

WEBVTT

NOTE duration: "00:59:17.845"

NOTE Confidence: 0.95889395

00:00:00.160 --> 00:00:02.159 Okay. Hi, everyone. Thank you

NOTE Confidence: 0.95889395

00:00:02.159 --> 00:00:03.600 for for joining. My name

NOTE Confidence: 0.95889395

00:00:03.600 --> 00:00:05.279 is Andy Goodman. I am

NOTE Confidence: 0.95889395

00:00:05.279 --> 00:00:06.399 chair of the department of

NOTE Confidence: 0.95889395

00:00:06.399 --> 00:00:08.160 microbial pathogenesis at Yale School

NOTE Confidence: 0.95889395

00:00:08.160 --> 00:00:08.740 of Medicine.

NOTE Confidence: 0.9886882

00:00:09.200 --> 00:00:10.240 I'm here with,

NOTE Confidence: 0.94275844

00:00:11.280 --> 00:00:13.395 Katie Schafer and Walter Mothis,

NOTE Confidence: 0.94275844

00:00:13.395 --> 00:00:14.915 two other faculty members here

NOTE Confidence: 0.94275844

00:00:14.915 --> 00:00:15.655 in the department.

NOTE Confidence: 0.9708252

00:00:16.114 --> 00:00:17.315 I will introduce them a

NOTE Confidence: 0.9708252

00:00:17.315 --> 00:00:18.215 little more later.

NOTE Confidence: 0.97683537

00:00:19.395 --> 00:00:20.595 But first, I just wanted

NOTE Confidence: 0.97683537

00:00:20.595 --> 00:00:21.555 to thank you all for

NOTE Confidence: 0.97683537

00:00:21.555 --> 00:00:23.475 joining. My plan for our
NOTE Confidence: 0.97683537

00:00:23.475 --> 00:00:24.695 next, hour
NOTE Confidence: 0.98114014

00:00:25.030 --> 00:00:26.310 is to just show you
NOTE Confidence: 0.98114014

00:00:26.310 --> 00:00:27.290 a couple slides,
NOTE Confidence: 0.99609375

00:00:27.670 --> 00:00:28.890 a little bit of background
NOTE Confidence: 0.99609375

00:00:29.110 --> 00:00:29.610 about,
NOTE Confidence: 1

00:00:30.390 --> 00:00:31.050 the position
NOTE Confidence: 0.94677734

00:00:31.430 --> 00:00:33.290 and the search process.
NOTE Confidence: 0.98621714

00:00:34.470 --> 00:00:35.670 But I wanna save most
NOTE Confidence: 0.98621714

00:00:35.670 --> 00:00:37.830 of our time for your
NOTE Confidence: 0.98621714

00:00:37.830 --> 00:00:38.330 questions.
NOTE Confidence: 0.9795329

00:00:39.235 --> 00:00:40.614 Just to remind you, everybody's
NOTE Confidence: 0.9795329

00:00:40.675 --> 00:00:41.175 anonymous,
NOTE Confidence: 0.9977214

00:00:41.715 --> 00:00:43.635 in our webinar here, but
NOTE Confidence: 0.9977214

00:00:43.635 --> 00:00:45.175 you can post your questions
NOTE Confidence: 0.9977214

00:00:45.315 --> 00:00:46.695 in the q and a.

NOTE Confidence: 0.99869794
00:00:47.315 --> 00:00:48.675 If you can't find the
NOTE Confidence: 0.99869794
00:00:48.675 --> 00:00:50.215 q and a option,
NOTE Confidence: 0.9926203
00:00:50.835 --> 00:00:52.434 at least on my Zoom,
NOTE Confidence: 0.9926203
00:00:52.434 --> 00:00:54.375 it's under the more button.
NOTE Confidence: 0.9926203
00:00:54.390 --> 00:00:55.110 So you have to go
NOTE Confidence: 0.9926203
00:00:55.110 --> 00:00:56.550 to more and then q
NOTE Confidence: 0.9926203
00:00:56.550 --> 00:00:57.210 and a.
NOTE Confidence: 0.9808524
00:00:58.390 --> 00:00:59.829 And so please post your
NOTE Confidence: 0.9808524
00:00:59.829 --> 00:01:01.129 questions there.
NOTE Confidence: 0.9931055
00:01:02.070 --> 00:01:03.110 And if that doesn't work
NOTE Confidence: 0.9931055
00:01:03.110 --> 00:01:03.989 for you, just put them
NOTE Confidence: 0.9931055
00:01:03.989 --> 00:01:04.869 in the chat, and I'll
NOTE Confidence: 0.9931055
00:01:04.869 --> 00:01:06.229 look for the questions in
NOTE Confidence: 0.9931055
00:01:06.229 --> 00:01:08.025 the chat as as well.
NOTE Confidence: 0.99869794
00:01:08.565 --> 00:01:09.865 And and then
NOTE Confidence: 0.9734955

00:01:10.244 --> 00:01:11.365 what I'll do is I'll
NOTE Confidence: 0.9734955

00:01:11.365 --> 00:01:13.365 read the questions out loud,
NOTE Confidence: 0.9734955

00:01:13.604 --> 00:01:15.225 without your name and everything,
NOTE Confidence: 0.9734955

00:01:15.284 --> 00:01:15.765 and,
NOTE Confidence: 0.99316406

00:01:16.884 --> 00:01:17.384 then
NOTE Confidence: 0.9816352

00:01:19.640 --> 00:01:20.600 the three of us will
NOTE Confidence: 0.9816352

00:01:20.600 --> 00:01:21.640 do our best to,
NOTE Confidence: 0.99194336

00:01:22.119 --> 00:01:24.040 provide our perspectives on on
NOTE Confidence: 0.99194336

00:01:24.040 --> 00:01:25.079 your questions. So I hope
NOTE Confidence: 0.99194336

00:01:25.079 --> 00:01:26.299 you came with your questions,
NOTE Confidence: 0.97526044

00:01:27.240 --> 00:01:28.280 and I hope that the
NOTE Confidence: 0.97526044

00:01:28.280 --> 00:01:28.780 next,
NOTE Confidence: 0.9996745

00:01:29.159 --> 00:01:30.520 hour or so is is
NOTE Confidence: 0.9996745

00:01:30.520 --> 00:01:31.020 useful.
NOTE Confidence: 0.9739583

00:01:32.635 --> 00:01:33.935 Katie here actually,
NOTE Confidence: 1

00:01:34.475 --> 00:01:35.134 I think

NOTE Confidence: 0.96533203
00:01:35.515 --> 00:01:37.194 attended this webinar before she
NOTE Confidence: 0.96533203
00:01:37.194 --> 00:01:37.694 applied
NOTE Confidence: 0.9504569
00:01:38.235 --> 00:01:39.354 a couple years ago, so
NOTE Confidence: 0.9504569
00:01:39.354 --> 00:01:40.955 that encouraged me to run
NOTE Confidence: 0.9504569
00:01:40.955 --> 00:01:42.494 this, run this again.
NOTE Confidence: 0.99312097
00:01:43.275 --> 00:01:44.475 So I'll start by trying
NOTE Confidence: 0.99312097
00:01:44.475 --> 00:01:45.834 to share a couple slides.
NOTE Confidence: 0.99312097
00:01:45.834 --> 00:01:46.795 Let's see if I can
NOTE Confidence: 0.99312097
00:01:46.795 --> 00:01:47.774 manage this.
NOTE Confidence: 0.99853516
00:01:51.910 --> 00:01:52.410 Okay.
NOTE Confidence: 0.9895543
00:01:53.750 --> 00:01:55.030 So, again, I just have
NOTE Confidence: 0.9895543
00:01:55.030 --> 00:01:56.710 about five slides, with a
NOTE Confidence: 0.9895543
00:01:56.710 --> 00:01:57.770 bit of an overview
NOTE Confidence: 0.9988281
00:01:58.150 --> 00:01:59.850 of the of the position.
NOTE Confidence: 0.97314453
00:02:01.255 --> 00:02:01.495 Again,
NOTE Confidence: 0.9808175

00:02:02.215 --> 00:02:03.815 this is a tenure track
NOTE Confidence: 0.9808175

00:02:03.815 --> 00:02:06.215 assistant professor faculty search, at
NOTE Confidence: 0.9808175

00:02:06.215 --> 00:02:07.435 Yale School of Medicine.
NOTE Confidence: 0.99379885

00:02:08.294 --> 00:02:09.495 Some of the areas we're
NOTE Confidence: 0.99379885

00:02:09.495 --> 00:02:11.435 interested in are listed here,
NOTE Confidence: 0.9988281

00:02:11.735 --> 00:02:13.275 and all of this information
NOTE Confidence: 0.9922541

00:02:13.655 --> 00:02:15.175 is available at our website,
NOTE Confidence: 0.9922541

00:02:15.175 --> 00:02:16.294 which is listed at the
NOTE Confidence: 0.9922541

00:02:16.294 --> 00:02:16.794 bottom.
NOTE Confidence: 0.94052005

00:02:19.390 --> 00:02:20.670 So so who is the
NOTE Confidence: 0.94052005

00:02:20.670 --> 00:02:22.290 department of microbial pathogenesis?
NOTE Confidence: 0.85717773

00:02:22.670 --> 00:02:23.490 We're currently,
NOTE Confidence: 0.990153

00:02:24.510 --> 00:02:27.150 twenty four faculty, fourteen primary
NOTE Confidence: 0.990153

00:02:27.150 --> 00:02:27.650 faculty.
NOTE Confidence: 0.9810791

00:02:28.510 --> 00:02:29.250 I mentioned,
NOTE Confidence: 0.95637316

00:02:29.870 --> 00:02:31.935 Katie and Walter already, and,

NOTE Confidence: 0.95637316
00:02:32.014 --> 00:02:32.815 actually, maybe now is a
NOTE Confidence: 0.95637316
00:02:32.815 --> 00:02:33.614 good time for the two
NOTE Confidence: 0.95637316
00:02:33.614 --> 00:02:34.655 of you to just briefly
NOTE Confidence: 0.95637316
00:02:34.655 --> 00:02:36.114 introduce yourselves and,
NOTE Confidence: 0.9451009
00:02:37.775 --> 00:02:39.055 a sentence or two about
NOTE Confidence: 0.9451009
00:02:39.055 --> 00:02:40.974 your research, interest. So, Katie,
NOTE Confidence: 0.9451009
00:02:40.974 --> 00:02:42.035 do you wanna go ahead?
NOTE Confidence: 0.9978841
00:02:42.495 --> 00:02:43.555 Yeah. Happy to.
NOTE Confidence: 0.97088623
00:02:44.210 --> 00:02:45.410 It's nice to be here.
NOTE Confidence: 0.97088623
00:02:45.410 --> 00:02:46.450 I I think I'm coming
NOTE Confidence: 0.97088623
00:02:46.450 --> 00:02:47.650 up on my one year
NOTE Confidence: 0.97088623
00:02:47.650 --> 00:02:49.430 anniversary here at Yale, and
NOTE Confidence: 0.99857956
00:02:50.450 --> 00:02:51.730 my group is focused on
NOTE Confidence: 0.99857956
00:02:51.730 --> 00:02:54.050 using chemical biology tools to
NOTE Confidence: 0.99857956
00:02:54.050 --> 00:02:54.550 understand
NOTE Confidence: 0.99853516

00:02:55.650 --> 00:02:57.590 how human and human associated

NOTE Confidence: 0.99853516

00:02:57.650 --> 00:02:58.150 bacteria

NOTE Confidence: 0.9871826

00:02:58.450 --> 00:02:59.110 are interacting.

NOTE Confidence: 0.9602393

00:03:00.555 --> 00:03:01.915 And like many other people

NOTE Confidence: 0.9602393

00:03:01.915 --> 00:03:03.355 in the department, I I

NOTE Confidence: 0.9602393

00:03:03.355 --> 00:03:05.194 would say I'm chemical biologist,

NOTE Confidence: 0.9602393

00:03:05.194 --> 00:03:06.415 but also very interdisciplinary.

NOTE Confidence: 0.9025879

00:03:09.035 --> 00:03:09.535 Great.

NOTE Confidence: 0.4970703

00:03:09.995 --> 00:03:10.495 And

NOTE Confidence: 0.59265137

00:03:10.794 --> 00:03:12.555 what the motives, the our

NOTE Confidence: 0.59265137

00:03:12.555 --> 00:03:13.055 group

NOTE Confidence: 0.96425784

00:03:13.940 --> 00:03:15.799 is interested in how viruses,

NOTE Confidence: 0.8710124

00:03:16.500 --> 00:03:18.419 spread, and and we study

NOTE Confidence: 0.8710124

00:03:18.419 --> 00:03:20.120 this all across scales.

NOTE Confidence: 0.998291

00:03:20.819 --> 00:03:22.360 And we also apply

NOTE Confidence: 0.92700195

00:03:23.299 --> 00:03:24.440 multiple biophysical

NOTE Confidence: 0.97646487

00:03:24.980 --> 00:03:27.480 techniques to understand virus entry.

NOTE Confidence: 0.9145508

00:03:28.254 --> 00:03:29.315 Thanks. Great.

NOTE Confidence: 0.9809448

00:03:29.935 --> 00:03:31.055 So Walter is a few

NOTE Confidence: 0.9809448

00:03:31.055 --> 00:03:32.415 years past his one year

NOTE Confidence: 0.9809448

00:03:32.415 --> 00:03:34.415 anniversary of starting his lab.

NOTE Confidence: 0.9809448

00:03:34.575 --> 00:03:36.194 So but, hopefully, you'll get,

NOTE Confidence: 0.9831543

00:03:36.575 --> 00:03:38.334 perspectives both from someone who

NOTE Confidence: 0.9831543

00:03:38.334 --> 00:03:39.135 is is,

NOTE Confidence: 0.96169704

00:03:39.775 --> 00:03:41.135 building their lab as we

NOTE Confidence: 0.96169704

00:03:41.135 --> 00:03:42.930 speak and also someone who

NOTE Confidence: 0.96169704

00:03:42.930 --> 00:03:44.069 has a lot of experience

NOTE Confidence: 0.96169704

00:03:44.129 --> 00:03:45.109 in the department.

NOTE Confidence: 0.9150798

00:03:47.090 --> 00:03:48.609 As far as my own

NOTE Confidence: 0.9150798

00:03:48.609 --> 00:03:49.109 research,

NOTE Confidence: 0.9888044

00:03:49.650 --> 00:03:50.609 my focus is on the

NOTE Confidence: 0.9888044

00:03:50.609 --> 00:03:51.430 gut microbiome,
NOTE Confidence: 0.9364335

00:03:52.129 --> 00:03:54.049 the interaction between resident gut
NOTE Confidence: 0.9364335

00:03:54.049 --> 00:03:56.129 microbes and invading pathogens, and
NOTE Confidence: 0.9364335

00:03:56.129 --> 00:03:57.455 the role of the microbiome
NOTE Confidence: 0.9364335

00:03:57.455 --> 00:03:58.595 in in drug metabolism.
NOTE Confidence: 0.9797168

00:04:00.575 --> 00:04:02.735 More broadly, the department brings
NOTE Confidence: 0.9797168

00:04:02.735 --> 00:04:04.815 together scientists with diverse interests.
NOTE Confidence: 0.9797168

00:04:04.815 --> 00:04:06.175 I think all of us
NOTE Confidence: 0.9797168

00:04:06.175 --> 00:04:07.615 share a focus at the
NOTE Confidence: 0.9797168

00:04:07.615 --> 00:04:09.795 intersection of microbes and disease,
NOTE Confidence: 0.99902344

00:04:10.735 --> 00:04:11.220 but
NOTE Confidence: 0.9655762

00:04:11.540 --> 00:04:13.400 those microbes vary widely.
NOTE Confidence: 0.9871582

00:04:15.060 --> 00:04:16.980 And with including our primary
NOTE Confidence: 0.9871582

00:04:16.980 --> 00:04:18.839 and secondary faculty, we span,
NOTE Confidence: 0.9941406

00:04:19.460 --> 00:04:19.960 bacteria,
NOTE Confidence: 0.99523926

00:04:20.260 --> 00:04:21.400 viruses, parasites,

NOTE Confidence: 0.9805013

00:04:23.620 --> 00:04:24.740 and a wide range of

NOTE Confidence: 0.9805013

00:04:24.740 --> 00:04:26.895 research approaches ranging from chemistry

NOTE Confidence: 0.9805013

00:04:26.895 --> 00:04:28.995 to genomics to structural biology,

NOTE Confidence: 0.95983887

00:04:29.535 --> 00:04:30.355 cell biology,

NOTE Confidence: 0.9897461

00:04:30.735 --> 00:04:31.955 and and many others.

NOTE Confidence: 0.99869794

00:04:32.654 --> 00:04:33.955 This specific position

NOTE Confidence: 0.9877581

00:04:34.335 --> 00:04:36.575 is for newly renovated lab

NOTE Confidence: 0.9877581

00:04:36.575 --> 00:04:38.095 space, which is on the

NOTE Confidence: 0.9877581

00:04:38.095 --> 00:04:39.535 fourth floor of the Boyer

NOTE Confidence: 0.9877581

00:04:39.535 --> 00:04:40.735 Center at Yale School of

NOTE Confidence: 0.9877581

00:04:40.735 --> 00:04:41.235 Medicine.

NOTE Confidence: 0.9946803

00:04:41.740 --> 00:04:43.099 So the home of the

NOTE Confidence: 0.9946803

00:04:43.099 --> 00:04:44.779 department where most faculty are

NOTE Confidence: 0.9946803

00:04:44.779 --> 00:04:46.460 located is the third floor

NOTE Confidence: 0.9946803

00:04:46.460 --> 00:04:47.520 of the same building.

