 on train rides, things of  
NOTE Confidence: 0.9701777

00:51:45.295 --> 00:51:45.975 that. And it it's just

NOTE Confidence: 0.9701777

00:51:46.094 --> 00:51:47.730 it's very easy, to live

NOTE Confidence: 0.9701777

00:51:47.730 --> 00:51:48.530 here. And and if you

NOTE Confidence: 0.9701777

00:51:48.530 --> 00:51:49.730 have kids, you know, all

NOTE Confidence: 0.9701777

00:51:49.730 --> 00:51:50.369 of us, I think, in

NOTE Confidence: 0.9701777

00:51:50.369 --> 00:51:51.489 the department have kids. Like,

NOTE Confidence: 0.9701777

00:51:51.489 --> 00:51:53.170 we can all talk about

NOTE Confidence: 0.9701777

00:51:53.170 --> 00:51:53.670 schools

NOTE Confidence: 0.976694

00:51:54.050 --> 00:51:54.930 and all the you know,

NOTE Confidence: 0.976694

00:51:54.930 --> 00:51:55.810 where to live and all

NOTE Confidence: 0.976694

00:51:55.810 --> 00:51:56.610 of these things.

NOTE Confidence: 0.9619067

00:51:57.010 --> 00:51:58.130 But, you know, I'm I'm

NOTE Confidence: 0.9619067

00:51:58.130 --> 00:51:59.890 very happy here, and, it's,

NOTE Confidence: 0.9619067

00:52:00.130 --> 00:52:00.630 yeah.

NOTE Confidence: 0.91069686

00:52:01.135 --> 00:52:01.935 Now I think I will

NOTE Confidence: 0.91069686

00:52:01.935 --> 00:52:03.215 continue to talk about five

NOTE Confidence: 0.91069686

00:52:03.215 --> 00:52:04.515 hours about this. Basically,  
NOTE Confidence: 0.9597193

00:52:04.895 --> 00:52:06.015 at your your start of  
NOTE Confidence: 0.9597193

00:52:06.015 --> 00:52:07.375 your career, you're starting as  
NOTE Confidence: 0.9597193

00:52:07.375 --> 00:52:08.495 assistant professor. You have a  
NOTE Confidence: 0.9597193

00:52:08.495 --> 00:52:09.614 family to raise. This is  
NOTE Confidence: 0.9597193

00:52:09.614 --> 00:52:10.915 really the best place because  
NOTE Confidence: 0.9597193

00:52:11.135 --> 00:52:12.655 life is really easy. We  
NOTE Confidence: 0.9597193

00:52:12.655 --> 00:52:13.855 we get the the the  
NOTE Confidence: 0.9597193

00:52:13.855 --> 00:52:14.735 the price you spend in  
NOTE Confidence: 0.9597193

00:52:14.735 --> 00:52:15.775 those big cities. I got  
NOTE Confidence: 0.9597193

00:52:15.775 --> 00:52:17.270 a huge house. It's even  
NOTE Confidence: 0.9597193

00:52:17.270 --> 00:52:18.150 the lawn is too big  
NOTE Confidence: 0.9597193

00:52:18.150 --> 00:52:19.430 to mount. It's just it's  
NOTE Confidence: 0.9597193

00:52:19.430 --> 00:52:20.869 just wonderful living here. There  
NOTE Confidence: 0.9597193

00:52:20.869 --> 00:52:22.469 are many different activities. You  
NOTE Confidence: 0.9597193

00:52:22.469 --> 00:52:23.430 can you can see, you

NOTE Confidence: 0.9597193  
00:52:23.430 --> 00:52:25.270 know, near New Haven. Also,  
NOTE Confidence: 0.9597193  
00:52:25.270 --> 00:52:26.390 we go to New York  
NOTE Confidence: 0.9597193  
00:52:26.390 --> 00:52:27.430 a lot. We're very close  
NOTE Confidence: 0.9597193  
00:52:27.430 --> 00:52:28.310 to the beach. We're in  
NOTE Confidence: 0.9597193  
00:52:28.310 --> 00:52:28.969 the northeast.  
NOTE Confidence: 0.93332005  
00:52:29.305 --> 00:52:30.185 I would like to add  
NOTE Confidence: 0.93332005  
00:52:30.185 --> 00:52:31.545 on to this location thing  
NOTE Confidence: 0.93332005  
00:52:31.545 --> 00:52:32.665 is that because we're in  
NOTE Confidence: 0.93332005  
00:52:32.665 --> 00:52:34.445 New Haven, our living expenses  
NOTE Confidence: 0.93332005  
00:52:34.585 --> 00:52:36.105 way lower, not only to  
NOTE Confidence: 0.93332005  
00:52:36.105 --> 00:52:37.785 sustain a family. I take  
NOTE Confidence: 0.93332005  
00:52:37.785 --> 00:52:39.145 my whole lab to Boston,  
NOTE Confidence: 0.93332005  
00:52:39.145 --> 00:52:40.364 to New York, to Philadelphia,  
NOTE Confidence: 0.93332005  
00:52:40.425 --> 00:52:41.780 and NIH at least twice  
NOTE Confidence: 0.93332005  
00:52:41.780 --> 00:52:42.900 a year. My whole lab,  
NOTE Confidence: 0.93332005

