WEBVTT

NOTE duration: "00:18:30.741"

NOTE Confidence: 0.91903216

00:00:00.399 --> 00:00:01.699 So welcome, everybody.

NOTE Confidence: 0.96852136

00:00:02.320 --> 00:00:03.199 Thanks for joining us for

NOTE Confidence: 0.96852136

00:00:03.199 --> 00:00:04.960 the OAPD workshop. We're getting

NOTE Confidence: 0.96852136

00:00:04.960 --> 00:00:06.000 into the time of year

NOTE Confidence: 0.96852136

00:00:06.000 --> 00:00:07.919 where it's not just general

NOTE Confidence: 0.96852136

00:00:07.919 --> 00:00:09.119 resources that we really try

NOTE Confidence: 0.96852136

00:00:09.119 --> 00:00:10.160 to bring to you that

NOTE Confidence: 0.96852136

00:00:10.160 --> 00:00:11.119 we hope will be of

NOTE Confidence: 0.96852136

00:00:11.119 --> 00:00:13.425 use, but we're really trying

NOTE Confidence: 0.96852136

00:00:13.425 --> 00:00:14.785 to, think about things that

NOTE Confidence: 0.96852136

00:00:14.785 --> 00:00:16.305 are timely and probably in

NOTE Confidence: 0.96852136

00:00:16.305 --> 00:00:17.425 most of your laps as

NOTE Confidence: 0.96852136

00:00:17.425 --> 00:00:18.625 the FDAC that either you've

NOTE Confidence: 0.96852136

00:00:18.625 --> 00:00:20.005 done recently or you're

NOTE Confidence: 0.9544755

00:00:20.465 --> 00:00:21.985 about to do. And this

NOTE Confidence: 0.9544755

00:00:21.985 --> 00:00:23.505 will be great review to

NOTE Confidence: 0.9544755

00:00:23.505 --> 00:00:24.385 talk about that, to get

NOTE Confidence: 0.9544755

00:00:24.385 --> 00:00:26.010 everyone going on it. And

NOTE Confidence: 0.9544755

00:00:26.090 --> 00:00:27.050 And it's great. Today, we

NOTE Confidence: 0.9544755

00:00:27.050 --> 00:00:28.650 have, Keith Choate and Nick

NOTE Confidence: 0.9544755

00:00:28.650 --> 00:00:30.410 Lick to tell us more

NOTE Confidence: 0.9544755

00:00:30.410 --> 00:00:31.130 about it.

NOTE Confidence: 0.7813364

00:00:32.090 --> 00:00:32.830 So please,

NOTE Confidence: 0.9121645

00:00:33.850 --> 00:00:35.070 thank you for joining us.

NOTE Confidence: 0.9570809

00:00:35.450 --> 00:00:37.450 Thanks for invitation, John, and

NOTE Confidence: 0.9570809

00:00:37.450 --> 00:00:38.430 thanks to everyone,

NOTE Confidence: 0.8778733

00:00:39.370 --> 00:00:40.670 for joining us today.

NOTE Confidence: 0.9408613

00:00:42.735 --> 00:00:44.575 When the dean charged a

NOTE Confidence: 0.9408613

00:00:44.575 --> 00:00:46.415 working group with developing the

NOTE Confidence: 0.9408613

00:00:46.415 --> 00:00:47.615 FDAC, I think that we

NOTE Confidence: 0.9408613

00:00:47.615 --> 00:00:48.895 recognize that there is a

NOTE Confidence: 0.9408613

00:00:48.895 --> 00:00:49.395 disconnect

NOTE Confidence: 0.9996695

00:00:50.015 --> 00:00:51.615 between the mentorship that was

NOTE Confidence: 0.9996695

00:00:51.615 --> 00:00:53.135 perceived to be received by

NOTE Confidence: 0.9996695

00:00:53.135 --> 00:00:53.635 faculty

NOTE Confidence: 0.99540466

00:00:53.980 --> 00:00:55.500 and the mentorship that leaders

NOTE Confidence: 0.99540466

00:00:55.500 --> 00:00:56.780 within departments thought that they

NOTE Confidence: 0.99540466

00:00:56.780 --> 00:00:58.079 were giving. And so

NOTE Confidence: 0.98000145

00:00:58.380 --> 00:01:00.220 what the, committee sought to

NOTE Confidence: 0.98000145

00:01:00.220 --> 00:01:01.739 do ultimately was to create

NOTE Confidence: 0.98000145

00:01:01.739 --> 00:01:02.320 a tool

NOTE Confidence: 0.99917924

00:01:02.700 --> 00:01:04.080 that would provide a platform

NOTE Confidence: 0.9852085

00:01:04.540 --> 00:01:06.640 to facilitate effective career development

NOTE Confidence: 0.9852085

00:01:06.700 --> 00:01:08.300 conversations. That is to collect

NOTE Confidence: 0.9852085

00:01:08.300 --> 00:01:09.645 the data that would help

NOTE Confidence: 0.9852085

00:01:09.645 --> 00:01:11.084 people to talk about the

NOTE Confidence: 0.9852085

00:01:11.084 --> 00:01:12.785 different domains of their

NOTE Confidence: 0.99919707

00:01:13.245 --> 00:01:14.225 of their life.

NOTE Confidence: 0.98445636

00:01:15.725 --> 00:01:17.005 The underlying goal is to

NOTE Confidence: 0.98445636

00:01:17.005 --> 00:01:18.685 ensure that faculty feel known

NOTE Confidence: 0.98445636

00:01:18.685 --> 00:01:19.985 by departmental leadership.

NOTE Confidence: 0.98208976

00:01:20.444 --> 00:01:21.965 The goal was to ensure

NOTE Confidence: 0.98208976

00:01:21.965 --> 00:01:23.325 high quality mentorship and to

NOTE Confidence: 0.98208976

00:01:23.325 --> 00:01:24.225 promote sponsorship,

NOTE Confidence: 0.9971123

00:01:24.880 --> 00:01:26.660 and these were all purposes

NOTE Confidence: 0.9971123

00:01:26.800 --> 00:01:27.840 that we held front and

NOTE Confidence: 0.9971123

00:01:27.840 --> 00:01:29.520 center as we developed the

NOTE Confidence: 0.9971123

00:01:29.520 --> 00:01:30.500 FDAC process.

NOTE Confidence: 0.9969861

00:01:33.040 --> 00:01:34.240 So we launched a pilot

NOTE Confidence: 0.9969861

00:01:34.240 --> 00:01:35.600 in January twenty twenty two

NOTE Confidence: 0.9969861

00:01:35.600 --> 00:01:36.740 across twelve departments.

NOTE Confidence: 0.9828218

00:01:37.200 --> 00:01:38.384 We learned a lot from

NOTE Confidence: 0.9828218

00:01:38.384 --> 00:01:39.984 that process. We streamlined the

NOTE Confidence: 0.9828218

00:01:39.984 --> 00:01:41.424 form. We made it more

NOTE Confidence: 0.9828218

00:01:41.424 --> 00:01:43.104 responsive to both faculty and

NOTE Confidence: 0.9828218

00:01:43.104 --> 00:01:44.944 department leader requests, and it

NOTE Confidence: 0.9828218

00:01:44.944 --> 00:01:46.704 was launched across all departments

NOTE Confidence: 0.9828218

00:01:46.704 --> 00:01:47.825 starting in fall of twenty

NOTE Confidence: 0.9828218

00:01:47.825 --> 00:01:48.564 twenty two.

NOTE Confidence: 0.9392178

00:01:49.185 --> 00:01:50.490 In FY twenty five,

NOTE Confidence: 0.9157908

00:01:50.890 --> 00:01:51.689 two thousand five hundred and

NOTE Confidence: 0.9157908

00:01:51.689 --> 00:01:53.530 three, latter faculty were invited

NOTE Confidence: 0.9157908

00:01:53.530 --> 00:01:54.189 to participate.

NOTE Confidence: 0.95108986

00:01:54.970 --> 00:01:56.090 Six hundred seventy eight of

NOTE Confidence: 0.95108986

00:01:56.090 --> 00:01:57.290 them went through two stage

NOTE Confidence: 0.95108986

00:01:57.290 --> 00:01:58.250 review where they met with

NOTE Confidence: 0.95108986

00:01:58.250 --> 00:01:59.950 a mentor or mentorship committee

NOTE Confidence: 0.95108986

00:02:00.090 --> 00:02:02.189 before meeting with their, departmental

NOTE Confidence: 0.9821291

00:02:02.490 --> 00:02:02.990 leader.

NOTE Confidence: 0.9594487

00:02:03.445 --> 00:02:05.125 Two hundred forty faculty served

NOTE Confidence: 0.9594487

00:02:05.125 --> 00:02:06.005 as a reviewer in the

NOTE Confidence: 0.9594487

00:02:06.005 --> 00:02:07.045 first stage of two stage

NOTE Confidence: 0.9594487

00:02:07.045 --> 00:02:08.885 review. A hundred ninety one

NOTE Confidence: 0.9594487

00:02:08.885 --> 00:02:10.565 faculty served as department leader

NOTE Confidence: 0.9594487

00:02:10.565 --> 00:02:11.845 reviewer. And so you can

NOTE Confidence: 0.9594487

00:02:11.845 --> 00:02:12.565 see that this is a

NOTE Confidence: 0.9594487

00:02:12.565 --> 00:02:14.005 really sort of massive effort,

NOTE Confidence: 0.97294354

00:02:14.325 --> 00:02:16.080 on the half behalf of

NOTE Confidence: 0.97294354

00:02:16.240 --> 00:02:17.520 both our faculty and the

NOTE Confidence: 0.97294354

00:02:17.520 --> 00:02:18.660 leadership of departments.