NOTE Confidence: 0.98570836

00:04:48.060 --> 00:04:49.900 Katie is actually moving upstairs
NOTE Confidence: 0.98570836

00:04:49.900 --> 00:04:50.939 to the fourth floor as
NOTE Confidence: 0.98570836

00:04:50.939 --> 00:04:52.000 our first pioneer,
NOTE Confidence: 0.8994446

00:04:53.259 --> 00:04:55.819 along with, Yachi Ho, hopefully
NOTE Confidence: 0.8994446

00:04:55.819 --> 00:04:56.835 within a month.
NOTE Confidence: 0.97284615

00:04:57.875 --> 00:04:59.634 And, again, we've recently renovated
NOTE Confidence: 0.97284615

00:04:59.634 --> 00:05:00.775 that space and are
NOTE Confidence: 0.72839355

00:05:01.154 --> 00:05:01.975 actively recruiting,
NOTE Confidence: 0.9989746

00:05:02.595 --> 00:05:03.634 for this part of this
NOTE Confidence: 0.9989746

00:05:03.634 --> 00:05:05.255 major expansion of the department.
NOTE Confidence: 0.88964844

00:05:08.914 --> 00:05:09.414 So,
NOTE Confidence: 0.9994071

00:05:10.460 --> 00:05:11.580 what are we looking for?
NOTE Confidence: 0.9994071

00:05:11.580 --> 00:05:12.620 I don't have, you know,
NOTE Confidence: 0.9994071

00:05:12.620 --> 00:05:14.000 one answer for that.
NOTE Confidence: 0.99677193

00:05:14.460 --> 00:05:15.920 There is not a specific
NOTE Confidence: 0.99677193

00:05:16.140 --> 00:05:18.400 topic, a specific pathogen

NOTE Confidence: 0.9584961
00:05:19.180 --> 00:05:20.000 that is,
NOTE Confidence: 1
00:05:21.260 --> 00:05:21.920 you know,
NOTE Confidence: 0.9885254
00:05:22.300 --> 00:05:23.839 defined in this search.
NOTE Confidence: 0.9902344
00:05:24.985 --> 00:05:25.945 And so in the context
NOTE Confidence: 0.9902344
00:05:25.945 --> 00:05:26.745 of this q and a,
NOTE Confidence: 0.9902344
00:05:26.745 --> 00:05:27.945 it's gonna be difficult for
NOTE Confidence: 0.9902344
00:05:27.945 --> 00:05:29.225 me to answer questions about
NOTE Confidence: 0.9902344
00:05:29.225 --> 00:05:29.725 whether
NOTE Confidence: 0.9926595
00:05:30.265 --> 00:05:32.425 your specific research project is
NOTE Confidence: 0.9926595
00:05:32.425 --> 00:05:34.105 appropriate for the search. But
NOTE Confidence: 0.9926595
00:05:34.105 --> 00:05:35.165 I think if you evaluate
NOTE Confidence: 0.977417
00:05:35.545 --> 00:05:37.065 your research interests in the
NOTE Confidence: 0.977417
00:05:37.065 --> 00:05:38.745 context of this slide, that
NOTE Confidence: 0.977417
00:05:38.745 --> 00:05:40.080 will will help you.
NOTE Confidence: 0.60253906
00:05:41.279 --> 00:05:41.779 So
NOTE Confidence: 0.9976074

00:05:42.319 --> 00:05:43.680 the what we're looking for
NOTE Confidence: 0.9976074

00:05:43.680 --> 00:05:45.379 is someone who has identified
NOTE Confidence: 0.99970704

00:05:45.839 --> 00:05:47.620 a research question that's important
NOTE Confidence: 0.9798302

00:05:48.400 --> 00:05:49.839 and who is in the
NOTE Confidence: 0.9798302

00:05:49.839 --> 00:05:51.439 right position to make progress
NOTE Confidence: 0.9798302

00:05:51.439 --> 00:05:52.419 on their question,
NOTE Confidence: 0.9964694

00:05:52.845 --> 00:05:54.045 meaning they have the right
NOTE Confidence: 0.9964694

00:05:54.045 --> 00:05:55.805 tools, the right expertise, the
NOTE Confidence: 0.9964694

00:05:55.805 --> 00:05:57.345 right preliminary data,
NOTE Confidence: 0.99459636

00:05:58.205 --> 00:05:59.745 where the time is right
NOTE Confidence: 0.99459636

00:05:59.885 --> 00:06:01.725 in addition to the, the
NOTE Confidence: 0.99459636

00:06:01.725 --> 00:06:03.345 importance of the research question.
NOTE Confidence: 0.9484419

00:06:05.020 --> 00:06:07.839 We also think about, candidates
NOTE Confidence: 0.9484419

00:06:07.979 --> 00:06:10.240 that we think, will thrive
NOTE Confidence: 0.9484419

00:06:10.380 --> 00:06:10.880 and,
NOTE Confidence: 0.97629124

00:06:12.060 --> 00:06:13.979 you know, benefit from us

NOTE Confidence: 0.97629124
00:06:13.979 --> 00:06:15.760 as colleagues and mentors,
NOTE Confidence: 0.9361206
00:06:16.220 --> 00:06:18.060 as well. So, I think
NOTE Confidence: 0.9361206
00:06:18.060 --> 00:06:19.600 all of you will will,
NOTE Confidence: 0.98828125
00:06:20.785 --> 00:06:21.285 be
NOTE Confidence: 0.79296875
00:06:21.665 --> 00:06:22.165 successful
NOTE Confidence: 0.9970703
00:06:22.625 --> 00:06:23.125 in
NOTE Confidence: 0.9286499
00:06:24.065 --> 00:06:25.505 your research if you're looking
NOTE Confidence: 0.9286499
00:06:25.505 --> 00:06:26.805 at faculty positions.
NOTE Confidence: 0.99960935
00:06:27.185 --> 00:06:28.065 What we think about is
NOTE Confidence: 0.99960935
00:06:28.065 --> 00:06:29.285 how we can help people
NOTE Confidence: 0.8836263
00:06:31.745 --> 00:06:32.885 do even better,
NOTE Confidence: 0.99471027
00:06:33.650 --> 00:06:35.410 be more creative, reach even
NOTE Confidence: 0.99471027
00:06:35.410 --> 00:06:35.910 further,
NOTE Confidence: 0.9897461
00:06:37.089 --> 00:06:37.830 by having,
NOTE Confidence: 0.9963379
00:06:39.010 --> 00:06:41.190 our department as their their
NOTE Confidence: 0.9963379

00:06:41.250 --> 00:06:41.990 their colleagues.
NOTE Confidence: 0.8897095

00:06:44.050 --> 00:06:45.490 So so, again, what we
NOTE Confidence: 0.8897095

00:06:45.490 --> 00:06:46.449 can do to,
NOTE Confidence: 0.991333

00:06:48.045 --> 00:06:49.665 to help people succeed.
NOTE Confidence: 0.9966634

00:06:50.285 --> 00:06:51.565 And then the third is
NOTE Confidence: 0.9966634

00:06:51.565 --> 00:06:52.065 is,
NOTE Confidence: 0.99497765

00:06:52.525 --> 00:06:53.964 we're very open to new
NOTE Confidence: 0.99497765

00:06:53.964 --> 00:06:55.805 ideas and approaches, and so
NOTE Confidence: 0.99497765

00:06:55.805 --> 00:06:57.025 we think about that.
NOTE Confidence: 0.99758303

00:06:59.085 --> 00:07:01.005 So what is an assistant
NOTE Confidence: 0.99758303

00:07:01.005 --> 00:07:02.685 professor faculty position? What does
NOTE Confidence: 0.99758303

00:07:02.685 --> 00:07:04.370 it look like? The primary
NOTE Confidence: 0.99758303

00:07:04.590 --> 00:07:06.450 focus here is on research
NOTE Confidence: 0.9394531

00:07:06.910 --> 00:07:07.650 and training.
NOTE Confidence: 0.93917847

00:07:08.350 --> 00:07:09.470 So again, this is a
NOTE Confidence: 0.93917847

00:07:09.470 --> 00:07:11.170 medical school position.

NOTE Confidence: 0.98413086

00:07:12.830 --> 00:07:15.010 There is a teaching component.

NOTE Confidence: 0.9980469

00:07:15.630 --> 00:07:16.450 Most faculty

NOTE Confidence: 0.9958496

00:07:17.264 --> 00:07:19.285 are teaching a few lectures

NOTE Confidence: 0.9958496

00:07:19.505 --> 00:07:20.165 a year,

NOTE Confidence: 0.97597927

00:07:21.025 --> 00:07:23.905 primarily for PhD students, although

NOTE Confidence: 0.97597927

00:07:23.905 --> 00:07:24.945 many of us might teach

NOTE Confidence: 0.97597927

00:07:24.945 --> 00:07:26.145 one or two lectures for

NOTE Confidence: 0.97597927

00:07:26.145 --> 00:07:27.285 an undergrad course,

NOTE Confidence: 0.9493544

00:07:28.865 --> 00:07:30.544 or other classes. But, again,

NOTE Confidence: 0.9493544

00:07:30.544 --> 00:07:32.164 the primary focus is,

NOTE Confidence: 1

00:07:32.680 --> 00:07:34.520 protected and dedicated time for

NOTE Confidence: 1

00:07:34.520 --> 00:07:35.020 research

NOTE Confidence: 0.81555176

00:07:35.320 --> 00:07:36.540 and in that context,

NOTE Confidence: 0.96899414

00:07:37.320 --> 00:07:39.160 training, the next generation of

NOTE Confidence: 0.96899414

00:07:39.160 --> 00:07:39.660 scientists.

NOTE Confidence: 0.97891515

00:07:40.600 --> 00:07:41.800 I'm not gonna go through
NOTE Confidence: 0.97891515

00:07:41.800 --> 00:07:43.960 here the entire tenure track
NOTE Confidence: 0.97891515

00:07:43.960 --> 00:07:44.460 process,
NOTE Confidence: 0.8251953

00:07:45.320 --> 00:07:45.560 but,
NOTE Confidence: 0.99617004

00:07:46.695 --> 00:07:47.535 if you go to the
NOTE Confidence: 0.99617004

00:07:47.535 --> 00:07:48.895 Yale School of Medicine website
NOTE Confidence: 0.99617004

00:07:48.895 --> 00:07:50.675 and look up the traditional
NOTE Confidence: 0.99617004

00:07:50.975 --> 00:07:52.495 track, that's what this position
NOTE Confidence: 0.99617004

00:07:52.495 --> 00:07:53.775 is, and that has a
NOTE Confidence: 0.99617004

00:07:53.775 --> 00:07:55.375 lot of information about the
NOTE Confidence: 0.99617004

00:07:55.375 --> 00:07:56.355 various phases
NOTE Confidence: 0.92993164

00:07:56.735 --> 00:07:58.755 of, the tenure process,
NOTE Confidence: 0.99454755

00:08:00.015 --> 00:08:01.775 at at, Yale School of
NOTE Confidence: 0.99454755

00:08:01.775 --> 00:08:02.275 Medicine.
NOTE Confidence: 0.958167

00:08:06.300 --> 00:08:07.340 And this actually is my
NOTE Confidence: 0.958167

00:08:07.340 --> 00:08:08.699 last slide, so just an

NOTE Confidence: 0.958167
00:08:08.699 --> 00:08:10.699 overview of the timeline. This
NOTE Confidence: 0.958167
00:08:10.699 --> 00:08:11.979 information is also available on
NOTE Confidence: 0.958167
00:08:11.979 --> 00:08:13.120 the department website,
NOTE Confidence: 0.90694755
00:08:14.300 --> 00:08:17.005 but, any application should, go
NOTE Confidence: 0.90694755
00:08:17.005 --> 00:08:18.065 through Interfolio,
NOTE Confidence: 0.9725586
00:08:18.525 --> 00:08:19.905 and the link is provided,
NOTE Confidence: 0.9815674
00:08:20.605 --> 00:08:21.885 on the website and also
NOTE Confidence: 0.9815674
00:08:21.885 --> 00:08:22.865 in our advertisements.
NOTE Confidence: 0.9626465
00:08:24.445 --> 00:08:24.945 And,
NOTE Confidence: 0.99938965
00:08:25.405 --> 00:08:27.185 the deadline for those applications
NOTE Confidence: 0.99938965
00:08:27.325 --> 00:08:28.625 is October first.
NOTE Confidence: 0.98112607
00:08:29.229 --> 00:08:30.590 What will be happening during
NOTE Confidence: 0.98112607
00:08:30.590 --> 00:08:32.050 a long period of silence
NOTE Confidence: 0.98112607
00:08:32.110 --> 00:08:33.010 is we'll be,
NOTE Confidence: 0.9649135
00:08:33.390 --> 00:08:35.870 reviewing and discussing applications in
NOTE Confidence: 0.9649135

00:08:35.870 --> 00:08:36.850 multiple rounds.
NOTE Confidence: 0.9494629

00:08:38.350 --> 00:08:38.850 And,
NOTE Confidence: 0.9747925

00:08:39.470 --> 00:08:40.750 that'll occur through the fall
NOTE Confidence: 0.9747925

00:08:40.750 --> 00:08:41.570 and the winter.
NOTE Confidence: 0.9692383

00:08:42.655 --> 00:08:43.315 And then
NOTE Confidence: 0.99226886

00:08:43.615 --> 00:08:44.895 we'll reach out to selected
NOTE Confidence: 0.99226886

00:08:44.895 --> 00:08:45.395 candidates,
NOTE Confidence: 0.9975993

00:08:45.855 --> 00:08:46.975 to invite them to an
NOTE Confidence: 0.9975993

00:08:46.975 --> 00:08:48.275 in person symposium,
NOTE Confidence: 0.94628906

00:08:49.695 --> 00:08:51.375 at the dates, listed here.
NOTE Confidence: 0.94628906

00:08:51.375 --> 00:08:52.655 So please mark these dates
NOTE Confidence: 0.94628906

00:08:52.655 --> 00:08:53.555 on your calendars.
NOTE Confidence: 0.97254777

00:08:55.140 --> 00:08:57.540 And, typically, those symposia are
NOTE Confidence: 0.97254777

00:08:57.540 --> 00:08:58.760 three or four candidates
NOTE Confidence: 0.97387695

00:08:59.140 --> 00:09:00.180 who visit at the same
NOTE Confidence: 0.97387695

00:09:00.180 --> 00:09:00.680 time,

NOTE Confidence: 0.95214844
00:09:02.100 --> 00:09:02.600 and,
NOTE Confidence: 0.989563
00:09:03.700 --> 00:09:05.540 each give research seminars and
NOTE Confidence: 0.989563
00:09:05.540 --> 00:09:06.900 then have one on one
NOTE Confidence: 0.989563
00:09:06.900 --> 00:09:08.580 visits with faculty, meetings with
NOTE Confidence: 0.989563
00:09:08.580 --> 00:09:09.080 students,
NOTE Confidence: 0.9767369
00:09:09.485 --> 00:09:10.845 a chalk talk, and things
NOTE Confidence: 0.9767369
00:09:10.845 --> 00:09:11.425 like that.
NOTE Confidence: 0.98572886
00:09:12.205 --> 00:09:13.085 So I know that the
NOTE Confidence: 0.98572886
00:09:13.085 --> 00:09:15.645 symposium format is adopted by
NOTE Confidence: 0.98572886
00:09:15.645 --> 00:09:16.145 some
NOTE Confidence: 0.9946086
00:09:16.605 --> 00:09:18.445 institutions and not others. We've
NOTE Confidence: 0.9946086
00:09:18.445 --> 00:09:19.665 been running symposia
NOTE Confidence: 0.9727783
00:09:20.285 --> 00:09:21.725 for many years, and what
NOTE Confidence: 0.9727783
00:09:21.725 --> 00:09:23.405 we, like about that is
NOTE Confidence: 0.9727783
00:09:23.405 --> 00:09:24.145 we get,
NOTE Confidence: 0.9995117

00:09:24.790 --> 00:09:26.410 very high faculty participation
NOTE Confidence: 0.9782715

00:09:26.870 --> 00:09:28.070 because we all reserve these
NOTE Confidence: 0.9782715

00:09:28.070 --> 00:09:28.570 dates.
NOTE Confidence: 0.8152669

00:09:29.270 --> 00:09:30.550 And also we don't,
NOTE Confidence: 0.98441255

00:09:31.350 --> 00:09:33.830 disadvantage candidates who come very
NOTE Confidence: 0.98441255

00:09:33.830 --> 00:09:35.510 early in a, you know,
NOTE Confidence: 0.98441255

00:09:35.510 --> 00:09:36.570 two month long,
NOTE Confidence: 0.9921875

00:09:37.190 --> 00:09:38.010 search process.
NOTE Confidence: 0.9860026

00:09:39.335 --> 00:09:40.775 So it's it's been a
NOTE Confidence: 0.9860026

00:09:40.775 --> 00:09:41.835 way where we can,
NOTE Confidence: 0.97978514

00:09:43.575 --> 00:09:45.575 you know, evaluate everyone in
NOTE Confidence: 0.97978514

00:09:45.575 --> 00:09:47.035 in kind of in parallel
NOTE Confidence: 0.89282227

00:09:47.495 --> 00:09:48.934 and turn around our,
NOTE Confidence: 0.85717773

00:09:50.135 --> 00:09:50.875 next steps,
NOTE Confidence: 0.9995117

00:09:51.415 --> 00:09:51.915 sooner.
NOTE Confidence: 0.9704895

00:09:52.750 --> 00:09:54.429 So the target start date

NOTE Confidence: 0.9704895
00:09:54.429 --> 00:09:55.250 for the position,
NOTE Confidence: 0.9996338
00:09:55.790 --> 00:09:57.250 is is July first.
NOTE Confidence: 0.9931497
00:09:58.269 --> 00:09:59.709 So that's my quick little
NOTE Confidence: 0.9931497
00:09:59.709 --> 00:10:01.470 overview. Hopefully, that gives us
NOTE Confidence: 0.9931497
00:10:01.470 --> 00:10:02.509 a starting point. I can
NOTE Confidence: 0.9931497
00:10:02.509 --> 00:10:03.170 see that,
NOTE Confidence: 0.99294704
00:10:03.709 --> 00:10:05.230 questions are starting to pop
NOTE Confidence: 0.99294704
00:10:05.230 --> 00:10:06.209 up in the chat.
NOTE Confidence: 0.9862549
00:10:07.235 --> 00:10:08.835 And, again, if you can't
NOTE Confidence: 0.9862549
00:10:08.835 --> 00:10:10.135 get the chat to work,
NOTE Confidence: 0.9284955
00:10:11.075 --> 00:10:12.515 just, use or sorry. I
NOTE Confidence: 0.9284955
00:10:12.515 --> 00:10:13.395 can't get the q and
NOTE Confidence: 0.9284955
00:10:13.395 --> 00:10:14.355 a to work. Just use
NOTE Confidence: 0.9284955
00:10:14.355 --> 00:10:15.015 the chat.
NOTE Confidence: 0.99438477
00:10:15.795 --> 00:10:17.235 So I'm gonna stop sharing
NOTE Confidence: 0.99438477

00:10:17.235 --> 00:10:17.735 now
NOTE Confidence: 0.90893555
00:10:18.275 --> 00:10:18.775 and,
NOTE Confidence: 0.99723816
00:10:19.395 --> 00:10:21.220 grab this chat here. And
NOTE Confidence: 0.99723816
00:10:21.220 --> 00:10:22.260 so what I'll do is
NOTE Confidence: 0.99723816
00:10:22.260 --> 00:10:23.540 I'll read the questions out
NOTE Confidence: 0.99723816
00:10:23.540 --> 00:10:24.040 loud,
NOTE Confidence: 0.99853516
00:10:24.900 --> 00:10:25.720 and then
NOTE Confidence: 0.9550374
00:10:26.100 --> 00:10:28.020 I will give answers or
NOTE Confidence: 0.9550374
00:10:28.020 --> 00:10:29.640 I'll ask one of our
NOTE Confidence: 0.9550374
00:10:29.779 --> 00:10:31.620 panelists to give answers. And,
NOTE Confidence: 0.96758354
00:10:32.179 --> 00:10:33.779 others of you, please feel
NOTE Confidence: 0.96758354
00:10:33.779 --> 00:10:34.980 free to add on,
NOTE Confidence: 0.99020725
00:10:37.115 --> 00:10:38.475 if I've missed something or
NOTE Confidence: 0.99020725
00:10:38.475 --> 00:10:39.855 there's another another perspective.
NOTE Confidence: 0.9651184
00:10:41.434 --> 00:10:43.274 So great. So the first,
NOTE Confidence: 0.9651184
00:10:43.514 --> 00:10:44.415 the first question,

NOTE Confidence: 0.9970703

00:10:45.915 --> 00:10:47.615 here is is whether

NOTE Confidence: 0.9563987

00:10:48.154 --> 00:10:49.434 a research project could be

NOTE Confidence: 0.9563987

00:10:49.434 --> 00:10:51.035 a combination of wet and

NOTE Confidence: 0.9563987

00:10:51.035 --> 00:10:52.490 dry lab, And maybe I'll

NOTE Confidence: 0.9563987

00:10:52.490 --> 00:10:53.850 take that on. The answer

NOTE Confidence: 0.9563987

00:10:53.850 --> 00:10:54.589 is absolutely.