00:52:42.900 --> 00:52:43.619 I just put them in  
NOTE Confidence: 0.93332005

00:52:43.619 --> 00:52:44.660 an Airbnb that I can  
NOTE Confidence: 0.93332005

00:52:44.660 --> 00:52:45.940 let them talk to these  
NOTE Confidence: 0.93332005

00:52:45.940 --> 00:52:46.440 collaborators,  
NOTE Confidence: 0.9602996

00:52:46.980 --> 00:52:48.680 like, participate in NIH meetings  
NOTE Confidence: 0.9602996

00:52:48.739 --> 00:52:50.420 that they have actually affordable  
NOTE Confidence: 0.9602996

00:52:50.420 --> 00:52:51.859 living. I also have affordable  
NOTE Confidence: 0.9602996

00:52:51.859 --> 00:52:53.460 living. So doing science and  
NOTE Confidence: 0.9602996

00:52:53.460 --> 00:52:55.140 and enjoy life is actually  
NOTE Confidence: 0.9602996

00:52:55.140 --> 00:52:56.500 pretty good here. It's quite  
NOTE Confidence: 0.9602996

00:52:56.500 --> 00:52:57.000 unique.  
NOTE Confidence: 0.9145508

00:52:58.155 --> 00:52:59.114 Yeah. And I would add  
NOTE Confidence: 0.9145508

00:52:59.114 --> 00:53:00.155 too. One thing I've really  
NOTE Confidence: 0.9145508

00:53:00.155 --> 00:53:01.055 liked about,  
NOTE Confidence: 0.99141604

00:53:01.594 --> 00:53:03.035 living here is just how  
NOTE Confidence: 0.99141604

00:53:03.035 --> 00:53:04.475 many different options there are.

NOTE Confidence: 0.99141604  
00:53:04.475 --> 00:53:05.755 So even just among this  
NOTE Confidence: 0.99141604  
00:53:05.755 --> 00:53:06.795 panel, I think each of  
NOTE Confidence: 0.99141604  
00:53:06.795 --> 00:53:08.895 us lives in different areas,  
NOTE Confidence: 0.9951172  
00:53:10.500 --> 00:53:11.960 in the New Haven area.  
NOTE Confidence: 0.9906339  
00:53:13.060 --> 00:53:14.739 So there's some faculty who,  
NOTE Confidence: 0.9906339  
00:53:14.739 --> 00:53:16.100 like Hesper said, live right  
NOTE Confidence: 0.9906339  
00:53:16.100 --> 00:53:16.600 downtown,  
NOTE Confidence: 0.85579425  
00:53:17.140 --> 00:53:18.120 like to work,  
NOTE Confidence: 0.98881024  
00:53:18.820 --> 00:53:20.500 walk to restaurants, everything like  
NOTE Confidence: 0.98881024  
00:53:20.500 --> 00:53:21.000 that.  
NOTE Confidence: 0.9936  
00:53:22.180 --> 00:53:23.864 And I live about twenty  
NOTE Confidence: 0.9936  
00:53:23.864 --> 00:53:25.485 minutes outside of New Haven  
NOTE Confidence: 0.9936  
00:53:25.545 --> 00:53:26.765 in a smaller town,  
NOTE Confidence: 0.9830078  
00:53:27.705 --> 00:53:29.805 near the beach and love  
NOTE Confidence: 0.9821359  
00:53:30.105 --> 00:53:32.105 that. There's other other faculty  
NOTE Confidence: 0.9821359

00:53:32.105 --> 00:53:33.305 who live a bit to  
NOTE Confidence: 0.9821359

00:53:33.305 --> 00:53:34.344 the north, you know, where  
NOTE Confidence: 0.9821359

00:53:34.344 --> 00:53:36.025 there's more, like, forests and  
NOTE Confidence: 0.9821359

00:53:36.025 --> 00:53:37.385 hiking trails and things like  
NOTE Confidence: 0.9821359

00:53:37.385 --> 00:53:39.489 that. So, really, you have  
NOTE Confidence: 0.9821359

00:53:39.489 --> 00:53:41.190 your choice in terms of,  
NOTE Confidence: 0.9840766

00:53:42.289 --> 00:53:44.369 like, what kind of living  
NOTE Confidence: 0.9840766