NOTE Confidence: 0.9433468

00:02:19.680 --> 00:02:21.120 Ninety six percent of faculty

NOTE Confidence: 0.9433468

00:02:21.120 --> 00:02:22.480 completed the FDAC forum, and

NOTE Confidence: 0.9433468

00:02:22.480 --> 00:02:23.139 of those,

NOTE Confidence: 0.9583328

00:02:23.440 --> 00:02:24.960 nearly ninety nine percent had

NOTE Confidence: 0.9583328

00:02:24.960 --> 00:02:26.080 a meeting with their department

NOTE Confidence: 0.9583328

00:02:26.080 --> 00:02:27.540 leader in FY twenty five.

NOTE Confidence: 0.9583328

00:02:27.840 --> 00:02:29.360 We also piloted the FDAC

NOTE Confidence: 0.9583328

00:02:29.360 --> 00:02:30.820 with research track faculty,

NOTE Confidence: 0.9776783

00:02:31.245 --> 00:02:32.785 and in FY twenty four,

NOTE Confidence: 0.9776783

00:02:32.845 --> 00:02:34.044 it was launched across all

NOTE Confidence: 0.9776783

00:02:34.044 --> 00:02:35.825 departments for research track faculty.

NOTE Confidence: 0.98604894

00:02:37.485 --> 00:02:37.965 So,

NOTE Confidence: 0.965488

00:02:38.365 --> 00:02:40.044 ladder track faculty are required

NOTE Confidence: 0.965488

00:02:40.044 --> 00:02:41.405 to complete the FDAC form

NOTE Confidence: 0.965488

00:02:41.405 --> 00:02:42.205 and to meet with their

NOTE Confidence: 0.965488

00:02:42.205 --> 00:02:43.860 department department leader.

NOTE Confidence: 0.97298974

00:02:44.419 --> 00:02:45.639 Research track faculty,

NOTE Confidence: 0.9534172

00:02:46.180 --> 00:02:47.940 participation is not mandatory but

NOTE Confidence: 0.9534172

00:02:47.940 --> 00:02:50.020 encouraged. Research track faculty who

NOTE Confidence: 0.9534172

00:02:50.020 --> 00:02:51.460 choose to participate meet with

NOTE Confidence: 0.9534172

00:02:51.460 --> 00:02:52.200 their PI

NOTE Confidence: 0.9875465

00:02:52.500 --> 00:02:53.540 and a member of the

NOTE Confidence: 0.9875465

00:02:53.540 --> 00:02:55.160 departmental leadership team.

NOTE Confidence: 0.9346534

00:02:55.620 --> 00:02:56.440 In November,

NOTE Confidence: 0.94331074

00:02:56.820 --> 00:02:58.500 on November third, the FDAC

NOTE Confidence: 0.94331074

00:02:58.500 --> 00:03:00.315 opened for all YSM departments

NOTE Confidence: 0.94331074

00:03:00.315 --> 00:03:00.895 and sections.

NOTE Confidence: 0.97993654

00:03:01.355 --> 00:03:03.035 February second is the deadline

NOTE Confidence: 0.97993654

00:03:03.035 --> 00:03:04.235 for all faculty to complete

NOTE Confidence: 0.97993654

00:03:04.235 --> 00:03:05.275 their FDAC form. So if

NOTE Confidence: 0.97993654

00:03:05.275 --> 00:03:06.075 any of you who are

NOTE Confidence: 0.97993654

00:03:06.075 --> 00:03:07.275 on this call haven't completed

NOTE Confidence: 0.97993654

00:03:07.275 --> 00:03:08.715 your FDAC form, it's not

NOTE Confidence: 0.97993654

00:03:08.715 --> 00:03:09.755 that hard. We'll talk about

NOTE Confidence: 0.97993654

00:03:09.755 --> 00:03:10.635 the things that you need

NOTE Confidence: 0.97993654

00:03:10.635 --> 00:03:11.835 to put together so that

NOTE Confidence: 0.97993654

00:03:11.835 --> 00:03:12.635 you can get to work

NOTE Confidence: 0.97993654

00:03:12.635 --> 00:03:13.139 on it.

NOTE Confidence: 0.9872924

00:03:14.020 --> 00:03:14.840 March sixteenth,

NOTE Confidence: 0.98826426

00:03:15.139 --> 00:03:16.419 is the deadline to complete

NOTE Confidence: 0.98826426

00:03:16.419 --> 00:03:17.400 first stage review.

NOTE Confidence: 0.99127895

00:03:17.780 --> 00:03:18.900 This applies only to those

NOTE Confidence: 0.99127895

00:03:18.900 --> 00:03:19.860 who are participating in a

NOTE Confidence: 0.99127895

00:03:19.860 --> 00:03:21.240 two stage review process.

NOTE Confidence: 0.9153368

00:03:21.860 --> 00:03:23.139 June first is the deadline

NOTE Confidence: 0.9153368

00:03:23.139 --> 00:03:25.400 for department leader, NPI review,

NOTE Confidence: 0.9153368

00:03:25.540 --> 00:03:26.272 and June thirtieth is the

NOTE Confidence: 0.9153368

00:03:26.272 --> 00:03:26.456 closing date, for this year's

NOTE Confidence: 0.9153368

00:03:26.456 --> 00:03:27.080 administration. So if you'd like

NOTE Confidence: 0.6016276

00:03:27.380 --> 00:03:27.880 to

NOTE Confidence: 0.9941

00:03:32.315 --> 00:03:33.514 So if you look at

NOTE Confidence: 0.9941

00:03:33.514 --> 00:03:35.915 the FDAC survey itself, it

NOTE Confidence: 0.9941

00:03:35.915 --> 00:03:37.595 consists of six six different

NOTE Confidence: 0.9941

00:03:37.595 --> 00:03:38.955 sections that have questions that

NOTE Confidence: 0.9941

00:03:38.955 --> 00:03:39.615 are associated.

NOTE Confidence: 0.9993313

00:03:40.075 --> 00:03:41.195 The first is about data

NOTE Confidence: 0.9993313

00:03:41.195 --> 00:03:41.695 collection.

NOTE Confidence: 0.9264046

00:03:42.440 --> 00:03:43.800 It asks people to provide

NOTE Confidence: 0.9264046

00:03:43.800 --> 00:03:46.280 their CV, NIH biosketch, description

NOTE Confidence: 0.9264046

00:03:46.280 --> 00:03:48.060 of activities or CV two.

NOTE Confidence: 0.9171092

00:03:48.440 --> 00:03:49.560 It asks them to state

NOTE Confidence: 0.9171092

00:03:49.560 --> 00:03:50.300 their accomplishments

NOTE Confidence: 0.91283506

00:03:50.760 --> 00:03:52.280 over the prior year, again,

NOTE Confidence: 0.91283506

00:03:52.280 --> 00:03:53.960 to frame the conversation with

NOTE Confidence: 0.91283506

00:03:53.960 --> 00:03:55.635 mentors and department leaders,

NOTE Confidence: 0.9757013

00:03:56.015 --> 00:03:57.215 and to think about those

NOTE Confidence: 0.9757013

00:03:57.215 --> 00:03:59.135 accomplishments and short term goals

NOTE Confidence: 0.9757013

00:03:59.135 --> 00:04:00.095 in terms of their long

NOTE Confidence: 0.9757013

00:04:00.095 --> 00:04:00.755 term goals.

NOTE Confidence: 0.96828943

00:04:01.055 --> 00:04:02.035 Short term goals,

NOTE Confidence: 0.9745568

00:04:02.895 --> 00:04:04.095 are asked in terms of

NOTE Confidence: 0.9745568

00:04:04.095 --> 00:04:05.615 a timeline and to consider

NOTE Confidence: 0.9745568

00:04:05.615 --> 00:04:06.895 whether there are obstacles to

NOTE Confidence: 0.9745568

00:04:06.895 --> 00:04:07.395 completion.

NOTE Confidence: 0.97331554

00:04:07.830 --> 00:04:09.610 We ask about mentoring relationships

NOTE Confidence: 0.97331554

00:04:09.830 --> 00:04:11.770 in a stage appropriate way.

NOTE Confidence: 0.97331554

00:04:11.990 --> 00:04:13.350 We ask if individuals have

NOTE Confidence: 0.97331554

00:04:13.350 --> 00:04:14.950 questions about promotion and their

NOTE Confidence: 0.97331554

00:04:14.950 --> 00:04:17.029 preparation relative to that. Then

NOTE Confidence: 0.97331554

00:04:17.029 --> 00:04:18.650 we address questions of satisfaction

NOTE Confidence: 0.97331554

00:04:18.870 --> 00:04:19.610 and inclusivity.