NOTE Confidence: 0.96984863

00:10:56.010 --> 00:10:56.970 So many labs in the

NOTE Confidence: 0.96984863

00:10:56.970 --> 00:10:58.110 department are currently,

NOTE Confidence: 0.96433514

00:10:58.970 --> 00:11:00.330 a combination of wet and

NOTE Confidence: 0.96433514

00:11:00.330 --> 00:11:02.170 dry experiments or wet and

NOTE Confidence: 0.96433514

00:11:02.170 --> 00:11:02.990 dry approaches.

NOTE Confidence: 0.9447835

00:11:04.274 --> 00:11:05.394 And and so we're very

NOTE Confidence: 0.9447835

00:11:05.394 --> 00:11:05.475 much,

NOTE Confidence: 0.95234376

00:11:07.475 --> 00:11:09.415 open to to that combination.

NOTE Confidence: 0.9736994

00:11:10.274 --> 00:11:11.735 I think, again, the guideline

NOTE Confidence: 0.9736994

00:11:11.875 --> 00:11:13.415 that we'll be using is
NOTE Confidence: 0.9736994

00:11:13.714 --> 00:11:14.214 is,
NOTE Confidence: 0.99965125

00:11:14.595 --> 00:11:17.074 again, somebody interested at the
NOTE Confidence: 0.99965125

00:11:17.074 --> 00:11:18.295 intersection of
NOTE Confidence: 0.98530275

00:11:18.700 --> 00:11:20.959 microbes and and their hosts.
NOTE Confidence: 0.9674835

00:11:21.660 --> 00:11:23.019 So a dry lab or
NOTE Confidence: 0.9674835

00:11:23.019 --> 00:11:24.779 wet lab project that was,
NOTE Confidence: 0.9674835

00:11:24.779 --> 00:11:26.220 you know, didn't have a
NOTE Confidence: 0.9674835

00:11:26.220 --> 00:11:26.720 microbiology
NOTE Confidence: 0.9900445

00:11:27.179 --> 00:11:28.540 focus would probably be less
NOTE Confidence: 0.9900445

00:11:28.540 --> 00:11:30.000 appropriate for this search,
NOTE Confidence: 0.9970703

00:11:30.700 --> 00:11:31.200 but
NOTE Confidence: 0.98324305

00:11:31.735 --> 00:11:32.695 why we're open to a
NOTE Confidence: 0.98324305

00:11:32.695 --> 00:11:34.135 wide range of of of
NOTE Confidence: 0.98324305

00:11:34.135 --> 00:11:34.635 approaches.
NOTE Confidence: 0.97595215

00:11:40.455 --> 00:11:41.275 Let's see.

NOTE Confidence: 0.98848784
00:11:41.895 --> 00:11:43.815 The next question is is
NOTE Confidence: 0.98848784
00:11:43.815 --> 00:11:45.915 whether there's a particular area
NOTE Confidence: 0.98848784
00:11:46.054 --> 00:11:46.955 in this cycle,
NOTE Confidence: 0.9370931
00:11:47.710 --> 00:11:49.630 such as host immunology versus
NOTE Confidence: 0.9370931
00:11:49.630 --> 00:11:51.230 pathogen biology or is the
NOTE Confidence: 0.9370931
00:11:51.230 --> 00:11:51.970 search open.
NOTE Confidence: 0.9627075
00:11:52.429 --> 00:11:53.710 And, again, it's an open
NOTE Confidence: 0.9627075
00:11:53.710 --> 00:11:55.809 search. So so,
NOTE Confidence: 0.9951172
00:11:56.750 --> 00:11:57.150 the
NOTE Confidence: 0.9637858
00:11:58.110 --> 00:11:59.630 I would say that a
NOTE Confidence: 0.9637858
00:11:59.630 --> 00:12:00.885 a candidate who is,
NOTE Confidence: 0.99957275
00:12:01.445 --> 00:12:03.785 focused entirely on host immunology
NOTE Confidence: 0.99957275
00:12:04.005 --> 00:12:05.625 with no microbiology
NOTE Confidence: 0.9995117
00:12:06.165 --> 00:12:08.165 component would probably be less
NOTE Confidence: 0.9995117
00:12:08.165 --> 00:12:08.665 aligned
NOTE Confidence: 0.97477216

00:12:09.045 --> 00:12:10.025 with this search.
NOTE Confidence: 0.9623605

00:12:11.045 --> 00:12:12.085 But I think one that
NOTE Confidence: 0.9623605

00:12:12.085 --> 00:12:12.965 might be useful is to
NOTE Confidence: 0.9623605

00:12:12.965 --> 00:12:14.245 look at the research interests
NOTE Confidence: 0.9623605

00:12:14.245 --> 00:12:15.870 of our current faculty, and
NOTE Confidence: 0.9623605

00:12:15.870 --> 00:12:17.070 you can see that we
NOTE Confidence: 0.9623605

00:12:17.070 --> 00:12:18.590 span a range of people
NOTE Confidence: 0.9623605

00:12:18.590 --> 00:12:21.010 who are entirely microbe focused,
NOTE Confidence: 0.9932251

00:12:21.550 --> 00:12:23.010 to other faculty who,
NOTE Confidence: 0.9968126

00:12:24.030 --> 00:12:25.550 really study a lot of
NOTE Confidence: 0.9968126

00:12:25.550 --> 00:12:27.490 questions in in host biology
NOTE Confidence: 0.9968126

00:12:27.710 --> 00:12:29.870 and host microbe interaction from
NOTE Confidence: 0.9968126

00:12:29.870 --> 00:12:30.770 the host perspective.
NOTE Confidence: 0.96875

00:12:31.485 --> 00:12:31.985 The
NOTE Confidence: 0.97469074

00:12:38.605 --> 00:12:40.204 next question is whether the
NOTE Confidence: 0.97469074

00:12:40.204 --> 00:12:41.804 search is exclusive for new

NOTE Confidence: 0.97469074
00:12:41.804 --> 00:12:42.785 assistant professors,
NOTE Confidence: 0.9885864
00:12:43.165 --> 00:12:44.285 or is it open to
NOTE Confidence: 0.9885864
00:12:44.285 --> 00:12:45.825 current assistant professors?
NOTE Confidence: 0.9086914
00:12:47.550 --> 00:12:48.050 And
NOTE Confidence: 0.99609375
00:12:48.750 --> 00:12:49.490 and then
NOTE Confidence: 0.9683024
00:12:50.110 --> 00:12:51.710 for current assistant professors, will
NOTE Confidence: 0.9683024
00:12:51.710 --> 00:12:52.830 there be a different timeline
NOTE Confidence: 0.9683024
00:12:52.830 --> 00:12:53.650 for promotion?
NOTE Confidence: 0.9568278
00:12:54.270 --> 00:12:55.570 That's gonna be a pretty
NOTE Confidence: 0.9568278
00:12:55.790 --> 00:12:56.290 individual.
NOTE Confidence: 0.9838562
00:12:57.230 --> 00:12:58.029 It's hard for me to
NOTE Confidence: 0.9838562
00:12:58.029 --> 00:12:59.250 answer that generally,
NOTE Confidence: 0.99902344
00:13:00.830 --> 00:13:01.330 but
NOTE Confidence: 0.96899414
00:13:03.045 --> 00:13:04.804 it is open to current
NOTE Confidence: 0.96899414
00:13:04.804 --> 00:13:06.404 assistant professors as well as
NOTE Confidence: 0.96899414

00:13:06.404 --> 00:13:07.545 new, but,
NOTE Confidence: 0.9714559

00:13:08.005 --> 00:13:09.605 most likely the recruitment will
NOTE Confidence: 0.9714559

00:13:09.605 --> 00:13:11.045 be at the assistant professor
NOTE Confidence: 0.9714559

00:13:11.045 --> 00:13:12.105 level. So,
NOTE Confidence: 0.99975586

00:13:13.765 --> 00:13:15.705 to explore recruiting someone
NOTE Confidence: 0.9511719

00:13:17.020 --> 00:13:18.780 at the associate or seeing
NOTE Confidence: 0.9511719

00:13:18.780 --> 00:13:19.760 more senior level
NOTE Confidence: 0.951164

00:13:20.140 --> 00:13:21.980 would be a basically turn
NOTE Confidence: 0.951164

00:13:21.980 --> 00:13:23.260 it into a different a
NOTE Confidence: 0.951164

00:13:23.260 --> 00:13:24.780 different search at this phase.
NOTE Confidence: 0.951164

00:13:24.780 --> 00:13:26.140 Not to say that that's
NOTE Confidence: 0.951164

00:13:26.140 --> 00:13:27.500 impossible, but it's not the
NOTE Confidence: 0.951164

00:13:27.500 --> 00:13:29.355 primary path of of this
NOTE Confidence: 0.951164

00:13:29.355 --> 00:13:29.855 search.
NOTE Confidence: 0.9652344

00:13:30.795 --> 00:13:32.415 Whether the timeline for promotion
NOTE Confidence: 0.9652344

00:13:32.475 --> 00:13:34.075 would be different would, again,

NOTE Confidence: 0.9652344
00:13:34.075 --> 00:13:35.855 probably depend on the individual,
NOTE Confidence: 0.9847967
00:13:37.755 --> 00:13:39.275 and, you know, how far
NOTE Confidence: 0.9847967
00:13:39.275 --> 00:13:40.475 along they are in their
NOTE Confidence: 0.9847967
00:13:40.475 --> 00:13:40.975 current,
NOTE Confidence: 0.97300214
00:13:41.530 --> 00:13:43.130 position and and, you know,
NOTE Confidence: 0.97300214
00:13:43.130 --> 00:13:44.170 where they are in terms
NOTE Confidence: 0.97300214
00:13:44.170 --> 00:13:45.309 of of,
NOTE Confidence: 0.9717204
00:13:46.090 --> 00:13:47.690 making that step for promotion
NOTE Confidence: 0.9717204
00:13:47.690 --> 00:13:48.190 review.
NOTE Confidence: 0.8989258
00:13:53.655 --> 00:13:54.155 I
NOTE Confidence: 0.99500453
00:13:55.335 --> 00:13:56.615 was asked to share the
NOTE Confidence: 0.99500453
00:13:56.615 --> 00:13:58.135 first slide again, which is
NOTE Confidence: 0.99500453
00:13:58.135 --> 00:13:59.435 testing my technical
NOTE Confidence: 0.989624
00:13:59.895 --> 00:14:01.515 abilities, but let's see.
NOTE Confidence: 0.99902344
00:14:03.175 --> 00:14:04.395 I can do that real
NOTE Confidence: 0.9980469

00:14:05.335 --> 00:14:05.835 quick.
NOTE Confidence: 0.9160156
00:14:10.579 --> 00:14:11.079 Okay.
NOTE Confidence: 0.9873047
00:14:11.380 --> 00:14:11.959 I think,
NOTE Confidence: 0.97007245
00:14:12.420 --> 00:14:13.540 here's the first slide, so
NOTE Confidence: 0.97007245
00:14:13.540 --> 00:14:14.660 I'll leave this up for
NOTE Confidence: 0.97007245
00:14:14.660 --> 00:14:15.240 a minute,
NOTE Confidence: 0.73913574
00:14:18.100 --> 00:14:18.920 for your,
NOTE Confidence: 0.99316406
00:14:19.620 --> 00:14:20.120 information.
NOTE Confidence: 0.9704228
00:14:34.680 --> 00:14:36.279 So there are other questions
NOTE Confidence: 0.9704228
00:14:36.279 --> 00:14:38.379 about, again, about specific research
NOTE Confidence: 0.9704228
00:14:38.519 --> 00:14:39.560 topics. I think I can
NOTE Confidence: 0.9704228
00:14:39.560 --> 00:14:41.819 kinda answer them collectively that,
NOTE Confidence: 0.9704228
00:14:41.879 --> 00:14:43.000 again, we do not have
NOTE Confidence: 0.9704228
00:14:43.000 --> 00:14:43.819 a specific
NOTE Confidence: 0.9995117
00:14:44.279 --> 00:14:45.579 pathogen or
NOTE Confidence: 1
00:14:48.105 --> 00:14:48.605 experimental

NOTE Confidence: 0.85961914
00:14:48.905 --> 00:14:49.405 strategy,
NOTE Confidence: 0.9570923
00:14:50.265 --> 00:14:51.885 predefined in this search.
NOTE Confidence: 0.99853516
00:14:52.745 --> 00:14:54.445 We are interested in
NOTE Confidence: 0.96201867
00:14:56.985 --> 00:14:58.345 what you think the most
NOTE Confidence: 0.96201867
00:14:58.345 --> 00:15:00.105 exciting research question is and
NOTE Confidence: 0.96201867
00:15:00.105 --> 00:15:01.165 what are the most
NOTE Confidence: 0.99902344
00:15:02.310 --> 00:15:02.810 promising
NOTE Confidence: 0.97111005
00:15:03.270 --> 00:15:05.190 approaches to answer that that
NOTE Confidence: 0.97111005
00:15:05.190 --> 00:15:05.690 question.
NOTE Confidence: 0.99482423
00:15:06.470 --> 00:15:07.430 So I think that's how
NOTE Confidence: 0.99482423
00:15:07.430 --> 00:15:08.890 we we think about it.
NOTE Confidence: 0.9310547
00:15:10.070 --> 00:15:11.690 I will stop this share.
NOTE Confidence: 0.9729275
00:15:14.815 --> 00:15:15.535 Katie and Walter, do you
NOTE Confidence: 0.9729275
00:15:15.535 --> 00:15:17.235 wanna add anything about,
NOTE Confidence: 0.9996338
00:15:18.495 --> 00:15:19.715 you know, how we've
NOTE Confidence: 1

00:15:20.175 --> 00:15:20.915 thought about
NOTE Confidence: 0.99890137

00:15:21.535 --> 00:15:23.315 diversity of research topics?
NOTE Confidence: 0.98573136

00:15:28.550 --> 00:15:30.010 I think from my perspective,
NOTE Confidence: 0.98573136

00:15:30.230 --> 00:15:31.690 I've been here for
NOTE Confidence: 0.80200195

00:15:32.230 --> 00:15:32.970 some while
NOTE Confidence: 0.8513997

00:15:33.670 --> 00:15:36.250 sometime, and in general, we
NOTE Confidence: 0.8513997

00:15:36.310 --> 00:15:36.810 believe
NOTE Confidence: 0.8886719

00:15:39.990 --> 00:15:40.570 in in
NOTE Confidence: 0.9202881

00:15:41.355 --> 00:15:43.275 in excellence of science and
NOTE Confidence: 0.9202881

00:15:43.275 --> 00:15:44.255 so and not
NOTE Confidence: 0.9439833

00:15:44.955 --> 00:15:46.875 focusing on topics. So we
NOTE Confidence: 0.9439833

00:15:46.955 --> 00:15:48.815 our experience is if
NOTE Confidence: 0.96240234

00:15:49.275 --> 00:15:50.255 if we recruit
NOTE Confidence: 0.7711589

00:15:52.875 --> 00:15:54.415 good scientists that
NOTE Confidence: 0.92699254

00:15:55.820 --> 00:15:56.860 rather than, let's say, I
NOTE Confidence: 0.92699254

00:15:56.860 --> 00:15:58.060 work on HIV and I

NOTE Confidence: 0.92699254
00:15:58.060 --> 00:15:59.500 wanna have four more people
NOTE Confidence: 0.92699254
00:15:59.500 --> 00:16:00.940 working in HIV. It's the
NOTE Confidence: 0.92699254
00:16:00.940 --> 00:16:02.880 opposite. Right? We so we
NOTE Confidence: 0.92699254
00:16:03.180 --> 00:16:03.680 the
NOTE Confidence: 0.96136475
00:16:04.060 --> 00:16:05.920 different approaches, different perspectives,
NOTE Confidence: 0.979541
00:16:07.020 --> 00:16:09.040 different techniques, this is what
NOTE Confidence: 0.979541
00:16:09.285 --> 00:16:11.065 what creates a good environment
NOTE Confidence: 0.9088542
00:16:12.005 --> 00:16:13.225 rather than having,
NOTE Confidence: 0.94970703
00:16:15.685 --> 00:16:16.185 several
NOTE Confidence: 0.9902615
00:16:16.725 --> 00:16:18.245 people working on the same
NOTE Confidence: 0.9902615
00:16:18.245 --> 00:16:18.745 pathogen.
NOTE Confidence: 0.9050293
00:16:19.365 --> 00:16:20.325 So this kind of the
NOTE Confidence: 0.9050293
00:16:20.325 --> 00:16:20.825 philosophy
NOTE Confidence: 0.93408203
00:16:21.285 --> 00:16:22.185 in our experience.
NOTE Confidence: 0.96926045
00:16:23.399 --> 00:16:24.600 And I I can speak
NOTE Confidence: 0.96926045

00:16:24.600 --> 00:16:26.440 from my perspective as I'd
NOTE Confidence: 0.96926045

00:16:26.440 --> 00:16:26.940 say,
NOTE Confidence: 0.9646662

00:16:28.040 --> 00:16:29.079 I have been more on
NOTE Confidence: 0.9646662

00:16:29.079 --> 00:16:30.680 the chemical biology side than
NOTE Confidence: 0.9646662

00:16:30.680 --> 00:16:32.040 the microbiology side of my
NOTE Confidence: 0.9646662

00:16:32.040 --> 00:16:33.240 training even though I've been
NOTE Confidence: 0.9646662

00:16:33.240 --> 00:16:33.639 at both
NOTE Confidence: 0.96673584

00:16:34.760 --> 00:16:36.200 in both areas. And,
NOTE Confidence: 0.96832687

00:16:37.475 --> 00:16:39.014 I would say that it's,
NOTE Confidence: 0.97821045

00:16:40.035 --> 00:16:41.714 in general, like, the the
NOTE Confidence: 0.97821045

00:16:41.714 --> 00:16:42.935 department's very communicative.
NOTE Confidence: 0.94624466

00:16:43.475 --> 00:16:44.834 We know what we're working
NOTE Confidence: 0.94624466

00:16:44.834 --> 00:16:46.355 on even though they're very
NOTE Confidence: 0.94624466

00:16:46.355 --> 00:16:46.855 different
NOTE Confidence: 0.9522298

00:16:47.315 --> 00:16:48.615 topics and approaches.
NOTE Confidence: 0.9978841

00:16:49.400 --> 00:16:51.160 And having that kind of

NOTE Confidence: 0.9978841
00:16:51.160 --> 00:16:51.660 interdisciplinary
NOTE Confidence: 0.9949951
00:16:52.360 --> 00:16:53.740 environment in which people
NOTE Confidence: 0.98507255
00:16:54.120 --> 00:16:55.800 bring forward expertise in really
NOTE Confidence: 0.98507255
00:16:55.800 --> 00:16:56.700 technical areas
NOTE Confidence: 0.9966634
00:16:57.240 --> 00:16:59.240 is hugely helpful in terms
NOTE Confidence: 0.9966634
00:16:59.240 --> 00:16:59.740 of
NOTE Confidence: 0.9815945
00:17:00.360 --> 00:17:02.595 idea generating, but also, like,
NOTE Confidence: 0.9815945
00:17:02.995 --> 00:17:04.275 you know, furthering your research
NOTE Confidence: 0.9815945
00:17:04.275 --> 00:17:05.234 in areas that you're not
NOTE Confidence: 0.9815945
00:17:05.234 --> 00:17:06.775 necessarily comfortable with.
NOTE Confidence: 0.9609375
00:17:11.395 --> 00:17:12.054 I apologize,
NOTE Confidence: 0.9762057
00:17:12.515 --> 00:17:13.715 Katie and Walter, if I
NOTE Confidence: 0.9762057
00:17:13.715 --> 00:17:14.755 answered too many of the
NOTE Confidence: 0.9762057
00:17:14.755 --> 00:17:16.034 initial questions first, but I
NOTE Confidence: 0.9762057
00:17:16.034 --> 00:17:16.755 will be sure. And you
NOTE Confidence: 0.9762057

00:17:16.755 --> 00:17:17.910 should interrupt when I get
NOTE Confidence: 0.9762057
00:17:17.910 --> 00:17:18.410 something
NOTE Confidence: 1
00:17:18.869 --> 00:17:19.369 wrong.
NOTE Confidence: 0.9845947
00:17:20.550 --> 00:17:22.230 The the next question is
NOTE Confidence: 0.9845947
00:17:22.230 --> 00:17:24.150 whether there's a requirement for
NOTE Confidence: 0.9845947
00:17:24.150 --> 00:17:26.230 US citizenship or permanent residency.
NOTE Confidence: 0.9845947
00:17:26.230 --> 00:17:27.270 I I'm not aware of
NOTE Confidence: 0.9845947
00:17:27.270 --> 00:17:28.869 any such requirement for this
NOTE Confidence: 0.9845947
00:17:28.869 --> 00:17:31.050 position. Not. I was not
NOTE Confidence: 0.9541219
00:17:31.934 --> 00:17:33.294 a green card holder, not
NOTE Confidence: 0.9541219
00:17:33.294 --> 00:17:34.894 a citizen, and I joined
NOTE Confidence: 0.9541219
00:17:34.894 --> 00:17:35.634 this department.
NOTE Confidence: 0.692749
00:17:36.494 --> 00:17:36.994 No.
NOTE Confidence: 0.99357724
00:17:40.255 --> 00:17:42.014 And somebody asked whether only
NOTE Confidence: 0.99357724
00:17:42.014 --> 00:17:42.975 one or more than one
NOTE Confidence: 0.99357724
00:17:42.975 --> 00:17:44.115 position is available.