00:53:44.369 --> 00:53:46.230 environment you you want,  
NOTE Confidence: 0.9974501

00:53:47.329 --> 00:53:48.529 when you when you're here  
NOTE Confidence: 0.9974501

00:53:48.529 --> 00:53:49.670 in in New Haven.  
NOTE Confidence: 0.96171063

00:53:52.065 --> 00:53:53.844 There's a bunch of questions  
NOTE Confidence: 0.96171063

00:53:54.065 --> 00:53:54.565 about,  
NOTE Confidence: 0.9512045

00:53:55.105 --> 00:53:56.485 preprints and bioRxiv.  
NOTE Confidence: 0.97180176

00:53:58.465 --> 00:54:00.005 Maybe to summarize them,  
NOTE Confidence: 0.9273856

00:54:00.945 --> 00:54:02.245 I think they in general  
NOTE Confidence: 0.9273856

00:54:02.545 --> 00:54:03.205 are asking,

NOTE Confidence: 0.9761475

00:54:03.630 --> 00:54:05.390 you know, whether preprints can

NOTE Confidence: 0.9761475

00:54:05.390 --> 00:54:06.769 be included in an application,

NOTE Confidence: 0.9894206

00:54:08.269 --> 00:54:09.250 and how they,

NOTE Confidence: 0.98896486

00:54:10.029 --> 00:54:12.529 relate to peer reviewed publications.

NOTE Confidence: 0.9989258

00:54:13.950 --> 00:54:15.809 Anybody wanna take that one?

NOTE Confidence: 0.98100585

00:54:17.904 --> 00:54:19.184 I mean, I would highly

NOTE Confidence: 0.98100585

00:54:19.184 --> 00:54:20.645 encourage it. I think preprints,

NOTE Confidence: 0.93640137

00:54:21.105 --> 00:54:22.864 I I are great. I

NOTE Confidence: 0.93640137

00:54:22.864 --> 00:54:23.984 mean, at least, you know,

NOTE Confidence: 0.93640137

00:54:23.984 --> 00:54:25.105 that's my view, and,

NOTE Confidence: 0.9683727

00:54:26.065 --> 00:54:27.265 and I certainly would encourage

NOTE Confidence: 0.9683727

00:54:27.265 --> 00:54:28.065 it as part of an

NOTE Confidence: 0.9683727

00:54:28.065 --> 00:54:29.184 application. I think it really

NOTE Confidence: 0.9683727

00:54:29.184 --> 00:54:30.190 shows that you have a

NOTE Confidence: 0.9683727

00:54:30.190 --> 00:54:31.170 finished product,

NOTE Confidence: 0.96676636

00:54:32.110 --> 00:54:34.030 that has, hopefully been submitted  
NOTE Confidence: 0.96676636

00:54:34.030 --> 00:54:34.770 to a journal,  
NOTE Confidence: 0.999471

00:54:35.070 --> 00:54:35.870 and I think it gives  
NOTE Confidence: 0.999471

00:54:35.870 --> 00:54:37.070 a lot of value to  
NOTE Confidence: 0.999471

00:54:37.070 --> 00:54:37.730 an application.  
NOTE Confidence: 0.9968262

00:54:38.670 --> 00:54:39.469 You know, I will say  
NOTE Confidence: 0.9968262

00:54:39.469 --> 00:54:39.969 that,  
NOTE Confidence: 0.99938965

00:54:40.510 --> 00:54:41.650 you know, when I  
NOTE Confidence: 0.9910334

00:54:42.565 --> 00:54:43.525 came here, when I got  
NOTE Confidence: 0.9910334

00:54:43.525 --> 00:54:44.565 this job, I actually didn't  
NOTE Confidence: 0.9910334

00:54:44.565 --> 00:54:45.065 have  
NOTE Confidence: 0.99063224

00:54:45.364 --> 00:54:47.765 my postdoc paper completely published  
NOTE Confidence: 0.99063224

00:54:47.765 --> 00:54:49.205 yet. And one of the  
NOTE Confidence: 0.99063224

00:54:49.205 --> 00:54:50.805 things that really attracted me  
NOTE Confidence: 0.99063224

00:54:50.805 --> 00:54:52.085 to this department was that  
NOTE Confidence: 0.99063224