NOTE Confidence: 0.9789315

00:04:20.615 --> 00:04:21.115 So,

NOTE Confidence: 0.934683

00:04:21.975 --> 00:04:23.095 departments had the option of

NOTE Confidence: 0.934683

00:04:23.095 --> 00:04:24.294 doing a two stage review

NOTE Confidence: 0.934683

00:04:24.294 --> 00:04:25.815 where initial review is completed

NOTE Confidence: 0.934683

00:04:25.815 --> 00:04:27.255 by a mentor, mentorship committee,

NOTE Confidence: 0.934683

00:04:27.255 --> 00:04:29.095 or division chief who provides

NOTE Confidence: 0.934683

00:04:29.095 --> 00:04:30.935 feedback to departmental leadership prior

NOTE Confidence: 0.934683

00:04:30.935 --> 00:04:31.995 to the final meeting.

NOTE Confidence: 0.938821

00:04:32.550 --> 00:04:33.830 But the general workflow is

NOTE Confidence: 0.938821

00:04:33.830 --> 00:04:34.790 that an email goes out

NOTE Confidence: 0.938821

00:04:34.790 --> 00:04:36.470 from REDCap faculty complete their

NOTE Confidence: 0.938821

00:04:36.470 --> 00:04:36.970 form.

NOTE Confidence: 0.97753775

00:04:37.510 --> 00:04:39.370 They meet with departmental leadership.

NOTE Confidence: 0.89077884

00:04:39.750 --> 00:04:41.910 The departmental leadership completes a

NOTE Confidence: 0.89077884

00:04:41.910 --> 00:04:43.750 form summarizing the meeting, and

NOTE Confidence: 0.89077884

00:04:43.750 --> 00:04:45.370 faculty ultimately acknowledge,

NOTE Confidence: 0.99874806

00:04:46.070 --> 00:04:47.529 that the meeting has occurred

NOTE Confidence: 0.99874806

00:04:47.675 --> 00:04:48.875 and receive a survey to

NOTE Confidence: 0.99874806

00:04:48.875 --> 00:04:50.575 provide feedback about the process.

NOTE Confidence: 0.97576624

00:04:51.195 --> 00:04:52.235 I will say that this

NOTE Confidence: 0.97576624

00:04:52.235 --> 00:04:53.995 year, we're really doubling down

NOTE Confidence: 0.97576624

00:04:53.995 --> 00:04:55.675 on faculty feedback because the

NOTE Confidence: 0.97576624

00:04:55.675 --> 00:04:56.955 only way that the FDAC

NOTE Confidence: 0.97576624

00:04:56.955 --> 00:04:57.455 improves

NOTE Confidence: 0.9780602

00:04:57.755 --> 00:04:58.795 is if we get feedback

NOTE Confidence: 0.9780602

00:04:58.795 --> 00:05:00.235 from faculty about the areas

NOTE Confidence: 0.9780602

00:05:00.235 --> 00:05:01.760 that they think it's working

NOTE Confidence: 0.9780602

00:05:01.760 --> 00:05:03.200 the best and areas for

NOTE Confidence: 0.9780602

00:05:03.200 --> 00:05:04.480 improvement. And it is an

NOTE Confidence: 0.9780602

00:05:04.480 --> 00:05:06.480 iterative process, and we make

NOTE Confidence: 0.9780602

00:05:06.480 --> 00:05:07.520 changes to the form on

NOTE Confidence: 0.9780602

00:05:07.520 --> 00:05:08.580 a yearly basis.

NOTE Confidence: 0.98001283

00:05:09.680 --> 00:05:10.800 So when you log in

NOTE Confidence: 0.98001283

00:05:10.800 --> 00:05:11.840 to the FDAC, these are

NOTE Confidence: 0.98001283

00:05:11.840 --> 00:05:12.480 the initial,

NOTE Confidence: 0.91875046

00:05:13.200 --> 00:05:14.320 fields that people will see,

NOTE Confidence: 0.91875046

00:05:14.320 --> 00:05:15.300 and they're prepopulated

NOTE Confidence: 0.96143883

00:05:15.680 --> 00:05:17.414 with name, net ID, email

NOTE Confidence: 0.96143883

00:05:17.414 --> 00:05:17.914 department,

NOTE Confidence: 0.99733186

00:05:18.455 --> 00:05:19.194 and rank.

NOTE Confidence: 0.95299876

00:05:21.735 --> 00:05:24.375 Teaching evaluations. So, academic year

NOTE Confidence: 0.95299876

00:05:24.375 --> 00:05:25.654 twenty five clerkship and pre

NOTE Confidence: 0.95299876

00:05:25.654 --> 00:05:27.914 clerkship teaching evaluations from MedHub

NOTE Confidence: 0.95299876

00:05:27.974 --> 00:05:29.889 and Blue Dogs only are

NOTE Confidence: 0.95299876

00:05:29.889 --> 00:05:31.729 uploaded into FDAC. Faculty can

NOTE Confidence: 0.95299876

00:05:31.729 --> 00:05:34.289 view the evaluations via an

NOTE Confidence: 0.95299876

00:05:34.289 --> 00:05:35.270 embedded link.

NOTE Confidence: 0.9976089

00:05:35.810 --> 00:05:37.089 They still have the option

NOTE Confidence: 0.9976089

00:05:37.089 --> 00:05:39.169 to upload teaching evaluations from

NOTE Confidence: 0.9976089

00:05:39.169 --> 00:05:40.849 other sources. There's a tab

NOTE Confidence: 0.9976089

00:05:40.849 --> 00:05:41.970 that allows you to add

NOTE Confidence: 0.9976089

00:05:41.970 --> 00:05:44.069 additional documents for consideration,

NOTE Confidence: 0.9902358

00:05:44.690 --> 00:05:45.345 in the FDAC

NOTE Confidence: 0.99822724

00:05:48.305 --> 00:05:48.805 meeting.

NOTE Confidence: 0.9765864

00:05:49.185 --> 00:05:50.865 The CV is required for

NOTE Confidence: 0.9765864

00:05:50.865 --> 00:05:52.385 all faculty. So for those

NOTE Confidence: 0.9765864

00:05:52.385 --> 00:05:53.345 of you who have not

NOTE Confidence: 0.9765864

00:05:53.345 --> 00:05:54.225 sat down yet to do

NOTE Confidence: 0.9765864

00:05:54.225 --> 00:05:55.585 your FDAC, remember that it's

NOTE Confidence: 0.9765864

00:05:55.585 --> 00:05:57.205 very helpful to have updated

NOTE Confidence: 0.9765864

00:05:57.265 --> 00:05:59.450 your CV prior to, coming

NOTE Confidence: 0.9765864

00:05:59.450 --> 00:06:00.810 into the meeting. And we

NOTE Confidence: 0.9765864

00:06:00.810 --> 00:06:02.650 ask, people to highlight in

NOTE Confidence: 0.9765864

00:06:02.650 --> 00:06:04.170 yellow items from the last

NOTE Confidence: 0.9765864

00:06:04.170 --> 00:06:05.070 twelve months

NOTE Confidence: 0.8306487

00:06:05.610 --> 00:06:06.670 across the CV.

NOTE Confidence: 0.9127427

00:06:07.529 --> 00:06:08.730 We ask if people have

NOTE Confidence: 0.9127427

00:06:08.730 --> 00:06:10.890 a NIH biosketch available to

NOTE Confidence: 0.9127427

00:06:10.890 --> 00:06:11.390 upload.

NOTE Confidence: 0.9767701

00:06:12.185 --> 00:06:13.145 We also ask,

NOTE Confidence: 0.9997245

00:06:13.545 --> 00:06:14.685 if they have a

NOTE Confidence: 0.82616127

00:06:15.385 --> 00:06:16.845 recent c v two,

NOTE Confidence: 0.99477494

00:06:17.385 --> 00:06:18.605 that they'd like to upload.

NOTE Confidence: 0.99477494

00:06:18.665 --> 00:06:19.705 And then here's the region

NOTE Confidence: 0.99477494

00:06:19.705 --> 00:06:20.665 where we ask if people

NOTE Confidence: 0.99477494

00:06:20.665 --> 00:06:21.945 would like to upload additional

NOTE Confidence: 0.99477494

00:06:21.945 --> 00:06:22.445 documents.

NOTE Confidence: 0.9445666

00:06:23.225 --> 00:06:24.105 We ask for a number

NOTE Confidence: 0.9445666

00:06:24.105 --> 00:06:25.730 of documents provides you boxes,

NOTE Confidence: 0.9995464

00:06:26.589 --> 00:06:28.130 to upload each of these.

NOTE Confidence: 0.985399

00:06:30.910 --> 00:06:32.529 Within the description of activities,

NOTE Confidence: 0.985399

00:06:32.750 --> 00:06:34.190 we provide an opportunity to

NOTE Confidence: 0.985399

00:06:34.190 --> 00:06:35.790 highlight items that are not

NOTE Confidence: 0.985399

00:06:35.790 --> 00:06:36.910 present in the CV or

NOTE Confidence: 0.985399

00:06:36.910 --> 00:06:38.365 biosketch. And and what you'll

NOTE Confidence: 0.985399

00:06:38.365 --> 00:06:39.645 find is that the description

NOTE Confidence: 0.985399

00:06:39.645 --> 00:06:41.404 of activities really mirrors what

NOTE Confidence: 0.985399

00:06:41.404 --> 00:06:43.264 we see within CV2.