NOTE Confidence: 0.9660543

00:17:47.940 --> 00:17:50.359 Potentially, multiple positions are available.

NOTE Confidence: 0.9660543

00:17:50.420 --> 00:17:51.320 These are always,

NOTE Confidence: 0.9825963

00:17:51.619 --> 00:17:53.380 ongoing discussions with the dean's

NOTE Confidence: 0.9825963

00:17:53.380 --> 00:17:54.359 office, but,

NOTE Confidence: 0.9991455

00:17:55.380 --> 00:17:56.760 one of the main constraints

NOTE Confidence: 0.9991455

00:17:56.820 --> 00:17:58.040 that that many

NOTE Confidence: 0.96171874

00:17:58.420 --> 00:18:00.200 medical schools have is space,

NOTE Confidence: 0.98428345

00:18:00.744 --> 00:18:01.865 and we're in the middle

NOTE Confidence: 0.98428345

00:18:01.865 --> 00:18:02.984 of, I think, what's been

NOTE Confidence: 0.98428345

00:18:02.984 --> 00:18:04.505 the biggest expansion of our

NOTE Confidence: 0.98428345

00:18:04.505 --> 00:18:05.005 department,

NOTE Confidence: 0.99523926

00:18:06.265 --> 00:18:07.784 at least in twenty years,

NOTE Confidence: 0.99523926

00:18:08.184 --> 00:18:09.885 where the department has been

NOTE Confidence: 0.94302136

00:18:11.705 --> 00:18:13.385 largely contained on one floor

NOTE Confidence: 0.94302136

00:18:13.385 --> 00:18:15.065 and the entire floor above

NOTE Confidence: 0.94302136

00:18:15.065 --> 00:18:16.044 is now being
NOTE Confidence: 1

00:18:16.720 --> 00:18:17.220 colonized
NOTE Confidence: 0.9477946

00:18:20.559 --> 00:18:21.859 for, you know, for microbial
NOTE Confidence: 0.9477946

00:18:21.919 --> 00:18:22.419 pathogenesis.
NOTE Confidence: 0.94384766

00:18:22.720 --> 00:18:23.220 So,
NOTE Confidence: 0.9760742

00:18:24.080 --> 00:18:25.859 I would certainly pursue that,
NOTE Confidence: 0.92351425

00:18:26.240 --> 00:18:28.240 with the dean's office if
NOTE Confidence: 0.92351425

00:18:28.240 --> 00:18:29.380 we find,
NOTE Confidence: 0.9998372

00:18:29.919 --> 00:18:31.139 very exciting candidates.
NOTE Confidence: 0.96160334

00:18:33.905 --> 00:18:35.425 The next question is about,
NOTE Confidence: 0.96160334

00:18:35.744 --> 00:18:37.665 mechanisms for mentorship of junior
NOTE Confidence: 0.96160334

00:18:37.665 --> 00:18:38.165 faculty,
NOTE Confidence: 0.96113026

00:18:39.744 --> 00:18:41.905 particularly around establishing an independent
NOTE Confidence: 0.96113026

00:18:41.905 --> 00:18:43.744 research direction and navigating the
NOTE Confidence: 0.96113026

00:18:43.744 --> 00:18:45.585 first major grant applications. This
NOTE Confidence: 0.96113026

00:18:45.585 --> 00:18:46.645 is a great question.

NOTE Confidence: 0.886331
00:18:49.650 --> 00:18:50.530 And I don't know if
NOTE Confidence: 0.886331
00:18:50.530 --> 00:18:51.490 I should start or, Katie,
NOTE Confidence: 0.886331
00:18:51.490 --> 00:18:53.330 you wanna start, with Yeah.
NOTE Confidence: 0.886331
00:18:53.330 --> 00:18:54.530 I can just start and
NOTE Confidence: 0.886331
00:18:54.530 --> 00:18:55.810 then I'll I'll kind of
NOTE Confidence: 0.886331
00:18:55.810 --> 00:18:57.490 add on. So so there
NOTE Confidence: 0.886331
00:18:57.490 --> 00:18:58.550 there are many mechanisms.
NOTE Confidence: 0.98669434
00:18:59.010 --> 00:18:59.730 I can start with the
NOTE Confidence: 0.98669434
00:18:59.730 --> 00:19:01.190 formal ones. There's,
NOTE Confidence: 0.8991699
00:19:01.570 --> 00:19:02.310 like a
NOTE Confidence: 0.94614774
00:19:02.684 --> 00:19:04.684 society of junior faculty called
NOTE Confidence: 0.94614774
00:19:04.684 --> 00:19:06.044 the Genaway Society that you
NOTE Confidence: 0.94614774
00:19:06.044 --> 00:19:07.644 can easily be a member
NOTE Confidence: 0.94614774
00:19:07.644 --> 00:19:08.784 of, and you attend
NOTE Confidence: 0.9702759
00:19:09.085 --> 00:19:10.784 seminars, and you can participate
NOTE Confidence: 0.9702759

00:19:10.845 --> 00:19:11.904 in writing workshops
NOTE Confidence: 0.98964846

00:19:12.445 --> 00:19:13.565 and get feedback on, like,
NOTE Confidence: 0.98964846

00:19:13.565 --> 00:19:14.764 the grant applications that you're
NOTE Confidence: 0.98964846

00:19:14.764 --> 00:19:16.225 working on in real time.
NOTE Confidence: 0.9949707

00:19:17.690 --> 00:19:19.150 I also have a mentoring
NOTE Confidence: 0.9949707

00:19:19.210 --> 00:19:21.230 committee of other faculty members
NOTE Confidence: 0.9996948

00:19:21.609 --> 00:19:22.410 that I'll meet with on
NOTE Confidence: 0.9996948

00:19:22.410 --> 00:19:23.470 a yearly basis
NOTE Confidence: 0.9588096

00:19:24.090 --> 00:19:25.309 in a way to, like,
NOTE Confidence: 0.9588096

00:19:25.450 --> 00:19:27.290 also idea generate, but check-in
NOTE Confidence: 0.9588096

00:19:27.290 --> 00:19:28.330 and make sure if I'm
NOTE Confidence: 0.9588096

00:19:28.330 --> 00:19:30.010 meeting, like, the milestones, I
NOTE Confidence: 0.9588096

00:19:30.010 --> 00:19:31.255 I I expect myself to
NOTE Confidence: 0.9588096

00:19:31.255 --> 00:19:31.915 be meeting.
NOTE Confidence: 0.96809894

00:19:32.935 --> 00:19:33.994 Of course, like,
NOTE Confidence: 0.985791

00:19:34.295 --> 00:19:35.655 in our department, as I

NOTE Confidence: 0.985791
00:19:35.655 --> 00:19:37.415 mentioned, we we talk to
NOTE Confidence: 0.985791
00:19:37.415 --> 00:19:38.375 each other about our research,
NOTE Confidence: 0.985791
00:19:38.375 --> 00:19:40.075 and so we have these
NOTE Confidence: 0.89837646
00:19:41.335 --> 00:19:43.335 regular faculty research and progress
NOTE Confidence: 0.89837646
00:19:43.335 --> 00:19:44.475 meetings that Walter
NOTE Confidence: 0.97852576
00:19:44.800 --> 00:19:46.000 actually organizes, and he can
NOTE Confidence: 0.97852576
00:19:46.000 --> 00:19:47.220 talk about, his
NOTE Confidence: 0.9954427
00:19:48.160 --> 00:19:49.140 take on that.
NOTE Confidence: 0.98846436
00:19:49.440 --> 00:19:50.740 And this is another opportunity
NOTE Confidence: 0.98846436
00:19:50.880 --> 00:19:51.780 for you to,
NOTE Confidence: 0.9990777
00:19:52.800 --> 00:19:54.400 pitch ideas and work on
NOTE Confidence: 0.9990777
00:19:54.400 --> 00:19:55.700 your your grant writing.
NOTE Confidence: 0.94977677
00:19:56.800 --> 00:19:58.240 We also share grants with
NOTE Confidence: 0.94977677
00:19:58.240 --> 00:19:58.980 each other.
NOTE Confidence: 0.9797363
00:19:59.520 --> 00:20:00.260 I've shared
NOTE Confidence: 0.9544678

00:20:00.585 --> 00:20:01.565 grants with,
NOTE Confidence: 0.96479493

00:20:02.744 --> 00:20:04.505 colleagues from other departments who
NOTE Confidence: 0.96479493

00:20:04.505 --> 00:20:06.505 have secondary appointments who or
NOTE Confidence: 0.96479493

00:20:06.505 --> 00:20:07.965 I've just gotten to know,
NOTE Confidence: 0.98339844

00:20:09.304 --> 00:20:10.044 in chemistry
NOTE Confidence: 0.98828125

00:20:10.424 --> 00:20:10.924 and
NOTE Confidence: 0.99560547

00:20:11.304 --> 00:20:11.804 other,
NOTE Confidence: 0.8863118

00:20:13.250 --> 00:20:14.690 you know, related but different
NOTE Confidence: 0.8863118

00:20:14.690 --> 00:20:15.190 departments.
NOTE Confidence: 0.95043945

00:20:16.369 --> 00:20:16.869 And,
NOTE Confidence: 0.95635116

00:20:17.490 --> 00:20:19.090 yeah, I'm trying to think,
NOTE Confidence: 0.95635116

00:20:19.090 --> 00:20:20.290 Annie, am I leaving anything
NOTE Confidence: 0.95635116

00:20:20.290 --> 00:20:21.510 out in terms of
NOTE Confidence: 0.96240234

00:20:22.210 --> 00:20:23.490 there there's a lot. There
NOTE Confidence: 0.96240234

00:20:23.490 --> 00:20:24.630 are a lot of grant
NOTE Confidence: 0.9472656

00:20:25.425 --> 00:20:27.445 writing workshop type resources,

NOTE Confidence: 0.9920247
00:20:28.545 --> 00:20:29.505 and that's on, like, a
NOTE Confidence: 0.9920247
00:20:29.505 --> 00:20:31.205 formal and informal level.
NOTE Confidence: 0.8208008
00:20:32.385 --> 00:20:32.885 Yeah.
NOTE Confidence: 0.96461993
00:20:35.185 --> 00:20:36.145 Yeah. I think that's a
NOTE Confidence: 0.96461993
00:20:36.145 --> 00:20:37.425 great answer. Walter, do you
NOTE Confidence: 0.96461993
00:20:37.425 --> 00:20:38.245 wanna add?
NOTE Confidence: 0.977417
00:20:38.865 --> 00:20:40.085 Yeah. We have these
NOTE Confidence: 0.99902344
00:20:41.350 --> 00:20:41.850 faculty
NOTE Confidence: 0.8638916
00:20:42.789 --> 00:20:43.850 lunch presentations,
NOTE Confidence: 0.98413086
00:20:44.470 --> 00:20:46.490 but just among faculty
NOTE Confidence: 0.72802734
00:20:46.950 --> 00:20:47.609 where we share
NOTE Confidence: 0.8588257
00:20:51.190 --> 00:20:53.369 challenges and, like, includes grants
NOTE Confidence: 0.8588257
00:20:53.429 --> 00:20:54.330 or new directions.
NOTE Confidence: 0.9703369
00:20:57.215 --> 00:20:59.395 So different from from
NOTE Confidence: 0.9921875
00:20:59.775 --> 00:21:00.275 polished
NOTE Confidence: 0.85913086

00:21:00.575 --> 00:21:01.075 presentations.
NOTE Confidence: 0.9893799

00:21:02.494 --> 00:21:03.875 And they're they're very
NOTE Confidence: 0.9914551

00:21:04.655 --> 00:21:06.255 they're very good for senior
NOTE Confidence: 0.9914551

00:21:06.255 --> 00:21:07.555 as well as for junior.
NOTE Confidence: 0.96972656

00:21:09.070 --> 00:21:09.570 Great.
NOTE Confidence: 0.9772746

00:21:10.030 --> 00:21:11.070 Yeah. Yeah. I think the
NOTE Confidence: 0.9772746

00:21:11.070 --> 00:21:12.369 way I think about mentoring
NOTE Confidence: 0.9772746

00:21:12.430 --> 00:21:13.090 is that,
NOTE Confidence: 0.9925074

00:21:14.190 --> 00:21:15.710 two two things. One is
NOTE Confidence: 0.9925074

00:21:15.710 --> 00:21:17.390 that it's not a one
NOTE Confidence: 0.9925074

00:21:17.390 --> 00:21:18.990 size fits all process. You
NOTE Confidence: 0.9925074

00:21:18.990 --> 00:21:20.670 know, the the format of
NOTE Confidence: 0.9925074

00:21:20.670 --> 00:21:22.350 mentoring that's most effective for
NOTE Confidence: 0.9925074

00:21:22.350 --> 00:21:23.730 one person isn't necessarily
NOTE Confidence: 0.9837891

00:21:24.415 --> 00:21:26.035 the most effective for another.
NOTE Confidence: 0.9981356

00:21:27.055 --> 00:21:28.415 And so what we try

NOTE Confidence: 0.9981356
00:21:28.415 --> 00:21:29.795 to establish in the department
NOTE Confidence: 0.9981356
00:21:29.855 --> 00:21:30.355 is
NOTE Confidence: 0.9958333
00:21:30.975 --> 00:21:33.234 multiple tiered stages of mentorship.
NOTE Confidence: 0.99902344
00:21:33.615 --> 00:21:34.115 So
NOTE Confidence: 0.98217267
00:21:34.415 --> 00:21:35.375 at the way I think
NOTE Confidence: 0.98217267
00:21:35.375 --> 00:21:36.415 about it is it goes
NOTE Confidence: 0.98217267
00:21:36.415 --> 00:21:38.020 from, you know, the most
NOTE Confidence: 0.98217267
00:21:38.020 --> 00:21:39.300 small scale, which is, you
NOTE Confidence: 0.98217267
00:21:39.300 --> 00:21:41.240 know, me meeting with individual
NOTE Confidence: 0.98217267
00:21:41.300 --> 00:21:42.980 faculty one on one just
NOTE Confidence: 0.98217267
00:21:42.980 --> 00:21:44.100 to check-in and see how
NOTE Confidence: 0.98217267
00:21:44.100 --> 00:21:45.380 things are going or talk
NOTE Confidence: 0.98217267
00:21:45.380 --> 00:21:46.980 about, you know, whatever challenges
NOTE Confidence: 0.98217267
00:21:46.980 --> 00:21:47.800 are going on.
NOTE Confidence: 0.9828491
00:21:48.980 --> 00:21:51.045 Then so that's a a
NOTE Confidence: 0.9828491

00:21:51.045 --> 00:21:52.725 scale of one person as
NOTE Confidence: 0.9828491

00:21:52.725 --> 00:21:53.385 a mentor.
NOTE Confidence: 0.9380601

00:21:53.685 --> 00:21:54.725 Then the next step up
NOTE Confidence: 0.9380601

00:21:54.725 --> 00:21:56.325 is this mentoring committee that
NOTE Confidence: 0.9380601

00:21:56.325 --> 00:21:58.345 Katie identified or talked about.
NOTE Confidence: 0.9380601

00:21:58.485 --> 00:21:59.305 That's usually,
NOTE Confidence: 0.965271

00:22:00.085 --> 00:22:01.385 two or three faculty.
NOTE Confidence: 0.98721313

00:22:02.645 --> 00:22:04.244 And junior faculty meet with
NOTE Confidence: 0.98721313

00:22:04.244 --> 00:22:05.385 their mentoring committee,
NOTE Confidence: 0.9662156

00:22:06.010 --> 00:22:07.690 typically once a year as
NOTE Confidence: 0.9662156

00:22:07.690 --> 00:22:09.549 a background so that then
NOTE Confidence: 0.9662156

00:22:09.609 --> 00:22:11.470 when specific issues come up,
NOTE Confidence: 0.9662156

00:22:11.609 --> 00:22:12.730 they kind of know the
NOTE Confidence: 0.9662156

00:22:12.730 --> 00:22:13.230 backstory
NOTE Confidence: 0.91955566

00:22:13.609 --> 00:22:14.670 and and,
NOTE Confidence: 0.9995117

00:22:15.850 --> 00:22:17.210 can hit the ground running

NOTE Confidence: 0.9995117
00:22:17.210 --> 00:22:18.750 in terms of problem solving.
NOTE Confidence: 0.9968872
00:22:19.265 --> 00:22:20.545 So that's mentorship at the
NOTE Confidence: 0.9968872
00:22:20.545 --> 00:22:21.845 scale of maybe
NOTE Confidence: 0.99902344
00:22:22.225 --> 00:22:23.285 three faculty members.
NOTE Confidence: 0.9562084
00:22:23.825 --> 00:22:25.025 Then the next stage is
NOTE Confidence: 0.9562084
00:22:25.025 --> 00:22:26.465 what Walter talked about, which
NOTE Confidence: 0.9562084
00:22:26.465 --> 00:22:28.545 is our our internal research
NOTE Confidence: 0.9562084
00:22:28.545 --> 00:22:30.465 in progress series, where, again,
NOTE Confidence: 0.9562084
00:22:30.465 --> 00:22:31.905 it's only faculty there and
NOTE Confidence: 0.9562084
00:22:31.905 --> 00:22:32.645 you have,
NOTE Confidence: 0.98746747
00:22:33.025 --> 00:22:33.845 you know, the
NOTE Confidence: 0.86376953
00:22:34.320 --> 00:22:34.640 the,
NOTE Confidence: 0.97772896
00:22:35.359 --> 00:22:37.760 collective experience of the all
NOTE Confidence: 0.97772896
00:22:37.760 --> 00:22:39.220 of the department's faculty
NOTE Confidence: 0.9996745
00:22:39.840 --> 00:22:40.899 in thinking about
NOTE Confidence: 1