00:54:52.085 --> 00:54:53.545 they were reliant on their

NOTE Confidence: 0.99063224  
00:54:53.605 --> 00:54:54.344 own estimation  
NOTE Confidence: 0.9880815  
00:54:54.725 --> 00:54:55.925 of my work and not  
NOTE Confidence: 0.9880815  
00:54:55.925 --> 00:54:57.605 the estimation of a journal  
NOTE Confidence: 0.9880815  
00:54:57.605 --> 00:54:58.105 editor.  
NOTE Confidence: 0.9983724  
00:54:58.940 --> 00:54:59.920 And that really,  
NOTE Confidence: 0.9916382  
00:55:00.299 --> 00:55:01.819 you know, was a huge  
NOTE Confidence: 0.9916382  
00:55:01.819 --> 00:55:03.359 positive in my,  
NOTE Confidence: 0.9969308  
00:55:03.739 --> 00:55:04.700 in my book. I think,  
NOTE Confidence: 0.9969308  
00:55:04.700 --> 00:55:05.440 you know,  
NOTE Confidence: 0.94767255  
00:55:06.059 --> 00:55:07.359 my colleagues want,  
NOTE Confidence: 0.9257609  
00:55:07.660 --> 00:55:09.339 you know, accepting and and  
NOTE Confidence: 0.9257609  
00:55:09.339 --> 00:55:11.019 understanding how that my work  
NOTE Confidence: 0.9257609  
00:55:11.019 --> 00:55:11.579 was exciting,  
NOTE Confidence: 0.98706055  
00:55:12.525 --> 00:55:13.484 you know, to them was  
NOTE Confidence: 0.98706055  
00:55:13.484 --> 00:55:15.344 was, yeah, just really valuable  
NOTE Confidence: 0.98706055

00:55:15.404 --> 00:55:16.684 and really showed that they  
NOTE Confidence: 0.98706055

00:55:16.684 --> 00:55:17.904 have their own minds,  
NOTE Confidence: 0.98354495

00:55:19.244 --> 00:55:21.724 and are, using them. So  
NOTE Confidence: 0.74853516

00:55:24.780 --> 00:55:25.280 Right.  
NOTE Confidence: 0.98860675

00:55:26.140 --> 00:55:27.360 Well said, Hesper.  
NOTE Confidence: 0.97631836

00:55:28.940 --> 00:55:29.440 Yes.  
NOTE Confidence: 0.89331055

00:55:33.420 --> 00:55:33.920 Okay.  
NOTE Confidence: 0.9987793

00:55:34.300 --> 00:55:36.060 Well, we're kind of coming  
NOTE Confidence: 0.9987793

00:55:36.060 --> 00:55:37.580 to the end. I I  
NOTE Confidence: 0.9987793

00:55:37.580 --> 00:55:38.719 know that I haven't  
NOTE Confidence: 0.9975586

00:55:40.395 --> 00:55:42.395 covered everything. Oh, maybe I'll  
NOTE Confidence: 0.9975586

00:55:42.395 --> 00:55:43.835 grab one more question here  
NOTE Confidence: 0.9975586

00:55:43.835 --> 00:55:44.335 about,  
NOTE Confidence: 0.93188477

00:55:44.875 --> 00:55:45.535 the tenure  
NOTE Confidence: 0.95410156

00:55:45.915 --> 00:55:47.535 process and tenure timelines.  
NOTE Confidence: 0.9054425

00:55:49.835 --> 00:55:51.915 And, you know, briefly, maybe

NOTE Confidence: 0.9054425  
00:55:51.915 --> 00:55:52.875 I'll start and you guys  
NOTE Confidence: 0.9054425  
00:55:52.875 --> 00:55:53.855 can chime in.  
NOTE Confidence: 0.9373372  
00:55:55.089 --> 00:55:56.450 The appointment again is at  
NOTE Confidence: 0.9373372  
00:55:56.450 --> 00:55:57.989 the assistant professor level.  
NOTE Confidence: 0.9189453  
00:55:58.770 --> 00:55:59.510 There is,  
NOTE Confidence: 0.9891968  
00:56:00.210 --> 00:56:01.730 an initial review at the  
NOTE Confidence: 0.9891968  
00:56:01.730 --> 00:56:02.790 three year point,  
NOTE Confidence: 0.99780273  
00:56:04.130 --> 00:56:05.670 and then a second review,  
NOTE Confidence: 0.9226888  
00:56:06.210 --> 00:56:07.190 which is typically,  
NOTE Confidence: 1  
00:56:08.770 --> 00:56:09.270 approximately  
NOTE Confidence: 0.991272  
00:56:10.674 --> 00:56:12.214 three years after that,  
NOTE Confidence: 0.99518377  
00:56:12.835 --> 00:56:14.375 for the promotion to associate  
NOTE Confidence: 0.99518377  
00:56:14.515 --> 00:56:16.275 professor on term. So that  
NOTE Confidence: 0.99518377  
00:56:16.275 --> 00:56:16.775 is  
NOTE Confidence: 0.97054034  
00:56:17.075 --> 00:56:18.214 not a tenure,  
NOTE Confidence: 0.9944458