NOTE Confidence: 0.9120692

00:06:43.805 --> 00:06:45.185 It asks for effort distribution

NOTE Confidence: 0.9120692

00:06:45.324 --> 00:06:46.224 across administration,

NOTE Confidence: 0.99690676

00:06:46.525 --> 00:06:48.305 leadership, clinical care, education,

NOTE Confidence: 0.9547959

17

00:06:48.925 --> 00:06:49.985 research, and scholarship.

NOTE Confidence: 0.89948994

00:06:50.860 --> 00:06:53.020 It asks for introductory descript,

NOTE Confidence: 0.89948994

00:06:53.339 --> 00:06:53.839 descriptions,

NOTE Confidence: 0.9238492

00:06:54.300 --> 00:06:56.380 for departmental role contributions to

NOTE Confidence: 0.9238492

00:06:56.380 --> 00:06:58.080 organizational culture and values,

NOTE Confidence: 0.9466894

00:06:58.380 --> 00:07:00.860 clinical activities, educational activities, and

NOTE Confidence: 0.9466894

00:07:00.860 --> 00:07:01.920 research or scholarship.

NOTE Confidence: 0.95993453

00:07:02.585 --> 00:07:03.625 And one of the things

NOTE Confidence: 0.95993453

00:07:03.625 --> 00:07:04.985 that I'll say having been

NOTE Confidence: 0.95993453

00:07:04.985 --> 00:07:06.285 through the FDAC process,

NOTE Confidence: 0.988509

00:07:06.745 --> 00:07:07.885 in multiple years,

NOTE Confidence: 0.99858767

00:07:08.345 --> 00:07:08.845 it's

NOTE Confidence: 0.9987632

00:07:09.545 --> 00:07:11.305 often onerous for faculty to

NOTE Confidence: 0.9987632

00:07:11.305 --> 00:07:12.685 sit down and write,

NOTE Confidence: 0.9933437

00:07:13.065 --> 00:07:14.845 you know, a long paragraph

NOTE Confidence: 0.9933437

00:07:14.985 --> 00:07:16.345 about these activities. And what

NOTE Confidence: 0.9933437

00:07:16.345 --> 00:07:17.640 we find is that a

NOTE Confidence: 0.9933437

00:07:17.640 --> 00:07:19.900 bulleted list serves equally well.

NOTE Confidence: 0.9921344

00:07:20.200 --> 00:07:21.000 And so this is one

NOTE Confidence: 0.9921344

00:07:21.000 --> 00:07:22.280 of the modifications that we

NOTE Confidence: 0.9921344

00:07:22.280 --> 00:07:23.720 made to the FDAC in

NOTE Confidence: 0.9921344

00:07:23.720 --> 00:07:25.420 response to time concerns

NOTE Confidence: 0.9266315

00:07:25.880 --> 00:07:27.960 amongst faculty. A bulleted list

NOTE Confidence: 0.9266315

00:07:27.960 --> 00:07:29.240 can serve as a as

NOTE Confidence: 0.9266315

00:07:29.240 --> 00:07:30.645 a foundation for a conversation

NOTE Confidence: 0.9266315

00:07:30.805 --> 00:07:32.085 as well as paragraph can.

NOTE Confidence: 0.9266315

00:07:32.085 --> 00:07:33.705 So so don't feel obligated

NOTE Confidence: 0.9266315

00:07:33.845 --> 00:07:34.504 to really

NOTE Confidence: 0.9786805

00:07:34.884 --> 00:07:36.485 write something long when you

NOTE Confidence: 0.9786805

00:07:36.485 --> 00:07:37.604 can really just bullet out,

NOTE Confidence: 0.9786805

00:07:37.845 --> 00:07:39.365 your departmental role and your

NOTE Confidence: 0.9786805

19

00:07:39.365 --> 00:07:39.865 contributions,

NOTE Confidence: 0.9996729

00:07:40.565 --> 00:07:41.784 for these different sections.

NOTE Confidence: 0.98802865

00:07:44.470 --> 00:07:46.330 We then ask people to

NOTE Confidence: 0.98274314

00:07:46.630 --> 00:07:48.310 really reflect on what they

NOTE Confidence: 0.98274314

00:07:48.310 --> 00:07:49.350 perceive to be their most

NOTE Confidence: 0.98274314

00:07:49.350 --> 00:07:51.190 meaningful accomplishments over the last

NOTE Confidence: 0.98274314

00:07:51.190 --> 00:07:52.310 year and and ask people

NOTE Confidence: 0.98274314

00:07:52.310 --> 00:07:53.610 to list up to three.

NOTE Confidence: 0.9641825

00:07:54.070 --> 00:07:55.590 We also ask the people,

NOTE Confidence: 0.9641825

00:07:55.590 --> 00:07:56.710 as they think about these

NOTE Confidence: 0.9641825

00:07:56.710 --> 00:07:57.210 accomplishments,

NOTE Confidence: 0.99497586

00:07:57.750 --> 00:07:59.445 look into the future and

NOTE Confidence: 0.99497586

00:07:59.445 --> 00:08:01.125 say, as you look forward

NOTE Confidence: 0.99497586

00:08:01.125 --> 00:08:02.324 in five years and your

NOTE Confidence: 0.99497586

00:08:02.324 --> 00:08:04.085 career continues to evolve, what

NOTE Confidence: 0.99497586

00:08:04.085 --> 00:08:05.365 would you ideally like to

NOTE Confidence: 0.99497586

00:08:05.365 --> 00:08:06.665 be doing at that time?

NOTE Confidence: 0.99572283

00:08:07.205 --> 00:08:08.085 And this is really an

NOTE Confidence: 0.99572283

00:08:08.085 --> 00:08:08.585 opportunity,

NOTE Confidence: 0.99957937

00:08:09.764 --> 00:08:10.264 to

NOTE Confidence: 0.9786035

00:08:10.565 --> 00:08:11.604 reflect on the things that

NOTE Confidence: 0.9786035

00:08:11.604 --> 00:08:13.044 you're proudest of, but also

NOTE Confidence: 0.9786035

00:08:13.044 --> 00:08:14.389 to sort of probe what

NOTE Confidence: 0.9786035

00:08:14.389 --> 00:08:15.930 those long term goals are.

NOTE Confidence: 0.9659513

00:08:16.550 --> 00:08:17.430 And I think, you know,

NOTE Confidence: 0.9659513

00:08:17.430 --> 00:08:18.490 from a leadership,

NOTE Confidence: 0.9920113

00:08:19.750 --> 00:08:20.250 standpoint,

NOTE Confidence: 0.9887644

00:08:20.710 --> 00:08:22.629 we encourage departmental leaders to

NOTE Confidence: 0.9887644

00:08:22.629 --> 00:08:23.669 really dig deep on this

NOTE Confidence: 0.9887644

00:08:23.669 --> 00:08:25.129 and to ask the question,

NOTE Confidence: 0.9913492

00:08:25.590 --> 00:08:26.710 what do you consider to

NOTE Confidence: 0.9913492

00:08:26.710 --> 00:08:28.250 be your greatest career aspiration?

NOTE Confidence: 0.99932647

00:08:28.745 --> 00:08:30.345 Because these meetings are not

NOTE Confidence: 0.99932647

00:08:30.345 --> 00:08:31.405 meant to be about

NOTE Confidence: 0.9946097

00:08:31.705 --> 00:08:32.985 compensation. They're not meant to

NOTE Confidence: 0.9946097

00:08:32.985 --> 00:08:34.505 be about clinical schedules. They're

NOTE Confidence: 0.9946097

00:08:34.505 --> 00:08:35.804 really meant to be about

NOTE Confidence: 0.9946097

00:08:36.105 --> 00:08:37.804 goal setting and personal,

NOTE Confidence: 0.9632403

00:08:38.745 --> 00:08:40.445 satisfaction and career fulfillment.

NOTE Confidence: 0.98737776

00:08:42.329 --> 00:08:43.929 We then ask, for folks

NOTE Confidence: 0.98737776

00:08:43.929 --> 00:08:45.050 to talk about their short

NOTE Confidence: 0.98737776

00:08:45.050 --> 00:08:46.329 term goals, and we ask

NOTE Confidence: 0.98737776

00:08:46.329 --> 00:08:48.010 them to identify the areas

NOTE Confidence: 0.98737776

00:08:48.010 --> 00:08:49.790 in which they have professional

NOTE Confidence: 0.98737776

00:08:49.850 --> 00:08:51.929 goals, recognizing that some people

NOTE Confidence: 0.98737776

00:08:51.929 --> 00:08:53.050 will click all of the

NOTE Confidence: 0.98737776

00:08:53.050 --> 00:08:55.455 boxes, other will click fewer

NOTE Confidence: 0.98737776

00:08:55.755 --> 00:08:57.115 depending upon their role within

NOTE Confidence: 0.98737776

00:08:57.115 --> 00:08:58.575 the institution. And so,

NOTE Confidence: 0.91509676

00:08:58.955 --> 00:09:00.395 for this individual who filled

NOTE Confidence: 0.91509676

00:09:00.395 --> 00:09:01.355 out this form, they clicked

NOTE Confidence: 0.91509676

00:09:01.355 --> 00:09:03.115 administration and leadership as well

NOTE Confidence: 0.91509676

00:09:03.115 --> 00:09:03.774 as citizen

NOTE Confidence: 0.92953146

00:09:04.315 --> 00:09:04.815 citizenship

NOTE Confidence: 0.98973185

00:09:05.195 --> 00:09:06.895 and service, which automatically

NOTE Confidence: 0.99726295

00:09:07.690 --> 00:09:09.150 blows out these other boxes

NOTE Confidence: 0.99726295

00:09:09.290 --> 00:09:11.050 to list up to three

NOTE Confidence: 0.99726295

00:09:11.050 --> 00:09:12.830 goals for administration and leadership,

NOTE Confidence: 0.9350555

00:09:13.530 --> 00:09:15.210 along with a timeline for

NOTE Confidence: 0.9350555

00:09:15.210 --> 00:09:16.650 completion and the same thing

NOTE Confidence: 0.9350555

00:09:16.650 --> 00:09:18.090 for citizenship goals and a

NOTE Confidence: 0.9350555

00:09:18.090 --> 00:09:19.310 timeline for completion.