00:22:41.519 --> 00:22:42.019 your
NOTE Confidence: 0.7536621
00:22:42.559 --> 00:22:43.059 challenges.
NOTE Confidence: 0.99975586
00:22:43.600 --> 00:22:44.580 And that could be
NOTE Confidence: 0.99465334
00:22:44.960 --> 00:22:47.155 preparing a grant or responding
NOTE Confidence: 0.99465334
00:22:47.215 --> 00:22:48.815 to reviews on a paper.
NOTE Confidence: 0.99718297
00:22:49.695 --> 00:22:50.655 And I think I tried
NOTE Confidence: 0.99718297
00:22:50.655 --> 00:22:51.775 to count once how many
NOTE Confidence: 0.99718297
00:22:51.775 --> 00:22:52.835 years of collective
NOTE Confidence: 0.9599067
00:22:53.375 --> 00:22:55.395 study section experience was represented
NOTE Confidence: 0.9599067
00:22:55.455 --> 00:22:56.734 in these lunches, and it's,
NOTE Confidence: 0.9599067
00:22:56.734 --> 00:22:58.174 you know, it's it's certainly
NOTE Confidence: 0.9599067
00:22:58.174 --> 00:22:59.234 like triple digit.
NOTE Confidence: 0.9776517
00:23:00.410 --> 00:23:01.609 So it just gives you
NOTE Confidence: 0.9776517
00:23:01.609 --> 00:23:02.890 a lot of perspective at
NOTE Confidence: 0.9776517
00:23:02.890 --> 00:23:04.109 the scale of,
NOTE Confidence: 0.9987793
00:23:04.970 --> 00:23:06.030 you know,

NOTE Confidence: 0.99541014
00:23:06.809 --> 00:23:08.350 a dozen or so faculty.
NOTE Confidence: 0.97040665
00:23:09.290 --> 00:23:10.570 And and then the next
NOTE Confidence: 0.97040665
00:23:10.570 --> 00:23:12.590 scale is this Janeway Society
NOTE Confidence: 0.97040665
00:23:12.650 --> 00:23:14.085 that Katie mentioned where,
NOTE Confidence: 0.8059082
00:23:14.845 --> 00:23:15.345 all,
NOTE Confidence: 0.9751587
00:23:15.765 --> 00:23:17.625 junior faculty are invited,
NOTE Confidence: 0.95003253
00:23:18.085 --> 00:23:19.385 both who are,
NOTE Confidence: 0.9514323
00:23:20.565 --> 00:23:22.085 sort of more in the
NOTE Confidence: 0.9514323
00:23:22.085 --> 00:23:23.765 kind of clinician scientists as
NOTE Confidence: 0.9514323
00:23:23.765 --> 00:23:25.705 well as basic scientists paths.
NOTE Confidence: 0.94804686
00:23:27.450 --> 00:23:29.149 And that's another way to,
NOTE Confidence: 0.99285483
00:23:29.450 --> 00:23:30.970 connect with colleagues who are
NOTE Confidence: 0.99285483
00:23:30.970 --> 00:23:31.770 more or less on the
NOTE Confidence: 0.99285483
00:23:31.770 --> 00:23:33.230 same time frame as you,
NOTE Confidence: 0.97340304
00:23:34.090 --> 00:23:35.770 and probably started their years
NOTE Confidence: 0.97340304

00:23:35.770 --> 00:23:37.210 within a their labs within

NOTE Confidence: 0.97340304

00:23:37.210 --> 00:23:38.090 a year or two of

NOTE Confidence: 0.97340304

00:23:38.090 --> 00:23:38.750 of yours.

NOTE Confidence: 0.985567

00:23:39.875 --> 00:23:41.075 And although the science may

NOTE Confidence: 0.985567

00:23:41.075 --> 00:23:42.355 be different, a lot of

NOTE Confidence: 0.985567

00:23:42.355 --> 00:23:43.955 the questions and challenges are

NOTE Confidence: 0.985567

00:23:43.955 --> 00:23:45.175 shared across,

NOTE Confidence: 0.9661865

00:23:46.675 --> 00:23:48.755 different departments and different fields

NOTE Confidence: 0.9661865

00:23:48.755 --> 00:23:49.255 of,

NOTE Confidence: 0.9720866

00:23:49.955 --> 00:23:51.875 biomedical research, and so that's

NOTE Confidence: 0.9720866

00:23:51.875 --> 00:23:52.935 also a great opportunity.

NOTE Confidence: 0.9981166

00:23:53.770 --> 00:23:55.130 So as a junior faculty

NOTE Confidence: 0.9981166

00:23:55.130 --> 00:23:56.109 member here,

NOTE Confidence: 0.9848429

00:23:56.650 --> 00:23:58.170 you're not required to do

NOTE Confidence: 0.9848429

00:23:58.170 --> 00:23:59.530 all of those stages, and

NOTE Confidence: 0.9848429

00:23:59.530 --> 00:24:01.530 you're not required to mostly

NOTE Confidence: 0.9848429

00:24:01.530 --> 00:24:02.990 do any one of them.

NOTE Confidence: 0.9848429

00:24:03.130 --> 00:24:04.490 The idea is to provide,

NOTE Confidence: 0.9848429

00:24:04.490 --> 00:24:05.630 again, this tiered,

NOTE Confidence: 0.9957745

00:24:06.525 --> 00:24:08.845 range of opportunities where you

NOTE Confidence: 0.9957745

00:24:08.845 --> 00:24:10.125 can find out, you know,

NOTE Confidence: 0.9957745

00:24:10.125 --> 00:24:11.405 what aligns best,

NOTE Confidence: 0.9973958

00:24:11.885 --> 00:24:12.525 best for you.

NOTE Confidence: 0.9786471

00:24:15.165 --> 00:24:16.125 And there's been a few

NOTE Confidence: 0.9786471

00:24:16.125 --> 00:24:17.825 questions about mentorship. I think

NOTE Confidence: 0.9786471

00:24:17.885 --> 00:24:19.405 that answer applies to many

NOTE Confidence: 0.9786471

00:24:19.405 --> 00:24:20.845 of these questions that came

NOTE Confidence: 0.9786471

00:24:20.845 --> 00:24:21.929 up that are really good

NOTE Confidence: 0.9786471

00:24:21.929 --> 00:24:22.429 questions

NOTE Confidence: 0.8696289

00:24:22.889 --> 00:24:23.049 about,

NOTE Confidence: 0.9971788

00:24:25.289 --> 00:24:27.309 deciding about your research direction,

NOTE Confidence: 0.9971788

00:24:27.450 --> 00:24:28.909 deciding when to pivot,
NOTE Confidence: 0.9980469
00:24:29.690 --> 00:24:30.429 if needed,
NOTE Confidence: 0.9978841
00:24:30.889 --> 00:24:32.509 navigating grant applications,
NOTE Confidence: 0.92008466
00:24:32.970 --> 00:24:34.190 response to reviews.
NOTE Confidence: 0.95856583
00:24:35.674 --> 00:24:36.794 And the other part, which
NOTE Confidence: 0.95856583
00:24:36.794 --> 00:24:37.434 is about,
NOTE Confidence: 0.9900445
00:24:37.914 --> 00:24:39.674 being a manager of a
NOTE Confidence: 0.9900445
00:24:39.674 --> 00:24:41.054 of a small shop.
NOTE Confidence: 0.9967346
00:24:42.234 --> 00:24:43.515 And, you know, many of
NOTE Confidence: 0.9967346
00:24:43.515 --> 00:24:45.275 the skills that are part
NOTE Confidence: 0.9967346
00:24:45.275 --> 00:24:46.554 of running a lab are
NOTE Confidence: 0.9967346
00:24:46.554 --> 00:24:47.054 not
NOTE Confidence: 0.98984784
00:24:47.515 --> 00:24:49.034 the same part the same
NOTE Confidence: 0.98984784
00:24:49.034 --> 00:24:50.075 skills that are part of
NOTE Confidence: 0.98984784
00:24:50.075 --> 00:24:51.809 being a successful postdoc. And
NOTE Confidence: 0.98984784
00:24:51.809 --> 00:24:52.309 so

NOTE Confidence: 0.99902344
00:24:53.009 --> 00:24:53.330 deciding,
NOTE Confidence: 0.99815536
00:24:54.369 --> 00:24:55.809 you know, how to pace
NOTE Confidence: 0.99815536
00:24:55.809 --> 00:24:57.190 your scale of hiring,
NOTE Confidence: 0.9991862
00:24:57.570 --> 00:24:58.470 who to hire,
NOTE Confidence: 0.98597133
00:24:59.649 --> 00:25:01.009 how to mentor grad students
NOTE Confidence: 0.98597133
00:25:01.009 --> 00:25:02.369 and postdoc, all of those
NOTE Confidence: 0.98597133
00:25:02.369 --> 00:25:04.529 things are part of these
NOTE Confidence: 0.98597133
00:25:04.529 --> 00:25:05.970 different stages of mentoring, and
NOTE Confidence: 0.98597133
00:25:05.970 --> 00:25:06.850 we talk about them a
NOTE Confidence: 0.98597133
00:25:06.850 --> 00:25:07.350 lot.
NOTE Confidence: 0.9675293
00:25:10.265 --> 00:25:11.465 These are really good questions.
NOTE Confidence: 0.9675293
00:25:11.465 --> 00:25:12.425 Keep them coming, and I
NOTE Confidence: 0.9675293
00:25:12.425 --> 00:25:13.325 hope I'm catching
NOTE Confidence: 0.9376465
00:25:14.105 --> 00:25:15.565 all of them at least,
NOTE Confidence: 0.99869794
00:25:16.744 --> 00:25:17.805 in some way.
NOTE Confidence: 0.9098714

00:25:19.225 --> 00:25:20.825 A question about, again, about
NOTE Confidence: 0.9098714

00:25:20.825 --> 00:25:21.325 computational
NOTE Confidence: 0.94921875

00:25:21.705 --> 00:25:22.205 biology.
NOTE Confidence: 0.9937744

00:25:22.915 --> 00:25:24.450 So people who are focused
NOTE Confidence: 0.9937744

00:25:24.450 --> 00:25:26.369 on computational biology are welcome
NOTE Confidence: 0.9937744

00:25:26.369 --> 00:25:27.030 to apply.
NOTE Confidence: 0.9456787

00:25:27.810 --> 00:25:28.550 But, again,
NOTE Confidence: 0.99820966

00:25:29.970 --> 00:25:31.650 like I mentioned in the
NOTE Confidence: 0.99820966

00:25:31.650 --> 00:25:32.150 slides,
NOTE Confidence: 0.9858154

00:25:32.930 --> 00:25:34.470 we look for people that
NOTE Confidence: 0.9858154

00:25:34.530 --> 00:25:36.230 we think we can help,
NOTE Confidence: 0.98931015

00:25:36.915 --> 00:25:38.275 and we can mentor. And
NOTE Confidence: 0.98931015

00:25:38.275 --> 00:25:39.475 so I think we'll be
NOTE Confidence: 0.98931015

00:25:39.475 --> 00:25:41.075 looking for links between,
NOTE Confidence: 0.99975586

00:25:42.755 --> 00:25:44.855 the computational biology questions
NOTE Confidence: 1

00:25:45.475 --> 00:25:46.615 that are being explored

NOTE Confidence: 0.94007707

00:25:47.315 --> 00:25:48.915 and how we as a

NOTE Confidence: 0.94007707

00:25:48.915 --> 00:25:51.095 department can help someone,

NOTE Confidence: 0.99319893

00:25:52.320 --> 00:25:53.919 reach even further, be even

NOTE Confidence: 0.99319893

00:25:53.919 --> 00:25:54.740 more creative.

NOTE Confidence: 0.97265625

00:25:55.440 --> 00:25:55.940 So,

NOTE Confidence: 0.99037796

00:25:56.640 --> 00:25:58.000 while we don't have anyone

NOTE Confidence: 0.99037796

00:25:58.000 --> 00:26:00.260 who's strictly computational right now,

NOTE Confidence: 0.99037796

00:26:00.400 --> 00:26:01.679 we are open to it.

NOTE Confidence: 0.99037796

00:26:01.679 --> 00:26:02.880 And, again, we'd be looking

NOTE Confidence: 0.99037796

00:26:02.880 --> 00:26:04.000 at it from the point

NOTE Confidence: 0.99037796

00:26:04.000 --> 00:26:04.960 of view of how we

NOTE Confidence: 0.99037796

00:26:04.960 --> 00:26:06.020 can be good mentors.

NOTE Confidence: 0.95684814

00:26:07.494 --> 00:26:08.695 I should say that,

NOTE Confidence: 0.9996338

00:26:09.175 --> 00:26:11.115 your mentors are not restricted

NOTE Confidence: 0.9996338

00:26:11.255 --> 00:26:12.155 to the department.

NOTE Confidence: 0.9995117

00:26:12.615 --> 00:26:13.434 Many people
NOTE Confidence: 0.9879761

00:26:13.734 --> 00:26:15.494 have formal or informal mentors
NOTE Confidence: 0.9879761

00:26:15.494 --> 00:26:17.494 who are, outside the department
NOTE Confidence: 0.9879761

00:26:17.494 --> 00:26:18.155 as well.
NOTE Confidence: 0.8835449

00:26:19.850 --> 00:26:21.470 On topic of, computing,
NOTE Confidence: 0.97907716

00:26:22.010 --> 00:26:23.530 Yale has a a high
NOTE Confidence: 0.97907716

00:26:23.530 --> 00:26:25.930 computing cluster service that everyone
NOTE Confidence: 0.97907716

00:26:25.930 --> 00:26:28.110 has, like, baseline GPU availability
NOTE Confidence: 0.97907716

00:26:28.330 --> 00:26:29.710 in, and you can buy
NOTE Confidence: 0.8020833

00:26:30.090 --> 00:26:31.610 additional GPU avail
NOTE Confidence: 0.9733887

00:26:32.330 --> 00:26:32.830 availability.
NOTE Confidence: 0.96728516

00:26:34.095 --> 00:26:35.155 And so people
NOTE Confidence: 0.9239014

00:26:35.615 --> 00:26:37.535 routinely, like, analyze their cryo
NOTE Confidence: 0.9239014

00:26:37.535 --> 00:26:38.994 EM data or do, like,
NOTE Confidence: 0.9975586

00:26:39.375 --> 00:26:42.095 batch modeling experiments using the
NOTE Confidence: 0.9975586

00:26:42.095 --> 00:26:43.554 computing services here.

NOTE Confidence: 0.97964245
00:26:46.090 --> 00:26:47.290 Yes. That's that's a good
NOTE Confidence: 0.97964245
00:26:47.290 --> 00:26:48.170 a good point, and it's
NOTE Confidence: 0.97964245
00:26:48.170 --> 00:26:49.150 something that's obviously
NOTE Confidence: 0.999721
00:26:49.530 --> 00:26:51.530 changing very rapidly here and
NOTE Confidence: 0.999721
00:26:51.530 --> 00:26:52.270 and elsewhere.
NOTE Confidence: 0.90911865
00:26:56.970 --> 00:26:58.270 So here's a question.
NOTE Confidence: 0.9484863
00:26:59.434 --> 00:27:00.335 How does the committee
NOTE Confidence: 0.9996745
00:27:00.955 --> 00:27:02.015 evaluate research independence
NOTE Confidence: 0.99902344
00:27:02.475 --> 00:27:04.494 for candidates whose future program
NOTE Confidence: 0.99886066
00:27:04.955 --> 00:27:06.734 builds on areas they've already
NOTE Confidence: 0.99886066
00:27:06.794 --> 00:27:07.294 developed?
NOTE Confidence: 0.95410156
00:27:10.155 --> 00:27:11.775 So I I I think
NOTE Confidence: 0.99902344
00:27:12.820 --> 00:27:13.320 maybe
NOTE Confidence: 0.9995117
00:27:13.619 --> 00:27:14.519 that means
NOTE Confidence: 0.9491211
00:27:15.139 --> 00:27:16.679 how do we think about
NOTE Confidence: 0.98361385

00:27:17.059 --> 00:27:18.820 whether you'll be competing with
NOTE Confidence: 0.98361385

00:27:18.820 --> 00:27:20.179 your former mentor or whether
NOTE Confidence: 0.98361385

00:27:20.179 --> 00:27:21.460 you'll be distinct from your
NOTE Confidence: 0.98361385

00:27:21.460 --> 00:27:22.279 former mentor.
NOTE Confidence: 0.99641925

00:27:23.299 --> 00:27:24.200 If I didn't
NOTE Confidence: 0.99294704

00:27:24.885 --> 00:27:26.325 summarize that question correctly, just
NOTE Confidence: 0.99294704

00:27:26.325 --> 00:27:27.685 post it again at the
NOTE Confidence: 0.99294704

00:27:27.685 --> 00:27:28.565 bottom of the chat, and
NOTE Confidence: 0.99294704

00:27:28.565 --> 00:27:29.465 I'll come back.
NOTE Confidence: 0.9428711

00:27:30.805 --> 00:27:31.305 But,
NOTE Confidence: 0.64208984

00:27:32.965 --> 00:27:33.465 yeah,
NOTE Confidence: 0.974079

00:27:34.725 --> 00:27:35.925 I could start or maybe,
NOTE Confidence: 0.974079

00:27:35.925 --> 00:27:36.805 Walter, I don't know if
NOTE Confidence: 0.974079

00:27:36.805 --> 00:27:38.185 you wanna say something about
NOTE Confidence: 0.974079

00:27:38.470 --> 00:27:40.150 as we're reviewing applications, how
NOTE Confidence: 0.974079

00:27:40.150 --> 00:27:41.450 do we think about independence

NOTE Confidence: 0.974079
00:27:41.670 --> 00:27:42.970 from the former mentor?
NOTE Confidence: 0.99035645
00:27:49.510 --> 00:27:50.810 I think this this
NOTE Confidence: 0.83154297
00:27:52.230 --> 00:27:53.210 will always
NOTE Confidence: 0.99194336
00:27:54.285 --> 00:27:55.025 become apparent
NOTE Confidence: 0.86403114
00:27:56.285 --> 00:27:58.045 during during the interview. And
NOTE Confidence: 0.86403114
00:27:58.045 --> 00:27:58.705 then also
NOTE Confidence: 0.9466824
00:28:00.765 --> 00:28:02.285 science has changed. There's a
NOTE Confidence: 0.9466824
00:28:02.285 --> 00:28:03.805 lot of team science, so
NOTE Confidence: 0.9466824
00:28:03.805 --> 00:28:05.244 I think this is also
NOTE Confidence: 0.9466824
00:28:05.244 --> 00:28:06.465 a changing world.
NOTE Confidence: 0.9980469
00:28:07.039 --> 00:28:07.539 And
NOTE Confidence: 0.9267578
00:28:07.919 --> 00:28:08.419 we
NOTE Confidence: 0.9818685
00:28:08.880 --> 00:28:10.559 we we don't have one
NOTE Confidence: 0.9818685
00:28:10.559 --> 00:28:11.919 rule that fits all. I
NOTE Confidence: 0.9818685
00:28:11.919 --> 00:28:14.100 think this is every every
NOTE Confidence: 0.97631836

00:28:14.559 --> 00:28:15.539 person is
NOTE Confidence: 0.7142334
00:28:17.840 --> 00:28:18.580 looked at
NOTE Confidence: 0.8430176
00:28:19.200 --> 00:28:19.700 individually.
NOTE Confidence: 0.80493164
00:28:20.080 --> 00:28:20.570 So we,
NOTE Confidence: 0.7693917
00:28:23.105 --> 00:28:24.945 also then to start the
NOTE Confidence: 0.7693917
00:28:24.945 --> 00:28:26.085 promotion there.
NOTE Confidence: 0.7553711
00:28:26.784 --> 00:28:27.284 Some
NOTE Confidence: 0.9152832
00:28:27.984 --> 00:28:29.684 we know some move faster
NOTE Confidence: 0.9152832
00:28:29.825 --> 00:28:31.684 and others move more slowly,
NOTE Confidence: 0.9152832
00:28:31.744 --> 00:28:33.365 and and this is,
NOTE Confidence: 0.80029297
00:28:35.190 --> 00:28:35.690 also,
NOTE Confidence: 0.9949951
00:28:36.070 --> 00:28:37.369 this is not one
NOTE Confidence: 0.94324446
00:28:38.389 --> 00:28:39.269 I think this is a
NOTE Confidence: 0.94324446
00:28:39.269 --> 00:28:41.210 big advantage of these institutions
NOTE Confidence: 0.94324446
00:28:41.350 --> 00:28:42.870 that a tenure can take
NOTE Confidence: 0.94324446
00:28:42.870 --> 00:28:43.610 ten years.