00:56:18.674 --> 00:56:20.194 promotion, but it's a promotion  
NOTE Confidence: 0.9944458

00:56:20.194 --> 00:56:22.194 to associate professor. The tenure  
NOTE Confidence: 0.9944458

00:56:22.194 --> 00:56:23.335 promotion follows,  
NOTE Confidence: 0.97455513

00:56:23.875 --> 00:56:25.900 next, to the level of  
NOTE Confidence: 0.97455513

00:56:25.900 --> 00:56:27.340 associate professor with tenure,  
NOTE Confidence: 0.98128253

00:56:28.940 --> 00:56:30.300 and and then the professor  
NOTE Confidence: 0.98128253

00:56:30.300 --> 00:56:31.820 appointment is is after that.  
NOTE Confidence: 0.98128253

00:56:31.820 --> 00:56:32.560 So typically,  
NOTE Confidence: 0.99658203

00:56:33.500 --> 00:56:34.320 the maximum  
NOTE Confidence: 0.9953125

00:56:34.620 --> 00:56:36.560 combined amount of time for  
NOTE Confidence: 0.99853516

00:56:36.860 --> 00:56:38.480 the assistant and associate  
NOTE Confidence: 0.99902344

00:56:38.780 --> 00:56:39.440 on term  
NOTE Confidence: 0.9143677

00:56:40.135 --> 00:56:42.075 length is ten years.  
NOTE Confidence: 0.96159667

00:56:42.695 --> 00:56:44.455 Although again, there can be  
NOTE Confidence: 0.96159667

00:56:44.455 --> 00:56:46.795 lots of individual circumstances there.  
NOTE Confidence: 0.9910301

00:56:47.095 --> 00:56:48.055 I think the important thing

NOTE Confidence: 0.9910301

00:56:48.055 --> 00:56:48.935 to say is you're not

NOTE Confidence: 0.9910301

00:56:48.935 --> 00:56:50.375 on your own in navigating

NOTE Confidence: 0.9910301

00:56:50.375 --> 00:56:52.135 the tenure process. It's something

NOTE Confidence: 0.9910301

00:56:52.135 --> 00:56:53.175 that I talk with junior

NOTE Confidence: 0.9910301

00:56:53.175 --> 00:56:54.055 faculty about,

NOTE Confidence: 1

00:56:54.455 --> 00:56:55.350 quite a bit

NOTE Confidence: 0.98223877

00:56:55.750 --> 00:56:56.790 along the way as well

NOTE Confidence: 0.98223877

00:56:56.790 --> 00:56:57.930 as their mentoring

NOTE Confidence: 0.73413086

00:56:58.310 --> 00:56:58.810 committee.

NOTE Confidence: 0.9892578

00:57:00.150 --> 00:57:00.650 And,

NOTE Confidence: 0.990743

00:57:02.230 --> 00:57:03.190 yeah, the goal is to

NOTE Confidence: 0.990743

00:57:03.190 --> 00:57:05.050 provide that guidance and experience

NOTE Confidence: 0.990743

00:57:05.190 --> 00:57:06.710 so that it's something that

NOTE Confidence: 0.990743

00:57:06.710 --> 00:57:08.790 is consistent with your overall

NOTE Confidence: 0.990743

00:57:08.790 --> 00:57:10.090 goals as a scientist.

NOTE Confidence: 0.9694336

00:57:10.445 --> 00:57:12.545 It is not, something that,  
NOTE Confidence: 0.9944894

00:57:13.565 --> 00:57:14.765 we kind of work on  
NOTE Confidence: 0.9944894

00:57:14.765 --> 00:57:15.985 separately from  
NOTE Confidence: 0.86328125

00:57:16.365 --> 00:57:16.865 generally  
NOTE Confidence: 0.99930245

00:57:17.325 --> 00:57:19.085 having a successful and exciting  
NOTE Confidence: 0.99930245

00:57:19.085 --> 00:57:20.065 research program.  
NOTE Confidence: 0.92594403

00:57:22.205 --> 00:57:23.565 Other comments about the tenure  
NOTE Confidence: 0.92594403

00:57:23.565 --> 00:57:24.065 process?  
NOTE Confidence: 1

00:57:26.420 --> 00:57:27.320 When when I  
NOTE Confidence: 0.9784953

00:57:27.860 --> 00:57:29.780 was considering coming here, having  
NOTE Confidence: 0.9784953

00:57:29.780 --> 00:57:31.380 been at another institution for  
NOTE Confidence: 0.9784953

00:57:31.380 --> 00:57:32.040 two years,  
NOTE Confidence: 0.9865527

00:57:32.900 --> 00:57:34.100 the comment I received at  
NOTE Confidence: 0.9865527

00:57:34.100 --> 00:57:35.220 my other institution was, why  
NOTE Confidence: 0.9865527

00:57:35.220 --> 00:57:36.020 would you wanna go to  
NOTE Confidence: 0.9865527

00:57:36.020 --> 00:57:37.380 Yale? You're you're gonna get

NOTE Confidence: 0.9865527

00:57:37.380 --> 00:57:39.080 tenure here in three years.