NOTE Confidence: 0.97756517

00:09:19.690 --> 00:09:20.430 And importantly,

NOTE Confidence: 0.9655198

00:09:20.985 --> 00:09:22.024 we ask the question, are

NOTE Confidence: 0.9655198

00:09:22.024 --> 00:09:23.704 there obstacles to achieving these

NOTE Confidence: 0.9655198

00:09:23.704 --> 00:09:24.925 goals? If you click

NOTE Confidence: 0.98219156

00:09:25.304 --> 00:09:26.105 yes, it will open a

NOTE Confidence: 0.98219156

00:09:26.105 --> 00:09:27.144 free text box where you

NOTE Confidence: 0.98219156

00:09:27.144 --> 00:09:28.665 can put in answers. And

NOTE Confidence: 0.98219156

00:09:28.665 --> 00:09:29.625 I'll tell you that when

NOTE Confidence: 0.98219156

00:09:29.625 --> 00:09:30.505 we ran this as a

NOTE Confidence: 0.98219156

00:09:30.505 --> 00:09:32.024 pilot, it revealed to us,

NOTE Confidence: 0.98219156

00:09:32.024 --> 00:09:33.225 for example, that there were

NOTE Confidence: 0.98219156

00:09:33.225 --> 00:09:35.005 a series of research cores

NOTE Confidence: 0.98219156

00:09:35.250 --> 00:09:36.390 that needed investment.

NOTE Confidence: 0.9967565

00:09:37.090 --> 00:09:38.130 And I think that this

NOTE Confidence: 0.9967565

00:09:38.130 --> 00:09:40.070 has effects that can both

NOTE Confidence: 0.9967565

00:09:40.210 --> 00:09:41.270 lead to conclusions,

NOTE Confidence: 0.9797154

00:09:42.050 --> 00:09:44.130 at the school level, but

NOTE Confidence: 0.9797154

00:09:44.130 --> 00:09:46.050 also regionally within departments and

NOTE Confidence: 0.9797154

00:09:46.050 --> 00:09:46.550 sections.

NOTE Confidence: 0.97466516

00:09:49.075 --> 00:09:50.675 We ask for those, who

NOTE Confidence: 0.97466516

00:09:50.675 --> 00:09:51.955 are below the level of

NOTE Confidence: 0.97466516

00:09:51.955 --> 00:09:53.335 professor if they have questions

NOTE Confidence: 0.97466516

00:09:53.395 --> 00:09:54.995 about the promotion process. If

NOTE Confidence: 0.97466516

00:09:54.995 --> 00:09:56.675 you click yes, it opens

NOTE Confidence: 0.97466516

00:09:56.675 --> 00:09:57.955 a box to an to

NOTE Confidence: 0.97466516

00:09:57.955 --> 00:09:59.635 list what those questions are.

NOTE Confidence: 0.97466516

00:09:59.635 --> 00:10:00.835 It asks if people are

NOTE Confidence: 0.97466516

00:10:00.835 --> 00:10:02.755 considering promotion within the next

NOTE Confidence: 0.97466516

00:10:02.755 --> 00:10:04.620 eighteen months, if they're aware

NOTE Confidence: 0.97466516

00:10:04.679 --> 00:10:05.720 of the steps needed to

NOTE Confidence: 0.97466516

00:10:05.720 --> 00:10:06.920 achieve promotion to the next

NOTE Confidence: 0.97466516

00:10:06.920 --> 00:10:08.839 level, if they're considering a

NOTE Confidence: 0.97466516

00:10:08.839 --> 00:10:10.199 change in track because of

NOTE Confidence: 0.97466516

00:10:10.199 --> 00:10:11.339 a change in goals,

NOTE Confidence: 0.9163606

00:10:11.720 --> 00:10:12.540 and, ultimately,

NOTE Confidence: 0.9543171

00:10:14.040 --> 00:10:15.559 who would be listed, for

NOTE Confidence: 0.9543171

00:10:15.559 --> 00:10:16.620 letters of evaluation,

NOTE Confidence: 0.90616035

00:10:17.245 --> 00:10:18.765 five arms length individuals and

NOTE Confidence: 0.90616035

00:10:18.765 --> 00:10:20.605 three nonarm's length individuals for

NOTE Confidence: 0.90616035

00:10:20.605 --> 00:10:22.625 those who are considering promotion.

NOTE Confidence: 0.9729999

00:10:22.925 --> 00:10:23.804 That is a box that

NOTE Confidence: 0.9729999

00:10:23.804 --> 00:10:25.265 appears if you click yes

NOTE Confidence: 0.9729999

00:10:25.325 --> 00:10:26.705 in the next eighteen months.

NOTE Confidence: 0.99990016

00:10:29.500 --> 00:10:30.079 We go

NOTE Confidence: 0.99592257

00:10:30.620 --> 00:10:32.000 on to approach questions,

NOTE Confidence: 0.9880545

00:10:32.620 --> 00:10:34.319 related to mentoring relationships

NOTE Confidence: 0.99960107

00:10:34.699 --> 00:10:35.600 as a mentee

NOTE Confidence: 0.9785406

00:10:36.139 --> 00:10:37.600 and mentoring relationships

NOTE Confidence: 0.99808246

00:10:37.980 --> 00:10:38.959 as a mentor.

NOTE Confidence: 0.9922876

00:10:39.500 --> 00:10:40.620 And because we try to

NOTE Confidence: 0.9922876

00:10:40.620 --> 00:10:42.285 streamline the process for professors,

NOTE Confidence: 0.9922876

00:10:42.345 --> 00:10:43.865 professors are only asked about

NOTE Confidence: 0.9922876

00:10:43.865 --> 00:10:44.845 mentoring relationships

NOTE Confidence: 0.9932235

00:10:45.465 --> 00:10:45.945 as a mentor.

NOTE Confidence: 0.98357934

00:10:47.705 --> 00:10:48.745 For those who are below

NOTE Confidence: 0.98357934

00:10:48.745 --> 00:10:49.945 the level of professor, we

NOTE Confidence: 0.98357934

00:10:49.945 --> 00:10:51.005 ask about both,

NOTE Confidence: 0.95080245

00:10:51.545 --> 00:10:52.905 roles as a mentee and

NOTE Confidence: 0.95080245

00:10:52.905 --> 00:10:53.645 as a mentor.

NOTE Confidence: 0.98661536

00:10:54.400 --> 00:10:55.600 And this is related to

NOTE Confidence: 0.98661536

00:10:55.600 --> 00:10:56.559 the fact that, you know,

NOTE Confidence: 0.98661536

00:10:56.559 --> 00:10:57.280 one of the things that

NOTE Confidence: 0.98661536

00:10:57.280 --> 00:10:58.720 we've come to recognize is

NOTE Confidence: 0.98661536

00:10:58.720 --> 00:11:00.000 one of the greatest predictors

NOTE Confidence: 0.98661536

00:11:00.000 --> 00:11:01.520 of belonging is having a

NOTE Confidence: 0.98661536

00:11:01.520 --> 00:11:02.880 series of mentors, and mentors

NOTE Confidence: 0.98661536

00:11:02.880 --> 00:11:04.100 can act in our lives

NOTE Confidence: 0.98661536

00:11:04.240 --> 00:11:05.360 at every phase of our

NOTE Confidence: 0.98661536

00:11:05.360 --> 00:11:05.860 career.

NOTE Confidence: 0.9385207

00:11:06.464 --> 00:11:07.745 And so I guess the

NOTE Confidence: 0.9385207

00:11:07.745 --> 00:11:08.785 question is to whether people

NOTE Confidence: 0.9385207

00:11:08.785 --> 00:11:09.985 have a mentor or mentorship

NOTE Confidence: 0.9385207

00:11:09.985 --> 00:11:11.584 committee, whether they've had a

NOTE Confidence: 0.9385207

00:11:11.584 --> 00:11:12.944 meeting, how many times a

NOTE Confidence: 0.9385207

00:11:12.944 --> 00:11:15.024 meeting has, occurred. This is

NOTE Confidence: 0.9385207

00:11:15.024 --> 00:11:16.404 an opportunity to,

NOTE Confidence: 0.9700354

00:11:16.785 --> 00:11:18.964 put comments into this, box

NOTE Confidence: 0.9700354

00:11:19.184 --> 00:11:20.165 about that mentorship,

NOTE Confidence: 0.90256137

00:11:20.710 --> 00:11:21.850 whether it was adequate,

NOTE Confidence: 0.9335057

00:11:23.429 --> 00:11:24.570 or other thoughts,

NOTE Confidence: 0.98641557

00:11:24.950 --> 00:11:26.490 or reflections on mentorship.