NOTE Confidence: 0.96984863
00:28:44.070 --> 00:28:46.230 And some move faster, others
NOTE Confidence: 0.96984863
00:28:46.230 --> 00:28:47.289 move more slowly.
NOTE Confidence: 0.9177357
00:28:49.805 --> 00:28:50.765 Yep. I would add I
NOTE Confidence: 0.9177357
00:28:50.765 --> 00:28:51.965 agree. I would add to
NOTE Confidence: 0.9177357
00:28:51.965 --> 00:28:52.465 that,
NOTE Confidence: 0.9910156
00:28:55.565 --> 00:28:57.585 a faculty a research application
NOTE Confidence: 0.9977417
00:28:58.605 --> 00:28:59.965 that you would submit to
NOTE Confidence: 0.9977417
00:28:59.965 --> 00:29:01.005 a search like this, at
NOTE Confidence: 0.9977417
00:29:01.005 --> 00:29:01.825 least here,
NOTE Confidence: 1
00:29:02.340 --> 00:29:03.559 is not a
NOTE Confidence: 1
00:29:03.940 --> 00:29:05.080 binding research
NOTE Confidence: 0.99902344
00:29:05.380 --> 00:29:05.880 contract.
NOTE Confidence: 1
00:29:06.580 --> 00:29:07.080 So
NOTE Confidence: 0.980788
00:29:07.460 --> 00:29:09.380 for many faculty, within their
NOTE Confidence: 0.980788
00:29:09.380 --> 00:29:10.580 first few years of starting
NOTE Confidence: 0.980788

00:29:10.580 --> 00:29:11.480 their own lab,
NOTE Confidence: 0.99869794
00:29:11.860 --> 00:29:13.539 they identify a new research
NOTE Confidence: 0.99869794
00:29:13.539 --> 00:29:14.039 direction
NOTE Confidence: 0.98117405
00:29:14.385 --> 00:29:15.745 that they maybe weren't aware
NOTE Confidence: 0.98117405
00:29:15.745 --> 00:29:16.885 of during their postdoc.
NOTE Confidence: 0.9745178
00:29:17.265 --> 00:29:18.625 They got new results that
NOTE Confidence: 0.9745178
00:29:18.625 --> 00:29:19.765 suggest a pivot,
NOTE Confidence: 0.99869794
00:29:20.065 --> 00:29:22.065 and they uniquely have that
NOTE Confidence: 0.99869794
00:29:22.065 --> 00:29:23.445 feel for their field
NOTE Confidence: 0.98525053
00:29:23.985 --> 00:29:25.185 where they know that now's
NOTE Confidence: 0.98525053
00:29:25.185 --> 00:29:26.145 the time to make a
NOTE Confidence: 0.98525053
00:29:26.145 --> 00:29:27.505 pivot and to move into
NOTE Confidence: 0.98525053
00:29:27.505 --> 00:29:29.070 a new approach that maybe
NOTE Confidence: 0.98525053
00:29:29.070 --> 00:29:30.429 they had no idea of
NOTE Confidence: 0.98525053
00:29:30.429 --> 00:29:31.490 when they were applying.
NOTE Confidence: 0.9873047
00:29:32.990 --> 00:29:33.490 And

NOTE Confidence: 0.9980469
00:29:34.909 --> 00:29:36.289 we encourage that
NOTE Confidence: 0.9734375
00:29:36.830 --> 00:29:38.929 to follow your scientific taste,
NOTE Confidence: 0.9878976
00:29:39.309 --> 00:29:41.230 to recognize new opportunities, and
NOTE Confidence: 0.9878976
00:29:41.230 --> 00:29:43.309 have the freedom to, pursue
NOTE Confidence: 0.9878976
00:29:43.309 --> 00:29:45.055 them even if they weren't
NOTE Confidence: 0.9878976
00:29:45.055 --> 00:29:47.295 in your initial faculty position
NOTE Confidence: 0.9878976
00:29:47.295 --> 00:29:47.795 application.
NOTE Confidence: 0.99991864
00:29:48.495 --> 00:29:50.415 So we're not we're not
NOTE Confidence: 0.99991864
00:29:50.415 --> 00:29:50.915 recruiting
NOTE Confidence: 1
00:29:51.855 --> 00:29:52.355 to
NOTE Confidence: 0.9995117
00:29:53.455 --> 00:29:54.595 cover specific
NOTE Confidence: 0.97875977
00:29:55.935 --> 00:29:57.155 scientific questions.
NOTE Confidence: 1
00:29:57.615 --> 00:29:58.355 We're recruiting
NOTE Confidence: 1
00:29:59.050 --> 00:30:00.430 to invest in people
NOTE Confidence: 0.9970703
00:30:00.970 --> 00:30:01.470 who
NOTE Confidence: 1

00:30:02.010 --> 00:30:02.510 are
NOTE Confidence: 0.77001953
00:30:03.930 --> 00:30:04.430 creative,
NOTE Confidence: 0.9639079
00:30:05.530 --> 00:30:07.770 excited about their field, and,
NOTE Confidence: 0.9639079
00:30:07.770 --> 00:30:08.270 again,
NOTE Confidence: 1
00:30:08.810 --> 00:30:09.630 have that
NOTE Confidence: 0.9984654
00:30:10.730 --> 00:30:12.170 close touch to their field
NOTE Confidence: 0.9984654
00:30:12.170 --> 00:30:12.830 to know
NOTE Confidence: 0.99215794
00:30:13.285 --> 00:30:14.245 when is the time to
NOTE Confidence: 0.99215794
00:30:14.245 --> 00:30:15.365 stay the course and when
NOTE Confidence: 0.99215794
00:30:15.365 --> 00:30:16.585 is the time to pivot.
NOTE Confidence: 0.99215794
00:30:16.725 --> 00:30:17.765 And I think that happens
NOTE Confidence: 0.99215794
00:30:17.765 --> 00:30:18.485 for a lot of us,
NOTE Confidence: 0.99215794
00:30:18.485 --> 00:30:19.525 and that can also lead
NOTE Confidence: 0.99215794
00:30:19.525 --> 00:30:20.745 to more separation
NOTE Confidence: 0.99026805
00:30:21.525 --> 00:30:23.685 from prior prior work. So,
NOTE Confidence: 0.99026805
00:30:23.685 --> 00:30:24.885 again, if I didn't answer

NOTE Confidence: 0.99026805
00:30:24.885 --> 00:30:26.805 your question correctly, just post
NOTE Confidence: 0.99026805
00:30:26.805 --> 00:30:27.765 it again and tell me
NOTE Confidence: 0.99026805
00:30:27.765 --> 00:30:28.970 I got it wrong, and
NOTE Confidence: 0.99026805
00:30:28.970 --> 00:30:30.270 I'll I'll try again.
NOTE Confidence: 0.91674805
00:30:32.810 --> 00:30:33.630 Let's see.
NOTE Confidence: 0.9935826
00:30:34.410 --> 00:30:35.530 So here's a question about
NOTE Confidence: 0.9935826
00:30:35.530 --> 00:30:36.590 PhD students.
NOTE Confidence: 0.99406433
00:30:38.570 --> 00:30:39.690 It it's framed in the
NOTE Confidence: 0.99406433
00:30:39.690 --> 00:30:41.610 question of how many PhD
NOTE Confidence: 0.99406433
00:30:41.610 --> 00:30:43.050 students can a new PI
NOTE Confidence: 0.99406433
00:30:43.050 --> 00:30:43.550 have,
NOTE Confidence: 0.98924804
00:30:44.035 --> 00:30:44.915 which we don't have a
NOTE Confidence: 0.98924804
00:30:44.915 --> 00:30:46.115 specific number, but I think
NOTE Confidence: 0.98924804
00:30:46.115 --> 00:30:47.415 it gives us an opportunity
NOTE Confidence: 0.98924804
00:30:47.475 --> 00:30:48.755 to talk a little bit
NOTE Confidence: 0.98924804

00:30:48.755 --> 00:30:50.375 more about the PhD program.

NOTE Confidence: 0.9700611

00:30:51.315 --> 00:30:52.915 And they have a great

NOTE Confidence: 0.9700611

00:30:52.915 --> 00:30:54.435 panel for that. So Walter

NOTE Confidence: 0.9700611

00:30:54.435 --> 00:30:55.680 served for many years as

NOTE Confidence: 0.9700611

00:30:56.080 --> 00:30:57.600 director of graduate studies, which

NOTE Confidence: 0.9700611

00:30:57.600 --> 00:30:59.120 is the faculty member who's

NOTE Confidence: 0.9700611

00:30:59.120 --> 00:30:59.940 the primary,

NOTE Confidence: 0.9846734

00:31:01.040 --> 00:31:02.800 point of contact for graduate

NOTE Confidence: 0.9846734

00:31:02.800 --> 00:31:04.340 students after they're admitted.

NOTE Confidence: 0.9119873

00:31:05.200 --> 00:31:06.020 And Katie,

NOTE Confidence: 0.9994575

00:31:06.960 --> 00:31:09.040 was enormously popular with graduate

NOTE Confidence: 0.9994575

00:31:09.040 --> 00:31:10.420 students this last year

NOTE Confidence: 0.9890137

00:31:10.995 --> 00:31:12.215 and had recently,

NOTE Confidence: 0.99960935

00:31:13.155 --> 00:31:14.935 had many students in rotations

NOTE Confidence: 0.88964844

00:31:15.635 --> 00:31:16.115 and,

NOTE Confidence: 0.9817708

00:31:16.595 --> 00:31:18.855 joining her lab. So, again,

NOTE Confidence: 0.9817708
00:31:18.915 --> 00:31:20.035 a very good panel about
NOTE Confidence: 0.9817708
00:31:20.035 --> 00:31:21.955 that. So so I'll answer
NOTE Confidence: 0.9817708
00:31:21.955 --> 00:31:22.835 quickly, but then I want
NOTE Confidence: 0.9817708
00:31:22.835 --> 00:31:23.875 you two both to to
NOTE Confidence: 0.9817708
00:31:23.875 --> 00:31:24.990 add on. So there's not
NOTE Confidence: 0.9817708
00:31:24.990 --> 00:31:26.830 a specific number of PhD
NOTE Confidence: 0.9817708
00:31:26.830 --> 00:31:28.350 students that are allocated to
NOTE Confidence: 0.9817708
00:31:28.350 --> 00:31:29.170 each lab.
NOTE Confidence: 0.9873657
00:31:29.710 --> 00:31:31.550 The students do rotations, and
NOTE Confidence: 0.9873657
00:31:31.550 --> 00:31:32.610 then they select,
NOTE Confidence: 0.96032715
00:31:33.310 --> 00:31:34.770 their lab after spending,
NOTE Confidence: 0.9717285
00:31:35.070 --> 00:31:36.510 I think it's approximately six
NOTE Confidence: 0.9717285
00:31:36.510 --> 00:31:38.110 to eight weeks in about
NOTE Confidence: 0.9717285
00:31:38.110 --> 00:31:40.005 three different labs after that.
NOTE Confidence: 0.96961164
00:31:41.125 --> 00:31:42.885 So that's the direct answer
NOTE Confidence: 0.96961164

00:31:42.885 --> 00:31:44.005 to the question, but maybe
NOTE Confidence: 0.96961164

00:31:44.005 --> 00:31:44.965 it's a chance to say
NOTE Confidence: 0.96961164

00:31:44.965 --> 00:31:45.705 more about,
NOTE Confidence: 0.99902344

00:31:47.285 --> 00:31:48.025 the microbiology
NOTE Confidence: 0.98461914

00:31:48.565 --> 00:31:49.705 PhD program.
NOTE Confidence: 0.9595269

00:31:50.325 --> 00:31:51.125 I don't know, Katie or
NOTE Confidence: 0.9595269

00:31:51.125 --> 00:31:52.265 Walter, if you wanna
NOTE Confidence: 0.98358625

00:31:52.850 --> 00:31:54.290 talk about your experience and
NOTE Confidence: 0.98358625

00:31:54.290 --> 00:31:55.250 and how it's set up
NOTE Confidence: 0.98358625

00:31:55.250 --> 00:31:55.990 and how it's
NOTE Confidence: 0.9797712

00:31:57.010 --> 00:31:58.610 related and how also it's
NOTE Confidence: 0.9797712

00:31:58.610 --> 00:31:59.570 separate from,
NOTE Confidence: 0.99328613

00:31:59.890 --> 00:32:00.550 the department.
NOTE Confidence: 0.8830043

00:32:02.930 --> 00:32:04.530 Yeah. I Katie, I think
NOTE Confidence: 0.8830043

00:32:04.530 --> 00:32:06.050 you you have really a
NOTE Confidence: 0.8830043

00:32:06.050 --> 00:32:07.670 great year, first year

NOTE Confidence: 0.96164775
00:32:09.105 --> 00:32:10.145 to see it in action
NOTE Confidence: 0.96164775
00:32:10.145 --> 00:32:12.305 with many students rotating with
NOTE Confidence: 0.96164775
00:32:12.305 --> 00:32:12.805 you.
NOTE Confidence: 0.99713135
00:32:15.585 --> 00:32:17.045 I did. Yes. And,
NOTE Confidence: 0.9789632
00:32:17.425 --> 00:32:19.205 you know, the BBS program,
NOTE Confidence: 0.9789632
00:32:19.345 --> 00:32:20.945 that's the umbrella program, is
NOTE Confidence: 0.9789632
00:32:20.945 --> 00:32:21.845 quite huge.
NOTE Confidence: 0.99902344
00:32:22.650 --> 00:32:23.150 And
NOTE Confidence: 0.9994141
00:32:23.450 --> 00:32:25.390 my experience is that students
NOTE Confidence: 0.9389836
00:32:26.250 --> 00:32:27.450 get to know each other
NOTE Confidence: 0.9389836
00:32:27.450 --> 00:32:29.210 in this umbrella program, and
NOTE Confidence: 0.9389836
00:32:29.210 --> 00:32:30.730 they'll talk about you as
NOTE Confidence: 0.9389836
00:32:30.730 --> 00:32:32.090 a PI. And if they're
NOTE Confidence: 0.9389836
00:32:32.170 --> 00:32:33.950 you know, word gets around.
NOTE Confidence: 0.9389836
00:32:34.250 --> 00:32:34.750 And,
NOTE Confidence: 0.99253625

00:32:35.975 --> 00:32:37.655 I think, you know, being
NOTE Confidence: 0.99253625

00:32:37.655 --> 00:32:38.795 open to
NOTE Confidence: 0.9895543

00:32:40.135 --> 00:32:41.815 communicating with the students, getting
NOTE Confidence: 0.9895543

00:32:41.815 --> 00:32:43.675 to know them as as,
NOTE Confidence: 0.9895543

00:32:43.815 --> 00:32:45.915 you know, people is
NOTE Confidence: 0.98395646

00:32:46.615 --> 00:32:48.295 a really good benefit in
NOTE Confidence: 0.98395646

00:32:48.295 --> 00:32:49.110 terms of
NOTE Confidence: 0.9751953

00:32:49.510 --> 00:32:50.790 finding people that fit your
NOTE Confidence: 0.9751953

00:32:50.790 --> 00:32:52.309 lab, but also just getting
NOTE Confidence: 0.9751953

00:32:52.309 --> 00:32:54.090 people familiar with their name.
NOTE Confidence: 0.9099426

00:32:55.830 --> 00:32:57.190 And, yes, it was a
NOTE Confidence: 0.9099426

00:32:57.190 --> 00:32:58.250 it was a
NOTE Confidence: 0.95187175

00:32:59.030 --> 00:33:00.650 a larger class of microbiology
NOTE Confidence: 0.95187175

00:33:00.950 --> 00:33:02.309 graduate students this year, which
NOTE Confidence: 0.95187175

00:33:02.309 --> 00:33:03.850 I was lucky to experience.
NOTE Confidence: 0.8532715

00:33:04.470 --> 00:33:04.970 And,

NOTE Confidence: 0.9995117
00:33:06.205 --> 00:33:06.945 I don't
NOTE Confidence: 0.94140625
00:33:07.245 --> 00:33:07.745 think,
NOTE Confidence: 0.97282714
00:33:08.284 --> 00:33:09.325 at least from what I
NOTE Confidence: 0.97282714
00:33:09.325 --> 00:33:11.424 saw, like, I think everyone
NOTE Confidence: 0.995305
00:33:11.725 --> 00:33:13.565 landed where they wanted to.
NOTE Confidence: 0.995305
00:33:13.565 --> 00:33:15.565 Like, everyone got sort of
NOTE Confidence: 0.995305
00:33:15.565 --> 00:33:16.544 their first pick
NOTE Confidence: 0.9916992
00:33:17.340 --> 00:33:18.700 on both the faculty end
NOTE Confidence: 0.9916992
00:33:18.700 --> 00:33:20.160 and the graduate student end.
NOTE Confidence: 0.89575195
00:33:22.140 --> 00:33:22.640 Great.
NOTE Confidence: 0.9951172
00:33:23.740 --> 00:33:25.919 Yeah. So the the
NOTE Confidence: 0.92529297
00:33:26.299 --> 00:33:26.799 microbiology
NOTE Confidence: 0.9692383
00:33:27.500 --> 00:33:28.400 graduate program,
NOTE Confidence: 0.9762641
00:33:30.765 --> 00:33:32.285 it's not just does not
NOTE Confidence: 0.9762641
00:33:32.285 --> 00:33:33.905 just include our department.
NOTE Confidence: 0.99658203

00:33:34.925 --> 00:33:35.745 It it
NOTE Confidence: 0.93375653

00:33:36.205 --> 00:33:37.425 covers, of course,
NOTE Confidence: 0.93566895

00:33:38.045 --> 00:33:39.825 really across the three campuses
NOTE Confidence: 0.93566895

00:33:40.045 --> 00:33:41.105 and many departments.
NOTE Confidence: 0.9385254

00:33:43.900 --> 00:33:45.980 What is unusual, I think,
NOTE Confidence: 0.9385254

00:33:45.980 --> 00:33:48.060 in the national perspective is
NOTE Confidence: 0.9385254

00:33:48.060 --> 00:33:49.900 how year how many train
NOTE Confidence: 0.9385254

00:33:50.140 --> 00:33:52.240 traditionally, how many training grants
NOTE Confidence: 0.8798828

00:33:52.540 --> 00:33:54.240 they've been the university
NOTE Confidence: 0.9980469

00:33:54.540 --> 00:33:55.040 had
NOTE Confidence: 0.97961426

00:33:56.475 --> 00:33:58.015 and that in previous
NOTE Confidence: 0.9790039

00:33:59.115 --> 00:33:59.615 years,
NOTE Confidence: 0.93019015

00:34:00.075 --> 00:34:01.995 their students were covered for
NOTE Confidence: 0.93019015

00:34:01.995 --> 00:34:03.435 three years. I think this
NOTE Confidence: 0.93019015

00:34:03.435 --> 00:34:04.955 is very rare at the
NOTE Confidence: 0.93019015

00:34:04.955 --> 00:34:06.255 national level.