NOTE Confidence: 0.9782715

00:57:39.540 --> 00:57:40.340 You know, you may not

NOTE Confidence: 0.9782715

00:57:40.340 --> 00:57:41.800 even get tenure there.

NOTE Confidence: 0.9978458

00:57:42.405 --> 00:57:44.085 And my response to that

NOTE Confidence: 0.9978458

00:57:44.085 --> 00:57:45.445 was always, well, if I

NOTE Confidence: 0.9978458

00:57:45.445 --> 00:57:46.645 can't get tenure, I have

NOTE Confidence: 0.9978458

00:57:46.645 --> 00:57:47.465 bigger problems

NOTE Confidence: 0.9821655

00:57:48.165 --> 00:57:49.525 because my career has not

NOTE Confidence: 0.9821655

00:57:49.525 --> 00:57:51.065 gone as I envisioned it.

NOTE Confidence: 0.9821655

00:57:51.285 --> 00:57:52.645 So you know? And I

NOTE Confidence: 0.9821655

00:57:52.645 --> 00:57:54.585 think that holds true here.

NOTE Confidence: 0.9348958

00:57:55.980 --> 00:57:57.280 We we strive

NOTE Confidence: 0.97937596

00:57:58.940 --> 00:58:00.460 to select people that we're

NOTE Confidence: 0.97937596

00:58:00.460 --> 00:58:02.220 confident will get tenure because

NOTE Confidence: 0.97937596

00:58:02.220 --> 00:58:03.900 they're great scientists. They have

NOTE Confidence: 0.97937596

00:58:03.900 --> 00:58:05.100 a great vision for their  
NOTE Confidence: 0.97937596

00:58:05.100 --> 00:58:05.600 future,  
NOTE Confidence: 0.9989347

00:58:06.140 --> 00:58:07.420 and and we wanna do  
NOTE Confidence: 0.9989347

00:58:07.420 --> 00:58:09.180 everything we can to help  
NOTE Confidence: 0.9989347

00:58:09.180 --> 00:58:09.680 them,  
NOTE Confidence: 0.99306643

00:58:10.115 --> 00:58:11.895 you know, fulfill that vision.  
NOTE Confidence: 0.9715925

00:58:12.275 --> 00:58:13.635 And tenure is gonna happen  
NOTE Confidence: 0.9715925

00:58:13.635 --> 00:58:15.155 as a consequence. It's it's  
NOTE Confidence: 0.9715925

00:58:15.155 --> 00:58:16.535 not something you're you're  
NOTE Confidence: 0.9867757

00:58:16.835 --> 00:58:18.434 you should really worry about.  
NOTE Confidence: 0.9867757

00:58:18.434 --> 00:58:18.934 And,  
NOTE Confidence: 0.999201

00:58:19.875 --> 00:58:21.234 you know, some people argue  
NOTE Confidence: 0.999201

00:58:21.234 --> 00:58:22.355 that our clock is too  
NOTE Confidence: 0.999201

00:58:22.355 --> 00:58:22.855 long.  
NOTE Confidence: 0.9755615

00:58:23.570 --> 00:58:24.369 You know, it can be  
NOTE Confidence: 0.9755615

00:58:24.369 --> 00:58:25.510 as short as you want.

NOTE Confidence: 0.986084  
00:58:26.530 --> 00:58:27.030 Right?  
NOTE Confidence: 0.99934894  
00:58:28.050 --> 00:58:29.730 But it also gives you  
NOTE Confidence: 0.99934894  
00:58:29.730 --> 00:58:30.230 the  
NOTE Confidence: 0.9902344  
00:58:30.530 --> 00:58:31.030 the  
NOTE Confidence: 1  
00:58:31.970 --> 00:58:32.470 margin  
NOTE Confidence: 0.99928045  
00:58:32.850 --> 00:58:34.630 to really develop new projects  
NOTE Confidence: 0.99928045  
00:58:34.850 --> 00:58:37.115 and to do science that  
NOTE Confidence: 0.99928045  
00:58:37.115 --> 00:58:38.655 you really want to do  
NOTE Confidence: 0.99928045  
00:58:38.795 --> 00:58:40.335 and fulfill your vision  
NOTE Confidence: 0.98602295  
00:58:40.875 --> 00:58:42.474 rather than be rushed into  
NOTE Confidence: 0.98602295  
00:58:42.474 --> 00:58:43.694 getting, you know,  
NOTE Confidence: 0.9950358  
00:58:44.075 --> 00:58:45.515 x number of papers in  
NOTE Confidence: 0.9950358  
00:58:45.515 --> 00:58:46.474 five and a half to  
NOTE Confidence: 0.9950358  
00:58:46.474 --> 00:58:47.295 six years  
NOTE Confidence: 0.9701022  
00:58:47.675 --> 00:58:49.194 because that's what you need  
NOTE Confidence: 0.9701022