NOTE Confidence: 0.80378515

00:11:27.029 --> 00:11:28.250 We also ask a question,

NOTE Confidence: 0.9693044

00:11:28.790 --> 00:11:29.750 do you have at least

NOTE Confidence: 0.9693044

00:11:29.750 --> 00:11:31.450 one person, that you mentor?

NOTE Confidence: 0.9693044

00:11:31.670 --> 00:11:33.270 How many individuals and whether

NOTE Confidence: 0.9693044

00:11:33.270 --> 00:11:34.470 you'd like to engage in

NOTE Confidence: 0.9693044

00:11:34.470 --> 00:11:36.285 new or additional additional mentoring

NOTE Confidence: 0.9693044

00:11:36.605 --> 00:11:37.964 roles. You know, it's often

NOTE Confidence: 0.9693044

00:11:37.964 --> 00:11:39.665 one of the situations where

NOTE Confidence: 0.9693044

00:11:39.725 --> 00:11:41.485 departmental leaders don't recognize that

NOTE Confidence: 0.9693044

00:11:41.485 --> 00:11:42.684 they have faculty that would

NOTE Confidence: 0.9693044

00:11:42.684 --> 00:11:43.725 like to engage in more

NOTE Confidence: 0.9693044

00:11:43.725 --> 00:11:45.404 mentoring roles, and saying yes

NOTE Confidence: 0.9693044

00:11:45.404 --> 00:11:47.084 on this forum allows them

NOTE Confidence: 0.9693044

00:11:47.084 --> 00:11:48.625 to make, that connection.

NOTE Confidence: 0.99312437

00:11:52.040 --> 00:11:54.220 We also in mentoring relationships

NOTE Confidence: 0.99312437

00:11:54.360 --> 00:11:55.100 as a mentor,

NOTE Confidence: 0.96924615

00:11:56.120 --> 00:11:57.480 we ask for numbers of

NOTE Confidence: 0.96924615

00:11:57.480 --> 00:11:58.860 individuals who are mentored.

NOTE Confidence: 0.9280136

00:11:59.880 --> 00:12:01.640 And in addition to awards

NOTE Confidence: 0.9280136

00:12:01.640 --> 00:12:03.340 that the individual has received,

NOTE Confidence: 0.9893445

00:12:03.955 --> 00:12:05.075 we ask if any of

NOTE Confidence: 0.9893445

00:12:05.075 --> 00:12:06.595 the mentees have received,

NOTE Confidence: 0.97254264

00:12:06.995 --> 00:12:08.455 awards, grants, or recognition,

NOTE Confidence: 0.9633235

00:12:09.475 --> 00:12:11.554 as well. Research faculty do

NOTE Confidence: 0.9633235

00:12:11.554 --> 00:12:13.495 not, complete these questions.

NOTE Confidence: 0.73645055

00:12:15.554 --> 00:12:16.054 For,

NOTE Confidence: 0.9805335

00:12:17.170 --> 00:12:18.210 associate and below, I had

NOTE Confidence: 0.9805335

00:12:18.210 --> 00:12:19.750 mentioned the promotion process,

NOTE Confidence: 0.9995375

00:12:20.290 --> 00:12:20.790 earlier.

NOTE Confidence: 0.990096

00:12:21.650 --> 00:12:22.690 We go on to ask

NOTE Confidence: 0.990096

00:12:22.690 --> 00:12:25.190 questions about satisfaction and inclusivity.

NOTE Confidence: 0.8472253

00:12:26.450 --> 00:12:26.950 And,

NOTE Confidence: 0.993015

00:12:27.809 --> 00:12:29.330 I think that these are

NOTE Confidence: 0.993015

00:12:29.330 --> 00:12:29.830 questions,

NOTE Confidence: 0.99318266

00:12:30.725 --> 00:12:31.605 which all of us can

NOTE Confidence: 0.99318266

00:12:31.605 --> 00:12:32.885 reflect on. The first is

NOTE Confidence: 0.99318266

00:12:32.885 --> 00:12:34.005 the degree to which work

NOTE Confidence: 0.99318266

00:12:34.005 --> 00:12:35.145 environment predicts,

NOTE Confidence: 0.8754519

00:12:35.845 --> 00:12:36.825 permits productivity,

NOTE Confidence: 0.9025992

00:12:37.765 --> 00:12:39.685 ranging from one, four to

NOTE Confidence: 0.9025992

00:12:39.685 --> 00:12:41.785 five being high. It's the,

NOTE Confidence: 0.8500966

00:12:42.245 --> 00:12:42.745 opposite,

NOTE Confidence: 0.9978346

00:12:43.205 --> 00:12:44.585 of the NIH scale.

NOTE Confidence: 0.95544684

00:12:44.970 --> 00:12:46.649 We ask about collegiality that

NOTE Confidence: 0.95544684

00:12:46.649 --> 00:12:48.649 individuals experience and appreciation that

NOTE Confidence: 0.95544684

00:12:48.649 --> 00:12:50.250 they experience. And one of

NOTE Confidence: 0.95544684

00:12:50.250 --> 00:12:51.290 the things that I will

NOTE Confidence: 0.95544684

00:12:51.290 --> 00:12:52.250 highlight for you is as

NOTE Confidence: 0.95544684

00:12:52.250 --> 00:12:53.769 you approach these questions, think

NOTE Confidence: 0.95544684

00:12:53.769 --> 00:12:54.970 not about the experience that

NOTE Confidence: 0.95544684

00:12:54.970 --> 00:12:56.250 you've had on the day

NOTE Confidence: 0.95544684

00:12:56.250 --> 00:12:57.610 that you're doing your FTEQ.

NOTE Confidence: 0.95544684

00:12:57.610 --> 00:12:58.815 Think about the sort of

NOTE Confidence: 0.95544684

00:12:59.054 --> 00:13:00.335 year in review when you're

NOTE Confidence: 0.95544684

00:13:00.335 --> 00:13:01.615 filling it out. Because sometimes

NOTE Confidence: 0.95544684

00:13:01.615 --> 00:13:03.695 I have seen exceptionally poor

NOTE Confidence: 0.95544684

00:13:03.695 --> 00:13:04.815 scores and I ask people,

NOTE Confidence: 0.95544684

00:13:04.815 --> 00:13:05.855 are gosh. It seems like

NOTE Confidence: 0.95544684

00:13:05.855 --> 00:13:06.655 you're not happy. Said, oh,

32

NOTE Confidence: 0.95544684

00:13:06.655 --> 00:13:07.375 no. I was having a

NOTE Confidence: 0.95544684

00:13:07.375 --> 00:13:08.415 terrible day on the day

NOTE Confidence: 0.95544684

00:13:08.415 --> 00:13:09.875 that I completed the form.

NOTE Confidence: 0.9968336

00:13:10.495 --> 00:13:11.615 So so just keep that

NOTE Confidence: 0.9968336

00:13:11.615 --> 00:13:12.210 in mind.

NOTE Confidence: 0.95549643

00:13:14.690 --> 00:13:16.450 When we ask these questions,

NOTE Confidence: 0.95549643

00:13:16.450 --> 00:13:18.390 we ask for optional comments,

NOTE Confidence: 0.9912332

00:13:18.850 --> 00:13:20.130 about them. And, you know,

NOTE Confidence: 0.9912332

00:13:20.130 --> 00:13:21.429 this really is an opportunity

NOTE Confidence: 0.9911704

00:13:21.809 --> 00:13:23.330 to reflect on, you know,

NOTE Confidence: 0.9911704

00:13:23.330 --> 00:13:24.610 what are the drivers in

NOTE Confidence: 0.9911704

00:13:24.610 --> 00:13:26.210 the work environment that could

NOTE Confidence: 0.9911704

00:13:26.210 --> 00:13:27.030 be either

NOTE Confidence: 0.9290314

00:13:27.425 --> 00:13:29.684 barriers to productivity or facilitators

NOTE Confidence: 0.9290314

00:13:29.904 --> 00:13:30.565 of productivity?

NOTE Confidence: 0.98605764

00:13:31.745 --> 00:13:33.184 There's a question. What can

NOTE Confidence: 0.98605764

00:13:33.184 --> 00:13:34.704 our department or section do

NOTE Confidence: 0.98605764

00:13:34.704 --> 00:13:36.485 to improve your career satisfaction?

NOTE Confidence: 0.98605764

00:13:36.785 --> 00:13:37.445 This is

NOTE Confidence: 0.88453704

00:13:37.824 --> 00:13:38.485 a opportunity

NOTE Confidence: 0.9916594

00:13:39.264 --> 00:13:40.704 to bring up issues that

NOTE Confidence: 0.9916594

00:13:40.704 --> 00:13:42.090 are meant to be discussed

NOTE Confidence: 0.9916594

00:13:42.170 --> 00:13:44.030 during the FDAC leadership meeting.