NOTE Confidence: 0.87045723
00:34:07.035 --> 00:34:08.315 And now there's a I
NOTE Confidence: 0.87045723
00:34:08.315 --> 00:34:09.915 think there's a reduction of
NOTE Confidence: 0.87045723
00:34:09.915 --> 00:34:11.215 training grants you see.
NOTE Confidence: 0.92959595
00:34:12.210 --> 00:34:13.570 The students will be covered
NOTE Confidence: 0.92959595
00:34:13.570 --> 00:34:14.469 for two years.
NOTE Confidence: 0.9902344
00:34:16.690 --> 00:34:17.190 And
NOTE Confidence: 0.94403076
00:34:17.730 --> 00:34:19.250 the question, how many can
NOTE Confidence: 0.94403076
00:34:19.250 --> 00:34:20.390 you take, is
NOTE Confidence: 0.993457
00:34:20.770 --> 00:34:22.690 is also dependent on your
NOTE Confidence: 0.993457
00:34:22.690 --> 00:34:25.030 long term grant money. Right?
NOTE Confidence: 0.9949951
00:34:25.410 --> 00:34:26.864 You you need you need
NOTE Confidence: 0.9949951
00:34:26.864 --> 00:34:27.925 to also make
NOTE Confidence: 0.9827881
00:34:28.225 --> 00:34:28.725 fiscally,
NOTE Confidence: 0.9736328
00:34:30.305 --> 00:34:31.045 wise decisions
NOTE Confidence: 0.8336589
00:34:32.305 --> 00:34:33.445 because in the
NOTE Confidence: 0.9296875

00:34:33.905 --> 00:34:34.705 in the fourth
NOTE Confidence: 0.9508301

00:34:35.185 --> 00:34:36.725 currently, in the fourth year,
NOTE Confidence: 0.9585606

00:34:38.305 --> 00:34:40.000 that you you pick so
NOTE Confidence: 0.9585606

00:34:40.000 --> 00:34:41.040 if if you take three
NOTE Confidence: 0.9585606

00:34:41.040 --> 00:34:42.240 students in the same year,
NOTE Confidence: 0.9585606

00:34:42.240 --> 00:34:43.440 then at the moment in
NOTE Confidence: 0.9585606

00:34:43.440 --> 00:34:44.640 the fourth year, you have
NOTE Confidence: 0.9585606

00:34:44.640 --> 00:34:45.520 to pick them all up,
NOTE Confidence: 0.9585606

00:34:45.520 --> 00:34:47.040 and you also pay half
NOTE Confidence: 0.9585606

00:34:47.040 --> 00:34:48.720 of the tuition. So they
NOTE Confidence: 0.9585606

00:34:48.960 --> 00:34:50.240 they're near nearly at the
NOTE Confidence: 0.9585606

00:34:50.240 --> 00:34:52.364 postdoc level. So you you
NOTE Confidence: 0.9585606

00:34:52.364 --> 00:34:53.905 have this recruitment
NOTE Confidence: 0.7369792

00:34:54.685 --> 00:34:55.825 is also your
NOTE Confidence: 0.8129534

00:34:57.565 --> 00:34:58.605 to look at this from
NOTE Confidence: 0.8129534

00:34:58.605 --> 00:34:59.265 an fiscal

NOTE Confidence: 0.9604492
00:34:59.805 --> 00:35:00.305 perspective
NOTE Confidence: 0.967041
00:35:00.765 --> 00:35:01.505 that you
NOTE Confidence: 0.85388184
00:35:01.965 --> 00:35:02.705 you do.
NOTE Confidence: 0.8915202
00:35:05.550 --> 00:35:06.590 Yeah. And I I would
NOTE Confidence: 0.8915202
00:35:06.590 --> 00:35:08.130 add Sorry. Go ahead.
NOTE Confidence: 0.96375227
00:35:09.070 --> 00:35:10.110 Sorry. I just wanted to
NOTE Confidence: 0.96375227
00:35:10.110 --> 00:35:11.230 add. I think in addition
NOTE Confidence: 0.96375227
00:35:11.230 --> 00:35:12.910 to the fiscal aspect, there's
NOTE Confidence: 0.96375227
00:35:12.910 --> 00:35:13.730 also, like,
NOTE Confidence: 0.97802734
00:35:14.030 --> 00:35:15.310 you know, knowing yourself as
NOTE Confidence: 0.97802734
00:35:15.310 --> 00:35:17.310 a mentor and how you
NOTE Confidence: 0.97802734
00:35:17.310 --> 00:35:18.530 can mentor people,
NOTE Confidence: 0.9723511
00:35:18.910 --> 00:35:20.265 like, how many people you
NOTE Confidence: 0.9723511
00:35:20.265 --> 00:35:21.405 feel comfortable with.
NOTE Confidence: 0.9772949
00:35:21.864 --> 00:35:22.364 And,
NOTE Confidence: 0.97696584

00:35:22.905 --> 00:35:24.505 when I thought, you know,
NOTE Confidence: 0.97696584

00:35:24.505 --> 00:35:26.025 seriously about how many people
NOTE Confidence: 0.97696584

00:35:26.025 --> 00:35:27.305 I wanted to initially join
NOTE Confidence: 0.97696584

00:35:27.305 --> 00:35:28.984 my lab and considering that
NOTE Confidence: 0.97696584

00:35:28.984 --> 00:35:29.805 they would qualify
NOTE Confidence: 0.97067744

00:35:30.505 --> 00:35:32.105 for their PhDs together and
NOTE Confidence: 0.97067744

00:35:32.105 --> 00:35:33.385 we'd be writing papers around
NOTE Confidence: 0.97067744

00:35:33.385 --> 00:35:35.230 the same timelines, like, that
NOTE Confidence: 0.97067744

00:35:35.230 --> 00:35:36.530 was an important consideration.
NOTE Confidence: 0.96782976

00:35:38.190 --> 00:35:39.710 And I think, like, these
NOTE Confidence: 0.96782976

00:35:39.710 --> 00:35:41.469 factors and the financial aspect
NOTE Confidence: 0.96782976

00:35:41.469 --> 00:35:43.390 mattered more than how many
NOTE Confidence: 0.96782976

00:35:43.390 --> 00:35:44.750 people were like, raw number
NOTE Confidence: 0.96782976

00:35:44.750 --> 00:35:45.870 of people who were interested
NOTE Confidence: 0.96782976

00:35:45.870 --> 00:35:46.370 in.
NOTE Confidence: 0.9995117

00:35:47.724 --> 00:35:48.224 Great.

NOTE Confidence: 0.9592285
00:35:48.525 --> 00:35:49.405 The only last thing I'd
NOTE Confidence: 0.9592285
00:35:49.405 --> 00:35:50.205 add to that is that,
NOTE Confidence: 0.9592285
00:35:50.205 --> 00:35:51.244 you know, with the financial
NOTE Confidence: 0.9592285
00:35:51.244 --> 00:35:52.844 questions that Walter brought up,
NOTE Confidence: 0.9592285
00:35:52.844 --> 00:35:53.905 you're not alone
NOTE Confidence: 0.9930205
00:35:54.205 --> 00:35:55.805 in figuring this stuff out.
NOTE Confidence: 0.9930205
00:35:56.045 --> 00:35:57.484 We have a a large
NOTE Confidence: 0.9930205
00:35:57.484 --> 00:35:58.925 business office that will help
NOTE Confidence: 0.9930205
00:35:58.925 --> 00:35:59.744 you determine
NOTE Confidence: 0.8171387
00:36:00.364 --> 00:36:00.864 what,
NOTE Confidence: 0.9826789
00:36:01.760 --> 00:36:03.599 the alignment is between people
NOTE Confidence: 0.9826789
00:36:03.599 --> 00:36:04.719 you're bringing to the lab
NOTE Confidence: 0.9826789
00:36:04.719 --> 00:36:06.320 and funding you have. So
NOTE Confidence: 0.9826789
00:36:06.320 --> 00:36:07.380 you don't have to,
NOTE Confidence: 1
00:36:08.160 --> 00:36:09.380 do that all by yourself.
NOTE Confidence: 0.99492186

00:36:12.480 --> 00:36:13.680 Let's see. The the next
NOTE Confidence: 0.99492186

00:36:13.680 --> 00:36:15.700 question is, how do candidates
NOTE Confidence: 0.99902344

00:36:16.094 --> 00:36:17.555 express to the search committee
NOTE Confidence: 0.99454755

00:36:17.855 --> 00:36:19.135 what their needs are for
NOTE Confidence: 0.99454755

00:36:19.135 --> 00:36:19.635 success,
NOTE Confidence: 0.98079425

00:36:20.094 --> 00:36:21.855 outside of concrete lab equipment
NOTE Confidence: 0.98079425

00:36:21.855 --> 00:36:22.895 and funding? I think that's
NOTE Confidence: 0.98079425

00:36:22.895 --> 00:36:24.515 a great a great question,
NOTE Confidence: 0.8779297

00:36:25.614 --> 00:36:26.114 and,
NOTE Confidence: 0.95214844

00:36:28.094 --> 00:36:28.835 the symposia,
NOTE Confidence: 0.9988281

00:36:30.210 --> 00:36:31.670 which is that first visit,
NOTE Confidence: 0.99700373

00:36:32.130 --> 00:36:33.090 gives a lot of time
NOTE Confidence: 0.99700373

00:36:33.090 --> 00:36:34.770 for that. So although the
NOTE Confidence: 0.99700373

00:36:34.770 --> 00:36:35.270 candidates
NOTE Confidence: 0.99836075

00:36:35.650 --> 00:36:37.250 will attend each other's research
NOTE Confidence: 0.99836075

00:36:37.250 --> 00:36:38.690 seminars, that's really the only

NOTE Confidence: 0.99836075
00:36:38.690 --> 00:36:39.750 time that they're together.
NOTE Confidence: 0.99365234
00:36:40.050 --> 00:36:41.090 The rest is all one
NOTE Confidence: 0.99365234
00:36:41.090 --> 00:36:42.530 on one meetings between the
NOTE Confidence: 0.99365234
00:36:42.530 --> 00:36:44.050 candidate and members of the
NOTE Confidence: 0.99365234
00:36:44.050 --> 00:36:45.410 search committee and and and
NOTE Confidence: 0.99365234
00:36:45.410 --> 00:36:45.675 others.
NOTE Confidence: 0.9546875
00:36:46.635 --> 00:36:47.435 So there's a lot of
NOTE Confidence: 0.9546875
00:36:47.435 --> 00:36:49.295 time to have those discussions.
NOTE Confidence: 0.98010254
00:36:49.915 --> 00:36:51.775 There's also subsequent visits,
NOTE Confidence: 0.9857178
00:36:52.155 --> 00:36:53.455 after the first visit,
NOTE Confidence: 0.97406006
00:36:54.395 --> 00:36:56.255 as well where these conversations
NOTE Confidence: 0.97406006
00:36:56.315 --> 00:36:57.355 happen. So I think it's
NOTE Confidence: 0.97406006
00:36:57.355 --> 00:36:58.015 an important,
NOTE Confidence: 0.97265625
00:36:58.555 --> 00:36:59.835 thing that we pay attention
NOTE Confidence: 0.97265625
00:36:59.835 --> 00:36:59.915 to,
NOTE Confidence: 0.9526367

00:37:01.280 --> 00:37:02.660 you know, throughout the process.
NOTE Confidence: 0.9531657

00:37:06.560 --> 00:37:08.020 The question about interdepartment
NOTE Confidence: 0.79345703

00:37:08.400 --> 00:37:08.900 interactions,
NOTE Confidence: 0.8783958

00:37:10.400 --> 00:37:12.400 for potential collaboration, so so
NOTE Confidence: 0.8783958

00:37:12.400 --> 00:37:13.599 may I answer that briefly
NOTE Confidence: 0.8783958

00:37:13.599 --> 00:37:14.025 that,
NOTE Confidence: 0.99388015

00:37:14.505 --> 00:37:16.444 these departments are not silos.
NOTE Confidence: 0.9926092

00:37:16.904 --> 00:37:18.744 They're physically near each other.
NOTE Confidence: 0.9926092

00:37:18.744 --> 00:37:19.704 There's quite a bit of
NOTE Confidence: 0.9926092

00:37:19.704 --> 00:37:20.204 interaction.
NOTE Confidence: 0.99762833

00:37:22.344 --> 00:37:23.625 There are faculty who have
NOTE Confidence: 0.99762833

00:37:23.625 --> 00:37:24.765 secondary appointments
NOTE Confidence: 0.95382255

00:37:25.065 --> 00:37:27.005 in some of, these departments,
NOTE Confidence: 0.95382255

00:37:27.065 --> 00:37:28.045 including immunobiology
NOTE Confidence: 0.9370931

00:37:30.000 --> 00:37:31.380 and and others,
NOTE Confidence: 0.98042804

00:37:31.920 --> 00:37:33.280 and that provides a more

NOTE Confidence: 0.98042804
00:37:33.280 --> 00:37:33.780 formal,
NOTE Confidence: 0.93359375
00:37:34.480 --> 00:37:34.980 link,
NOTE Confidence: 0.99161786
00:37:35.600 --> 00:37:36.900 between the departments.
NOTE Confidence: 0.9953776
00:37:37.600 --> 00:37:39.120 But what I've learned about
NOTE Confidence: 0.9953776
00:37:39.120 --> 00:37:40.880 about Yale that that has,
NOTE Confidence: 0.9953776
00:37:40.880 --> 00:37:42.545 you know, been part of
NOTE Confidence: 0.9942627
00:37:42.925 --> 00:37:44.685 why, I've been so happy
NOTE Confidence: 0.9942627
00:37:44.685 --> 00:37:45.744 here is that
NOTE Confidence: 0.9839274
00:37:46.125 --> 00:37:47.905 it's a big enough place
NOTE Confidence: 0.9839274
00:37:48.204 --> 00:37:48.704 that,
NOTE Confidence: 0.9893349
00:37:50.364 --> 00:37:51.565 you can find an expert
NOTE Confidence: 0.9893349
00:37:51.565 --> 00:37:53.405 in anything that you're interested
NOTE Confidence: 0.9893349
00:37:53.405 --> 00:37:54.364 in, but it's also a
NOTE Confidence: 0.9893349
00:37:54.364 --> 00:37:55.484 small enough place that,
NOTE Confidence: 0.9881417
00:37:56.070 --> 00:37:57.350 people know they're gonna see
NOTE Confidence: 0.9881417

00:37:57.350 --> 00:37:58.010 you again.
NOTE Confidence: 0.98724836
00:37:58.550 --> 00:38:00.230 It's common to get just
NOTE Confidence: 0.98724836
00:38:00.230 --> 00:38:01.910 a cold email saying, I'm
NOTE Confidence: 0.98724836
00:38:01.910 --> 00:38:02.810 also at Yale.
NOTE Confidence: 0.9926595
00:38:03.110 --> 00:38:04.070 I saw you did this
NOTE Confidence: 0.9926595
00:38:04.070 --> 00:38:05.190 thing in your paper. Could
NOTE Confidence: 0.9926595
00:38:05.190 --> 00:38:06.550 I come talk about it?
NOTE Confidence: 0.9854872
00:38:07.430 --> 00:38:08.550 And that that kind of
NOTE Confidence: 0.9854872
00:38:08.550 --> 00:38:09.750 thing happens a lot just
NOTE Confidence: 0.9854872
00:38:09.750 --> 00:38:11.445 because, again, we're we're in
NOTE Confidence: 0.9854872
00:38:11.445 --> 00:38:12.745 this middle size,
NOTE Confidence: 0.96101886
00:38:13.525 --> 00:38:14.805 which I've I very much
NOTE Confidence: 0.96101886
00:38:14.805 --> 00:38:15.305 liked.
NOTE Confidence: 0.835083
00:38:19.125 --> 00:38:20.645 Yes. I see. Yes. Yeah.
NOTE Confidence: 0.835083
00:38:20.645 --> 00:38:22.245 That's a large BSL three
NOTE Confidence: 0.835083
00:38:22.245 --> 00:38:22.745 facility.

NOTE Confidence: 0.9913601
00:38:24.320 --> 00:38:25.600 Yes. There's a question about
NOTE Confidence: 0.9913601
00:38:25.600 --> 00:38:26.719 BSL three. The answer is
NOTE Confidence: 0.9913601
00:38:26.719 --> 00:38:27.920 yes. We have a a
NOTE Confidence: 0.9913601
00:38:27.920 --> 00:38:29.300 BSL three facility
NOTE Confidence: 0.9211426
00:38:29.600 --> 00:38:30.100 and,
NOTE Confidence: 0.9919922
00:38:30.640 --> 00:38:32.100 active members of the department
NOTE Confidence: 0.9919922
00:38:32.320 --> 00:38:34.180 using the BSL three facility,
NOTE Confidence: 0.9970398
00:38:34.560 --> 00:38:35.920 and the search is open,
NOTE Confidence: 0.9970398
00:38:36.160 --> 00:38:37.219 for for others.
NOTE Confidence: 0.9810384
00:38:43.275 --> 00:38:45.114 A question about requirement for
NOTE Confidence: 0.9810384
00:38:45.114 --> 00:38:46.795 ongoing funding. Is it okay
NOTE Confidence: 0.9810384
00:38:46.795 --> 00:38:48.175 to not have it yet?
NOTE Confidence: 0.95621747
00:38:48.635 --> 00:38:49.594 Maybe this gives a chance
NOTE Confidence: 0.95621747
00:38:49.594 --> 00:38:50.555 to talk a little about
NOTE Confidence: 0.95621747
00:38:50.555 --> 00:38:51.295 about how
NOTE Confidence: 0.9626872

00:38:51.640 --> 00:38:53.239 junior faculty write their first
NOTE Confidence: 0.9626872

00:38:53.239 --> 00:38:54.920 grants. So for just answering
NOTE Confidence: 0.9626872

00:38:54.920 --> 00:38:56.440 the question directly, there is
NOTE Confidence: 0.9626872

00:38:56.760 --> 00:38:58.520 excuse me, is not a
NOTE Confidence: 0.9626872

00:38:58.520 --> 00:39:00.540 requirement for ongoing funding,
NOTE Confidence: 0.9995117

00:39:01.320 --> 00:39:02.780 and we don't expect
NOTE Confidence: 0.99902344

00:39:03.160 --> 00:39:03.660 that
NOTE Confidence: 0.9881592

00:39:04.914 --> 00:39:07.315 faculty will have faculty candidates
NOTE Confidence: 0.9881592

00:39:07.315 --> 00:39:08.214 will have funding,
NOTE Confidence: 0.99035645

00:39:08.755 --> 00:39:09.575 before they,
NOTE Confidence: 0.99934894

00:39:10.114 --> 00:39:11.174 before they arrive.
NOTE Confidence: 0.99686104

00:39:13.315 --> 00:39:14.674 It is certainly on people's
NOTE Confidence: 0.99686104

00:39:14.674 --> 00:39:15.795 mind when they get here
NOTE Confidence: 0.99686104