00:58:49.194 --> 00:58:50.980 to meet the the the  
NOTE Confidence: 0.9701022

00:58:50.980 --> 00:58:52.520 requirements for university  
NOTE Confidence: 0.996804

00:58:52.820 --> 00:58:55.060 x's tenure decision. Right? We  
NOTE Confidence: 0.996804

00:58:55.060 --> 00:58:56.180 we really want you to  
NOTE Confidence: 0.996804

00:58:56.180 --> 00:58:56.680 develop  
NOTE Confidence: 0.9765625

00:58:57.060 --> 00:58:58.600 as an independent science,  
NOTE Confidence: 0.980896

00:58:58.980 --> 00:59:00.840 fulfill your scientific vision,  
NOTE Confidence: 0.99902344

00:59:01.380 --> 00:59:01.880 and  
NOTE Confidence: 0.9966634

00:59:02.945 --> 00:59:04.145 a consequence of that will  
NOTE Confidence: 0.9966634

00:59:04.145 --> 00:59:05.345 be you get tenure. No  
NOTE Confidence: 0.9966634

00:59:05.345 --> 00:59:06.005 big deal.  
NOTE Confidence: 0.8300781

00:59:08.225 --> 00:59:08.725 Great.  
NOTE Confidence: 0.98720294

00:59:09.745 --> 00:59:11.185 There's one maybe this will  
NOTE Confidence: 0.98720294

00:59:11.185 --> 00:59:12.145 be the last question I  
NOTE Confidence: 0.98720294

00:59:12.145 --> 00:59:12.965 cover here,  
NOTE Confidence: 1

00:59:13.665 --> 00:59:14.165 about

NOTE Confidence: 0.9770508  
00:59:14.465 --> 00:59:14.965 support,  
NOTE Confidence: 0.94714355  
00:59:15.505 --> 00:59:16.485 for partners,  
NOTE Confidence: 0.98535156  
00:59:17.190 --> 00:59:18.470 getting a job, in the  
NOTE Confidence: 0.98535156  
00:59:18.470 --> 00:59:19.910 New Haven area if you  
NOTE Confidence: 0.98535156  
00:59:19.910 --> 00:59:20.410 apply.  
NOTE Confidence: 0.98844403  
00:59:20.710 --> 00:59:21.690 That is something,  
NOTE Confidence: 0.99283856  
00:59:23.030 --> 00:59:24.630 what I think you'll see  
NOTE Confidence: 0.99283856  
00:59:24.630 --> 00:59:25.130 when,  
NOTE Confidence: 0.9674072  
00:59:26.230 --> 00:59:27.109 like, for example, at the  
NOTE Confidence: 0.9674072  
00:59:27.109 --> 00:59:28.950 interview stage is that we  
NOTE Confidence: 0.9674072  
00:59:28.950 --> 00:59:30.570 we actually don't ask,  
NOTE Confidence: 0.9970703  
00:59:31.030 --> 00:59:31.530 about,  
NOTE Confidence: 0.98876953  
00:59:32.244 --> 00:59:33.925 you know, partners at that  
NOTE Confidence: 0.98876953  
00:59:33.925 --> 00:59:34.744 point because  
NOTE Confidence: 0.9910099  
00:59:35.285 --> 00:59:37.205 the the recruitment is really  
NOTE Confidence: 0.9910099

00:59:37.205 --> 00:59:38.405 focused on you as a  
NOTE Confidence: 0.9910099

00:59:38.405 --> 00:59:39.605 scientist, and that's not a  
NOTE Confidence: 0.9910099

00:59:39.605 --> 00:59:40.505 factor that,  
NOTE Confidence: 0.9921875

00:59:41.365 --> 00:59:42.585 we use to,  
NOTE Confidence: 0.99658203

00:59:43.925 --> 00:59:44.505 you know,  
NOTE Confidence: 0.9817592

00:59:45.680 --> 00:59:47.700 prioritize certain people over others.  
NOTE Confidence: 0.9817592

00:59:47.920 --> 00:59:49.680 That said, after the offer  
NOTE Confidence: 0.9817592