NOTE Confidence: 0.96365684

00:13:44.890 --> 00:13:46.090 But there's also a question

NOTE Confidence: 0.96365684

00:13:46.090 --> 00:13:46.890 which I think all of

NOTE Confidence: 0.96365684

00:13:46.890 --> 00:13:47.930 us need to reflect on,

NOTE Confidence: 0.96365684

00:13:47.930 --> 00:13:49.290 which is what can we

NOTE Confidence: 0.96365684

00:13:49.290 --> 00:13:51.770 do individually to improve, career

NOTE Confidence: 0.96365684

00:13:51.770 --> 00:13:53.470 satisfactions? This is an opportunity

NOTE Confidence: 0.98233473

00:13:54.090 --> 00:13:55.450 to engage, I think, in

NOTE Confidence: 0.98233473

00:13:55.450 --> 00:13:56.190 some introspection,

NOTE Confidence: 0.99437594

00:13:56.855 --> 00:13:57.815 but in a way that

NOTE Confidence: 0.99437594

00:13:57.815 --> 00:13:58.934 you that you show that

NOTE Confidence: 0.99437594

00:13:58.934 --> 00:13:59.434 introspection

NOTE Confidence: 0.9850146

00:13:59.895 --> 00:14:02.055 to the individuals who review

NOTE Confidence: 0.9850146

00:14:02.055 --> 00:14:03.595 the FDAC form with you.

NOTE Confidence: 0.9850146

00:14:03.895 --> 00:14:05.335 And then we also provide

NOTE Confidence: 0.9850146

00:14:05.335 --> 00:14:07.355 an opportunity for people to

NOTE Confidence: 0.9850146

00:14:07.575 --> 00:14:08.075 raise

NOTE Confidence: 0.9647217

00:14:08.535 --> 00:14:10.235 comments, concerns, or ideas,

NOTE Confidence: 0.993819

00:14:10.855 --> 00:14:12.040 that should be discussed in

NOTE Confidence: 0.993819

00:14:12.040 --> 00:14:13.640 the FDAC meeting. And so

NOTE Confidence: 0.993819

00:14:13.640 --> 00:14:14.760 if you think about it

NOTE Confidence: 0.993819

00:14:14.760 --> 00:14:15.260 inclusively,

NOTE Confidence: 0.98230374

00:14:15.720 --> 00:14:17.160 what this creates is a

NOTE Confidence: 0.98230374

00:14:17.160 --> 00:14:19.160 packet that really shows all

NOTE Confidence: 0.98230374

00:14:19.160 --> 00:14:20.280 of the things you're proud

NOTE Confidence: 0.98230374

00:14:20.280 --> 00:14:21.560 of having accomplished in the

NOTE Confidence: 0.98230374

00:14:21.560 --> 00:14:23.560 prior year, that talks about

NOTE Confidence: 0.98230374

00:14:23.560 --> 00:14:24.840 what your long term goals

NOTE Confidence: 0.98230374

00:14:24.840 --> 00:14:26.440 are, who you aspire to

NOTE Confidence: 0.98230374

00:14:26.440 --> 00:14:26.865 be,

NOTE Confidence: 0.96761066

00:14:27.345 --> 00:14:28.785 what your short term goals

NOTE Confidence: 0.96761066

00:14:28.785 --> 00:14:30.625 are, and how those are

NOTE Confidence: 0.96761066

00:14:30.625 --> 00:14:32.305 related to the accomplishments that

NOTE Confidence: 0.96761066

00:14:32.305 --> 00:14:33.745 you've had thus far and

NOTE Confidence: 0.96761066

00:14:33.745 --> 00:14:35.125 to your long term goals.

NOTE Confidence: 0.96761066

00:14:35.425 --> 00:14:36.705 It goes through thoughts about

NOTE Confidence: 0.96761066

00:14:36.705 --> 00:14:37.985 promotion, which I think is

NOTE Confidence: 0.96761066

00:14:37.985 --> 00:14:39.105 front and center in the

NOTE Confidence: 0.96761066

00:14:39.105 --> 00:14:40.464 mind of many people over

NOTE Confidence: 0.96761066

00:14:40.464 --> 00:14:42.110 the course of an academic

NOTE Confidence: 0.96761066

00:14:42.170 --> 00:14:42.670 career,

NOTE Confidence: 0.9749323

00:14:43.610 --> 00:14:44.970 and then ultimately addresses, I

NOTE Confidence: 0.9749323

00:14:44.970 --> 00:14:46.110 think, some of the fundamental

NOTE Confidence: 0.9749323

00:14:46.170 --> 00:14:47.610 questions that that need to

NOTE Confidence: 0.9749323

00:14:47.610 --> 00:14:49.390 be addressed about satisfaction,

NOTE Confidence: 0.99828637

00:14:50.010 --> 00:14:50.830 and inclusivity.

NOTE Confidence: 0.9977665

00:14:52.490 --> 00:14:53.230 And so,

NOTE Confidence: 0.9338081

00:14:53.595 --> 00:14:54.894 you know, faculty,

NOTE Confidence: 0.97954917

00:14:56.074 --> 00:14:57.675 frequently ask, you know, what

NOTE Confidence: 0.97954917

00:14:57.675 --> 00:14:58.394 can I do to make

NOTE Confidence: 0.97954917

00:14:58.394 --> 00:14:59.454 the FDAC useful?

NOTE Confidence: 0.9998338

00:14:59.755 --> 00:15:00.334 I think

NOTE Confidence: 0.94606906

00:15:01.355 --> 00:15:03.115 start it prepared with your

NOTE Confidence: 0.94606906

00:15:03.115 --> 00:15:03.615 documents.

NOTE Confidence: 0.9733295

00:15:04.154 --> 00:15:05.514 Also, put some thought into

NOTE Confidence: 0.9733295

00:15:05.514 --> 00:15:06.690 it before you get there

NOTE Confidence: 0.9733295

00:15:06.850 --> 00:15:08.050 about what you hope to

NOTE Confidence: 0.9733295

00:15:08.050 --> 00:15:09.570 achieve, in this meeting because

NOTE Confidence: 0.9733295

00:15:09.570 --> 00:15:10.630 this is your opportunity

NOTE Confidence: 0.95062447

00:15:11.250 --> 00:15:13.250 to both affect change within

NOTE Confidence: 0.95062447

00:15:13.250 --> 00:15:14.850 your personal career development, but

NOTE Confidence: 0.95062447

00:15:14.850 --> 00:15:16.130 also to think about affecting

NOTE Confidence: 0.95062447

00:15:16.130 --> 00:15:17.350 change within the department.

NOTE Confidence: 0.96570224

00:15:18.050 --> 00:15:19.490 When you are setting goals,

NOTE Confidence: 0.96570224

00:15:19.490 --> 00:15:20.930 remember that they need to

NOTE Confidence: 0.96570224

00:15:20.930 --> 00:15:22.665 be fitting into that smart

NOTE Confidence: 0.8694683

00:15:23.865 --> 00:15:25.865 goals, paradigm. That is they

NOTE Confidence: 0.8694683

00:15:25.865 --> 00:15:26.605 need to be,

NOTE Confidence: 0.8967448

00:15:27.384 --> 00:15:27.884 measurable.

NOTE Confidence: 0.981325

00:15:28.505 --> 00:15:29.785 They should be achievable in

NOTE Confidence: 0.981325

00:15:29.785 --> 00:15:30.665 the time frame that you

NOTE Confidence: 0.981325

00:15:30.665 --> 00:15:31.945 set them out. They should

NOTE Confidence: 0.981325

00:15:31.945 --> 00:15:33.144 be relevant to your long

NOTE Confidence: 0.981325

00:15:33.144 --> 00:15:34.665 term goals, and they should

NOTE Confidence: 0.981325

00:15:34.665 --> 00:15:35.704 be time bound and that

NOTE Confidence: 0.981325

00:15:35.704 --> 00:15:36.700 you expect that you can

NOTE Confidence: 0.981325

00:15:36.700 --> 00:15:37.899 actually achieve them and even

NOTE Confidence: 0.981325

00:15:37.899 --> 00:15:39.580 have milestones for achievement that

NOTE Confidence: 0.981325

00:15:39.580 --> 00:15:40.399 you can review,

NOTE Confidence: 0.9528824

00:15:41.420 --> 00:15:43.260 with your department later. Really

NOTE Confidence: 0.9528824

00:15:43.260 --> 00:15:44.399 helpful to have an updated

NOTE Confidence: 0.9528824

00:15:44.459 --> 00:15:46.300 CV, CV one,

NOTE Confidence: 0.9927385

00:15:46.700 --> 00:15:47.839 and CV two.

NOTE Confidence: 0.96188146

00:15:48.940 --> 00:15:50.220 Responses don't need to be

NOTE Confidence: 0.96188146

00:15:50.220 --> 00:15:52.065 long bulleted points. They can

NOTE Confidence: 0.96188146

00:15:52.065 --> 00:15:52.805 be sufficient,

NOTE Confidence: 0.98271483

00:15:54.385 --> 00:15:55.585 as bolded points instead of

NOTE Confidence: 0.98271483

00:15:55.585 --> 00:15:56.325 long narratives.

NOTE Confidence: 0.92755127

00:15:57.745 --> 00:15:59.105 Come to your department leadership

NOTE Confidence: 0.92755127

00:15:59.105 --> 00:16:00.245 meeting, prepared.