00:59:49.680 --> 00:59:51.119 is made, I do jump  
NOTE Confidence: 0.9817592

00:59:51.119 --> 00:59:52.160 in with both feet in  
NOTE Confidence: 0.9817592

00:59:52.160 --> 00:59:52.660 finding  
NOTE Confidence: 0.97281903

00:59:52.960 --> 00:59:55.039 opportunities for partners, and that's  
NOTE Confidence: 0.97281903

00:59:55.039 --> 00:59:55.539 involved,  
NOTE Confidence: 0.9939941

00:59:56.000 --> 00:59:58.260 both working across the university,  
NOTE Confidence: 0.95060223

00:59:58.835 --> 00:59:59.714 not just the school of  
NOTE Confidence: 0.95060223

00:59:59.714 --> 01:00:01.335 medicine, but also other,  
NOTE Confidence: 0.947161

01:00:01.875 --> 01:00:03.634 the undergraduate campus all across

NOTE Confidence: 0.947161

01:00:03.634 --> 01:00:04.295 the university,

NOTE Confidence: 0.9916585

01:00:04.914 --> 01:00:06.914 working with local biotech, for

NOTE Confidence: 0.9916585

01:00:06.914 --> 01:00:07.414 example,

NOTE Confidence: 1

01:00:08.994 --> 01:00:10.134 to find opportunities

NOTE Confidence: 0.9211426

01:00:10.595 --> 01:00:12.375 for, partners. So,

NOTE Confidence: 0.9411035

01:00:12.869 --> 01:00:14.230 it is again, it is

NOTE Confidence: 0.9411035

01:00:14.230 --> 01:00:15.990 not a it's not a,

NOTE Confidence: 0.9411035

01:00:15.990 --> 01:00:17.349 you know, something that will

NOTE Confidence: 0.9411035

01:00:17.349 --> 01:00:19.609 penalize your application if your

NOTE Confidence: 0.9411035

01:00:19.670 --> 01:00:21.690 partner has specific job requirements.

NOTE Confidence: 0.9767253

01:00:22.309 --> 01:00:23.769 We will only,

NOTE Confidence: 0.9864095

01:00:24.710 --> 01:00:26.230 start working on that after

NOTE Confidence: 0.9864095

01:00:26.230 --> 01:00:26.710 we,

NOTE Confidence: 0.9798905

01:00:27.269 --> 01:00:28.845 extend an offer, But then

NOTE Confidence: 0.9798905

01:00:28.845 --> 01:00:29.725 once we get to that

NOTE Confidence: 0.9798905

01:00:29.725 --> 01:00:30.925 point, it is something we,  
NOTE Confidence: 0.9798905

01:00:31.244 --> 01:00:32.545 work work hard on.  
NOTE Confidence: 0.9756317

01:00:33.885 --> 01:00:35.165 So with that, we've hit  
NOTE Confidence: 0.9756317

01:00:35.165 --> 01:00:37.085 one o'clock. Thank you all  
NOTE Confidence: 0.9756317

01:00:37.085 --> 01:00:38.705 for the really good questions,  
NOTE Confidence: 0.9756317

01:00:39.005 --> 01:00:39.405 and,  
NOTE Confidence: 0.9673549

01:00:41.220 --> 01:00:42.580 I hope that this was  
NOTE Confidence: 0.9673549

01:00:42.580 --> 01:00:43.240 was helpful.  
NOTE Confidence: 0.99222004

01:00:43.540 --> 01:00:44.680 Thank you to the panelists,  
NOTE Confidence: 0.95180666

01:00:45.060 --> 01:00:46.600 for your really good answers,  
NOTE Confidence: 0.9761033

01:00:47.780 --> 01:00:49.140 and again, if there are  
NOTE Confidence: 0.9761033

01:00:49.140 --> 01:00:50.900 questions that that I didn't  
NOTE Confidence: 0.9761033

01:00:50.900 --> 01:00:52.600 get to or misinterpreted,  
NOTE Confidence: 0.99035645

01:00:53.495 --> 01:00:55.175 just email me. I'm happy  
NOTE Confidence: 0.99035645

01:00:55.175 --> 01:00:55.675 to,  
NOTE Confidence: 0.9996745

01:00:56.295 --> 01:00:56.795 follow-up

NOTE Confidence: 0.9995117

01:00:57.095 --> 01:00:57.595 more.

NOTE Confidence: 0.99671227

01:00:58.695 --> 01:01:00.295 Again, I strongly encourage you

NOTE Confidence: 0.99671227

01:01:00.295 --> 01:01:01.495 to apply and look forward

NOTE Confidence: 0.99671227

01:01:01.495 --> 01:01:03.275 to seeing all your applications,

NOTE Confidence: 1

01:01:04.615 --> 01:01:05.435 fairly soon.

NOTE Confidence: 0.98413086

01:01:05.895 --> 01:01:07.675 Okay. Bye, everyone. Take care.