NOTE Confidence: 0.9410766

00:16:00.865 --> 00:16:01.985 You should have reviewed your

NOTE Confidence: 0.9410766

00:16:01.985 --> 00:16:02.945 f t c form. You

NOTE Confidence: 0.9410766

00:16:02.945 --> 00:16:04.305 should also expect your department

NOTE Confidence: 0.9410766

00:16:04.305 --> 00:16:05.505 leader to have reviewed your

NOTE Confidence: 0.9410766

00:16:05.505 --> 00:16:06.465 f t c form before

NOTE Confidence: 0.9410766

00:16:06.465 --> 00:16:07.800 you get there. And if

NOTE Confidence: 0.9410766

00:16:07.800 --> 00:16:08.460 they haven't,

NOTE Confidence: 0.9993692

00:16:09.000 --> 00:16:10.140 refer back to it.

NOTE Confidence: 0.99834734

00:16:11.480 --> 00:16:12.920 I think it's really helpful

NOTE Confidence: 0.99834734

00:16:12.920 --> 00:16:14.120 to spend some time thinking

NOTE Confidence: 0.99834734

00:16:14.120 --> 00:16:15.480 about your responses prior to

NOTE Confidence: 0.99834734

00:16:15.480 --> 00:16:16.380 submitting them.

NOTE Confidence: 0.9911538

00:16:17.800 --> 00:16:19.240 As each year of the

NOTE Confidence: 0.9911538

00:16:19.240 --> 00:16:20.680 FTEQ has gone on, we

NOTE Confidence: 0.9911538

00:16:20.680 --> 00:16:22.140 found that people spend

NOTE Confidence: 0.984684

00:16:22.445 --> 00:16:23.485 less and less time on

NOTE Confidence: 0.984684

00:16:23.485 --> 00:16:25.404 it. So now nearly sixty

NOTE Confidence: 0.984684

00:16:25.404 --> 00:16:26.925 percent of individuals who completed

NOTE Confidence: 0.984684

00:16:26.925 --> 00:16:27.904 the FDAC survey

NOTE Confidence: 0.9776079

00:16:28.285 --> 00:16:29.325 say that they spent less

NOTE Confidence: 0.9776079

00:16:29.325 --> 00:16:31.245 than sixty minutes completing, the

NOTE Confidence: 0.9776079

00:16:31.245 --> 00:16:32.765 FDAC form. This has really

NOTE Confidence: 0.9776079

00:16:32.765 --> 00:16:34.145 become part of our institutional

NOTE Confidence: 0.9776079

00:16:34.285 --> 00:16:34.785 culture.

NOTE Confidence: 0.99912167

00:16:36.740 --> 00:16:38.199 And we're starting to see

NOTE Confidence: 0.9985507

00:16:38.579 --> 00:16:40.199 the benefits of the FDAC.

NOTE Confidence: 0.9887159

00:16:40.980 --> 00:16:43.379 So of those individuals who

NOTE Confidence: 0.9887159

00:16:43.379 --> 00:16:45.060 are reporting obstacles, we're seeing

NOTE Confidence: 0.9887159

00:16:45.060 --> 00:16:45.800 a decreasing,

NOTE Confidence: 0.9968327

00:16:46.259 --> 00:16:47.779 number of obstacles from our

NOTE Confidence: 0.9968327

00:16:47.779 --> 00:16:49.800 pilot to our current administration.

NOTE Confidence: 0.99514824

00:16:51.225 --> 00:16:52.445 And we're also seeing

NOTE Confidence: 0.9933269

00:16:52.825 --> 00:16:53.945 that there have been some

NOTE Confidence: 0.9933269

00:16:53.945 --> 00:16:54.445 changes,

NOTE Confidence: 0.995274

00:16:54.905 --> 00:16:56.105 where we're starting to move

NOTE Confidence: 0.995274

00:16:56.105 --> 00:16:56.765 the needle

NOTE Confidence: 0.96453816

00:16:57.145 --> 00:16:58.585 in terms of work environment

NOTE Confidence: 0.96453816

00:16:58.585 --> 00:16:59.565 permitting productivity,

NOTE Confidence: 0.9987628

00:17:00.505 --> 00:17:01.565 in terms of collegiality

NOTE Confidence: 0.91111016

00:17:01.945 --> 00:17:03.225 that people experience and in

NOTE Confidence: 0.91111016

00:17:03.225 --> 00:17:04.265 terms of the pre the

NOTE Confidence: 0.91111016

00:17:04.265 --> 00:17:04.765 appreciation

NOTE Confidence: 0.99616003

00:17:05.065 --> 00:17:06.125 that people experience.

NOTE Confidence: 0.98941696

00:17:06.609 --> 00:17:07.330 And I think that one

NOTE Confidence: 0.98941696

00:17:07.330 --> 00:17:08.710 of the most useful functions

NOTE Confidence: 0.98941696

00:17:08.850 --> 00:17:10.929 of the FDAC meetings is

NOTE Confidence: 0.98941696

00:17:10.929 --> 00:17:12.369 for departmental leaders to really

NOTE Confidence: 0.98941696

00:17:12.369 --> 00:17:13.990 have a conversation with faculty

NOTE Confidence: 0.94709563

00:17:14.369 --> 00:17:15.490 to talk about their role

NOTE Confidence: 0.94709563

00:17:15.490 --> 00:17:16.609 and how they fit within

NOTE Confidence: 0.94709563

00:17:16.609 --> 00:17:18.210 the department and how their

NOTE Confidence: 0.94709563

00:17:18.210 --> 00:17:18.710 contributions

NOTE Confidence: 0.98431236

00:17:19.010 --> 00:17:20.630 are actually ultimately appreciated.

NOTE Confidence: 0.9789982

00:17:21.914 --> 00:17:23.434 Looking at the FDAC survey

NOTE Confidence: 0.9789982

00:17:23.434 --> 00:17:23.934 data,

NOTE Confidence: 0.99778116

00:17:24.394 --> 00:17:25.455 from year to year,

NOTE Confidence: 0.93817776

00:17:25.835 --> 00:17:28.154 we see continuous improvement from

NOTE Confidence: 0.93817776

00:17:28.154 --> 00:17:29.835 the pilot, to FY twenty

NOTE Confidence: 0.93817776

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00:17:29.835 --> 00:17:30.715 five in terms of the

NOTE Confidence: 0.93817776

00:17:30.715 --> 00:17:32.015 overall FDAC process.

NOTE Confidence: 0.99578714

00:17:32.475 --> 00:17:33.929 We're continuing to try to

NOTE Confidence: 0.99578714

00:17:33.929 --> 00:17:35.130 go to departments and run

NOTE Confidence: 0.99578714

00:17:35.130 --> 00:17:36.490 sessions like these to provide

NOTE Confidence: 0.99578714

00:17:36.490 --> 00:17:36.990 guidance

NOTE Confidence: 0.9930257

00:17:37.769 --> 00:17:39.210 on the FDAC process, and

NOTE Confidence: 0.9930257

00:17:39.210 --> 00:17:40.649 we see that people are

NOTE Confidence: 0.9930257

00:17:40.649 --> 00:17:42.409 generally having better impression of

NOTE Confidence: 0.9930257

00:17:42.409 --> 00:17:44.809 that. People have consistently found

NOTE Confidence: 0.9930257

00:17:44.809 --> 00:17:46.010 that the opportunity to meet

NOTE Confidence: 0.9930257

00:17:46.010 --> 00:17:47.690 with departmental leadership is something

NOTE Confidence: 0.9930257

00:17:47.690 --> 00:17:48.990 that's valuable to them.

NOTE Confidence: 0.9646246

00:17:49.595 --> 00:17:51.535 Feedback has been consistently strong.

NOTE Confidence: 0.99019384

00:17:51.915 --> 00:17:53.115 And we're also starting to

NOTE Confidence: 0.99019384

00:17:53.115 --> 00:17:54.395 see, I think, some movement

NOTE Confidence: 0.99019384

00:17:54.395 --> 00:17:55.515 on the needle in terms

NOTE Confidence: 0.99019384

00:17:55.515 --> 00:17:56.715 of how the FDAC is

NOTE Confidence: 0.99019384

00:17:56.715 --> 00:17:57.215 impacting

NOTE Confidence: 0.9674021

00:17:57.675 --> 00:17:59.435 people's career development. And as

NOTE Confidence: 0.9674021

00:17:59.435 --> 00:18:00.875 people are becoming used to

NOTE Confidence: 0.9674021

00:18:00.875 --> 00:18:02.234 completing the FDAC forum and

NOTE Confidence: 0.9674021

00:18:02.234 --> 00:18:03.940 are learning how to make

NOTE Confidence: 0.9674021

00:18:03.940 --> 00:18:05.720 their responses brief but meaningful,

NOTE Confidence: 0.98621947

00:18:06.100 --> 00:18:07.859 we see the time, commitment

NOTE Confidence: 0.98621947

00:18:07.859 --> 00:18:09.240 to the FDAC is improving

NOTE Confidence: 0.98621947

00:18:09.460 --> 00:18:10.119 as well.

NOTE Confidence: 0.96383345

00:18:10.740 --> 00:18:11.480 And so,

NOTE Confidence: 0.99546134

00:18:13.300 --> 00:18:15.480 happy to take any questions,

NOTE Confidence: 0.9119601

00:18:16.180 --> 00:18:17.160 about process,

NOTE Confidence: 0.9851129

00:18:18.385 --> 00:18:19.525 or about the FDAC,

NOTE Confidence: 0.8312317

00:18:20.065 --> 00:18:20.565 and,

NOTE Confidence: 0.9960691

00:18:22.225 --> 00:18:23.605 anything that's on your mind.