00:39:15.795 --> 00:39:17.255 to start thinking about
NOTE Confidence: 0.98819506

00:39:17.640 --> 00:39:19.239 different sources for funding. And
NOTE Confidence: 0.98819506

00:39:19.239 --> 00:39:20.039 I don't know if, Katie,

NOTE Confidence: 0.98819506
00:39:20.039 --> 00:39:20.839 you wanna say a little
NOTE Confidence: 0.98819506
00:39:20.839 --> 00:39:21.579 bit about
NOTE Confidence: 1
00:39:22.119 --> 00:39:22.619 that
NOTE Confidence: 0.9003906
00:39:23.000 --> 00:39:23.500 process.
NOTE Confidence: 0.9744608
00:39:24.920 --> 00:39:26.539 Yeah. There you know, the
NOTE Confidence: 0.9744608
00:39:26.680 --> 00:39:27.880 the the great thing about
NOTE Confidence: 0.9744608
00:39:27.880 --> 00:39:29.480 starting your lab is that
NOTE Confidence: 0.9744608
00:39:29.480 --> 00:39:30.839 you get a pool of,
NOTE Confidence: 0.9744608
00:39:30.839 --> 00:39:32.175 like, ESI type
NOTE Confidence: 0.9953613
00:39:32.655 --> 00:39:34.114 grants to apply to
NOTE Confidence: 0.9885032
00:39:34.495 --> 00:39:35.855 that will keep you busy
NOTE Confidence: 0.9885032
00:39:35.855 --> 00:39:36.895 for the first couple of
NOTE Confidence: 0.9885032
00:39:36.895 --> 00:39:37.395 years.
NOTE Confidence: 0.9939252
00:39:38.575 --> 00:39:40.114 Yale has, like, an internal
NOTE Confidence: 0.9939252
00:39:40.255 --> 00:39:42.015 grant application process. So for
NOTE Confidence: 0.9939252

00:39:42.015 --> 00:39:43.135 a lot of these smaller
NOTE Confidence: 0.9939252

00:39:43.135 --> 00:39:44.275 foundational grants,
NOTE Confidence: 0.985063

00:39:44.660 --> 00:39:45.780 the school is only allowed
NOTE Confidence: 0.985063

00:39:45.780 --> 00:39:47.219 to provide one or two
NOTE Confidence: 0.985063

00:39:47.219 --> 00:39:47.719 applicants.
NOTE Confidence: 0.98128253

00:39:48.580 --> 00:39:49.880 And so there's,
NOTE Confidence: 0.95288086

00:39:50.580 --> 00:39:51.560 often, like,
NOTE Confidence: 0.9497884

00:39:52.580 --> 00:39:53.940 I'd say a truncated version
NOTE Confidence: 0.9497884

00:39:53.940 --> 00:39:55.219 of your application that you
NOTE Confidence: 0.9497884

00:39:55.219 --> 00:39:56.040 submit internally,
NOTE Confidence: 0.9980469

00:39:56.340 --> 00:39:56.840 and
NOTE Confidence: 0.89629656

00:39:57.460 --> 00:39:58.995 then you, you hopefully get
NOTE Confidence: 0.89629656

00:39:58.995 --> 00:39:59.995 to move on to the
NOTE Confidence: 0.89629656

00:39:59.995 --> 00:40:00.815 the full application.
NOTE Confidence: 0.99902344

00:40:01.114 --> 00:40:01.614 And
NOTE Confidence: 0.98937273

00:40:01.915 --> 00:40:02.875 and that's something I just

NOTE Confidence: 0.98937273

00:40:02.875 --> 00:40:03.835 wanted to mention because I

NOTE Confidence: 0.98937273

00:40:03.835 --> 00:40:05.515 wasn't aware of that, before

NOTE Confidence: 0.98937273

00:40:05.515 --> 00:40:06.415 coming here.

NOTE Confidence: 0.99560547

00:40:06.955 --> 00:40:07.455 But,

NOTE Confidence: 0.9337158

00:40:07.915 --> 00:40:09.515 all to say, like, there

NOTE Confidence: 0.9337158

00:40:09.515 --> 00:40:11.435 there are many opportunities, and

NOTE Confidence: 0.9337158

00:40:11.435 --> 00:40:12.015 I think,

NOTE Confidence: 0.8614909

00:40:13.180 --> 00:40:14.320 my timeline was,

NOTE Confidence: 0.9992676

00:40:14.620 --> 00:40:15.360 to start,

NOTE Confidence: 0.9230469

00:40:15.900 --> 00:40:17.360 I would say around December.

NOTE Confidence: 0.9230469

00:40:17.420 --> 00:40:19.440 So four months after arriving,

NOTE Confidence: 0.91137695

00:40:20.060 --> 00:40:21.500 I I got into writing

NOTE Confidence: 0.91137695

00:40:21.500 --> 00:40:23.020 grants. And it's definitely a

NOTE Confidence: 0.91137695

00:40:23.020 --> 00:40:23.520 a,

NOTE Confidence: 0.93736976

00:40:24.300 --> 00:40:26.300 you know, momentum process where

NOTE Confidence: 0.93736976

00:40:26.300 --> 00:40:27.614 once you get used to
NOTE Confidence: 0.93736976

00:40:27.614 --> 00:40:29.635 writing, it becomes easier. But,
NOTE Confidence: 0.9460205

00:40:31.055 --> 00:40:32.415 yeah, I I think that
NOTE Confidence: 0.9460205

00:40:32.415 --> 00:40:33.795 there are plenty of, like,
NOTE Confidence: 0.94815063

00:40:34.094 --> 00:40:35.535 NIH level, but also, like,
NOTE Confidence: 0.94815063

00:40:35.535 --> 00:40:37.075 smaller foundational grants
NOTE Confidence: 0.9996745

00:40:37.375 --> 00:40:38.195 that you can
NOTE Confidence: 0.97558594

00:40:38.575 --> 00:40:39.455 shoot for in the first
NOTE Confidence: 0.97558594

00:40:39.455 --> 00:40:40.275 couple years.
NOTE Confidence: 0.9811369

00:40:41.550 --> 00:40:42.270 Andy, do you do you
NOTE Confidence: 0.9811369

00:40:42.270 --> 00:40:44.050 have any other comments on
NOTE Confidence: 0.9811369

00:40:44.270 --> 00:40:45.150 that? No. I think that's
NOTE Confidence: 0.9811369

00:40:45.150 --> 00:40:46.190 a that's a great,
NOTE Confidence: 0.9949544

00:40:46.670 --> 00:40:47.570 a great answer.
NOTE Confidence: 0.8886719

00:40:50.750 --> 00:40:51.250 Yeah.
NOTE Confidence: 0.97735596

00:40:52.270 --> 00:40:54.030 And and and, again, the

NOTE Confidence: 0.97735596
00:40:54.030 --> 00:40:55.250 grant writing process
NOTE Confidence: 0.97802734
00:40:55.550 --> 00:40:56.050 and
NOTE Confidence: 0.9956692
00:40:56.664 --> 00:40:58.184 thinking through how to craft
NOTE Confidence: 0.9956692
00:40:58.184 --> 00:40:59.704 your aims and things like
NOTE Confidence: 0.9956692
00:40:59.704 --> 00:41:01.065 that is things that people
NOTE Confidence: 0.9956692
00:41:01.065 --> 00:41:03.144 do with feedback from all
NOTE Confidence: 0.9956692
00:41:03.144 --> 00:41:03.964 of the different,
NOTE Confidence: 0.9895717
00:41:04.664 --> 00:41:06.265 levels of of mentors that
NOTE Confidence: 0.9895717
00:41:06.265 --> 00:41:07.085 we we,
NOTE Confidence: 0.9995117
00:41:07.864 --> 00:41:08.924 talked about before.
NOTE Confidence: 0.95617676
00:41:12.329 --> 00:41:13.150 Let's see.
NOTE Confidence: 0.9892578
00:41:15.130 --> 00:41:15.630 We
NOTE Confidence: 0.9545201
00:41:16.009 --> 00:41:18.170 a question about fully joint
NOTE Confidence: 0.9545201
00:41:18.170 --> 00:41:19.230 faculty appointments
NOTE Confidence: 0.84122723
00:41:21.849 --> 00:41:22.910 within the department,
NOTE Confidence: 0.9746094

00:41:24.435 --> 00:41:25.735 especially not within
NOTE Confidence: 0.9674701

00:41:26.035 --> 00:41:27.235 YSM, and when would be
NOTE Confidence: 0.9674701

00:41:27.235 --> 00:41:28.355 the right time to indicate
NOTE Confidence: 0.9674701

00:41:28.355 --> 00:41:28.855 this.
NOTE Confidence: 0.94226074

00:41:30.035 --> 00:41:31.415 I I think it
NOTE Confidence: 0.98498535

00:41:31.795 --> 00:41:33.335 there are such appointments.
NOTE Confidence: 0.9992676

00:41:33.715 --> 00:41:34.535 They're not
NOTE Confidence: 0.8897705

00:41:34.995 --> 00:41:36.215 incredibly common,
NOTE Confidence: 0.98956853

00:41:38.070 --> 00:41:39.590 and but that's not to
NOTE Confidence: 0.98956853

00:41:39.590 --> 00:41:40.950 say that it it couldn't
NOTE Confidence: 0.98956853

00:41:40.950 --> 00:41:41.450 happen.
NOTE Confidence: 0.9951172

00:41:42.390 --> 00:41:42.890 Typically,
NOTE Confidence: 0.9512094

00:41:43.830 --> 00:41:45.190 there'll be a conversation about
NOTE Confidence: 0.9512094

00:41:45.190 --> 00:41:46.630 what the goals are of
NOTE Confidence: 0.9512094

00:41:46.630 --> 00:41:47.610 the joint appointment.
NOTE Confidence: 0.9865374

00:41:47.910 --> 00:41:49.190 Is it to have access

NOTE Confidence: 0.9865374
00:41:49.190 --> 00:41:49.850 to certain,
NOTE Confidence: 0.98880005
00:41:51.215 --> 00:41:52.975 to certain students? Is it
NOTE Confidence: 0.98880005
00:41:52.975 --> 00:41:54.355 to interact with,
NOTE Confidence: 0.9862332
00:41:55.135 --> 00:41:56.575 other colleagues? And then we
NOTE Confidence: 0.9862332
00:41:56.575 --> 00:41:57.855 kind of determine based on
NOTE Confidence: 0.9862332
00:41:57.855 --> 00:41:59.455 the goals what's the best
NOTE Confidence: 0.9862332
00:41:59.455 --> 00:42:00.515 way to achieve,
NOTE Confidence: 0.9483398
00:42:01.215 --> 00:42:03.235 achieve those goals. I think,
NOTE Confidence: 0.9880168
00:42:04.320 --> 00:42:06.000 the right time to indicate
NOTE Confidence: 0.9880168
00:42:06.000 --> 00:42:07.360 that would probably be in
NOTE Confidence: 0.9880168
00:42:07.360 --> 00:42:08.180 your application,
NOTE Confidence: 0.91801757
00:42:10.080 --> 00:42:11.700 and so that we can,
NOTE Confidence: 0.99560547
00:42:12.080 --> 00:42:12.739 kind of
NOTE Confidence: 0.9873744
00:42:13.520 --> 00:42:14.960 have that in mind as
NOTE Confidence: 0.9873744
00:42:14.960 --> 00:42:15.700 we're reviewing,
NOTE Confidence: 0.88761395

00:42:17.735 --> 00:42:19.175 the the research direction and
NOTE Confidence: 0.88761395

00:42:19.175 --> 00:42:19.675 approaches.
NOTE Confidence: 0.9685392

00:42:23.575 --> 00:42:25.195 A question about whether preprints
NOTE Confidence: 0.9685392

00:42:25.255 --> 00:42:26.795 are considered during the selection
NOTE Confidence: 0.9685392

00:42:26.855 --> 00:42:27.355 process.
NOTE Confidence: 0.98883057

00:42:27.735 --> 00:42:28.955 The answer is yes.
NOTE Confidence: 0.97960067

00:42:29.415 --> 00:42:30.869 So if you think the
NOTE Confidence: 0.97960067

00:42:30.869 --> 00:42:32.390 most important work to,
NOTE Confidence: 0.89643013

00:42:32.869 --> 00:42:34.469 support your research proposal is
NOTE Confidence: 0.89643013

00:42:34.469 --> 00:42:35.770 at a preprint stage,
NOTE Confidence: 0.962972

00:42:36.150 --> 00:42:37.210 please send that.
NOTE Confidence: 0.9348863

00:42:48.744 --> 00:42:50.444 And let's see. I'm skipping
NOTE Confidence: 0.9348863

00:42:50.585 --> 00:42:51.625 through a few just because
NOTE Confidence: 0.9348863

00:42:51.625 --> 00:42:52.424 I'm keeping an eye on
NOTE Confidence: 0.9348863

00:42:52.424 --> 00:42:53.085 the time.
NOTE Confidence: 0.99609375

00:42:54.664 --> 00:42:55.404 A question

NOTE Confidence: 0.9350586
00:42:56.025 --> 00:42:57.785 about where salary comes from.
NOTE Confidence: 0.9350586
00:42:57.785 --> 00:42:59.325 So that's always an important
NOTE Confidence: 0.9350586
00:42:59.464 --> 00:42:59.964 one.
NOTE Confidence: 0.5671387
00:43:01.330 --> 00:43:01.830 So,
NOTE Confidence: 0.93102086
00:43:03.330 --> 00:43:04.770 the question is given the
NOTE Confidence: 0.93102086
00:43:04.770 --> 00:43:06.369 Medical School Association of the
NOTE Confidence: 0.93102086
00:43:06.369 --> 00:43:07.910 posting, does salary
NOTE Confidence: 0.9874878
00:43:08.530 --> 00:43:10.150 come from faculty funding?
NOTE Confidence: 0.9951172
00:43:10.609 --> 00:43:11.349 And so
NOTE Confidence: 0.9443581
00:43:13.535 --> 00:43:15.455 the salary source changes over
NOTE Confidence: 0.9443581
00:43:15.455 --> 00:43:17.295 time as you establish your
NOTE Confidence: 0.9443581
00:43:17.295 --> 00:43:17.795 lab.
NOTE Confidence: 0.8115845
00:43:18.575 --> 00:43:19.395 So typically,
NOTE Confidence: 0.994704
00:43:20.415 --> 00:43:22.435 as part of the startup
NOTE Confidence: 0.994704
00:43:22.575 --> 00:43:24.415 package, the first three years
NOTE Confidence: 0.994704

00:43:24.415 --> 00:43:25.635 of salary is
NOTE Confidence: 0.97998047
00:43:26.079 --> 00:43:26.579 fully
NOTE Confidence: 0.97979736
00:43:26.880 --> 00:43:28.339 supported by the university.
NOTE Confidence: 0.9761963
00:43:29.920 --> 00:43:30.819 After that,
NOTE Confidence: 0.9988839
00:43:31.520 --> 00:43:33.700 it goes to fifty percent
NOTE Confidence: 0.9988839
00:43:33.760 --> 00:43:34.980 support by
NOTE Confidence: 0.9737549
00:43:35.359 --> 00:43:36.099 the university,
NOTE Confidence: 0.9668457
00:43:36.880 --> 00:43:38.500 with the other fifty percent,
NOTE Confidence: 0.8656616
00:43:39.119 --> 00:43:40.739 coming from from grants.
NOTE Confidence: 0.9984654
00:43:41.105 --> 00:43:42.385 And then there's kind of
NOTE Confidence: 0.9984654
00:43:42.385 --> 00:43:43.204 a staged
NOTE Confidence: 0.97094727
00:43:43.744 --> 00:43:44.244 progression,
NOTE Confidence: 0.93066406
00:43:45.265 --> 00:43:46.244 after tenure,
NOTE Confidence: 0.97216797
00:43:47.585 --> 00:43:49.105 from from there. So there's
NOTE Confidence: 0.97216797
00:43:49.105 --> 00:43:50.724 not not one answer,
NOTE Confidence: 0.93787205
00:43:52.864 --> 00:43:54.484 but it's, again, a combination

NOTE Confidence: 0.93787205
00:43:54.704 --> 00:43:55.525 with varying,
NOTE Confidence: 0.99091256
00:43:56.739 --> 00:43:58.820 sources as you get, your
NOTE Confidence: 0.99091256
00:43:58.820 --> 00:44:00.600 lab more established. But
NOTE Confidence: 0.99327505
00:44:00.900 --> 00:44:02.020 at the point of starting
NOTE Confidence: 0.99327505
00:44:02.020 --> 00:44:03.860 your lab, salary is fully
NOTE Confidence: 0.99327505
00:44:03.860 --> 00:44:04.360 supported,
NOTE Confidence: 0.9100586
00:44:05.540 --> 00:44:06.920 by the School of Medicine.
NOTE Confidence: 0.94433594
00:44:13.235 --> 00:44:14.535 Okay. Here's a question.
NOTE Confidence: 0.99088544
00:44:16.755 --> 00:44:18.035 I won't answer it, but
NOTE Confidence: 0.99088544
00:44:18.035 --> 00:44:19.575 maybe these two can.
NOTE Confidence: 0.99365234
00:44:21.235 --> 00:44:22.755 What qualities have you found
NOTE Confidence: 0.99365234
00:44:22.755 --> 00:44:23.255 distinguished
NOTE Confidence: 0.9995117
00:44:23.555 --> 00:44:25.255 junior faculty who thrive
NOTE Confidence: 0.9974365
00:44:26.040 --> 00:44:27.420 in the microbial pathogenesis
NOTE Confidence: 0.9961751
00:44:27.719 --> 00:44:28.860 community at Yale?
NOTE Confidence: 0.977955

00:44:35.800 --> 00:44:36.840 I I don't know how
NOTE Confidence: 0.977955

00:44:36.840 --> 00:44:38.280 much I can give expert
NOTE Confidence: 0.977955

00:44:38.280 --> 00:44:39.975 advice on this, but from
NOTE Confidence: 0.977955

00:44:39.975 --> 00:44:41.415 what I've seen of people
NOTE Confidence: 0.977955

00:44:41.415 --> 00:44:42.855 being successful early on in
NOTE Confidence: 0.977955

00:44:42.855 --> 00:44:43.515 your career,
NOTE Confidence: 0.99593097

00:44:44.055 --> 00:44:45.815 I think having a strong
NOTE Confidence: 0.99593097

00:44:45.815 --> 00:44:47.255 sense of identity in your
NOTE Confidence: 0.99593097

00:44:47.255 --> 00:44:48.155 research program
NOTE Confidence: 0.98657227

00:44:48.775 --> 00:44:50.475 is really important. Like,
NOTE Confidence: 0.998291

00:44:51.015 --> 00:44:53.114 you know, going after projects
NOTE Confidence: 0.998291

00:44:53.335 --> 00:44:54.155 in a way
NOTE Confidence: 0.9996745

00:44:54.950 --> 00:44:56.410 that pays off
NOTE Confidence: 0.942749

00:44:57.269 --> 00:44:58.410 tied to your identity
NOTE Confidence: 0.9583333

00:44:58.710 --> 00:45:00.230 of, like, you know, that
NOTE Confidence: 0.9583333

00:45:00.230 --> 00:45:01.829 will shape your lab in

NOTE Confidence: 0.9583333
00:45:01.829 --> 00:45:03.029 five years from now, like,
NOTE Confidence: 0.9583333
00:45:03.029 --> 00:45:04.089 matters a lot.
NOTE Confidence: 0.8635254
00:45:04.710 --> 00:45:05.210 And,
NOTE Confidence: 0.98924035
00:45:06.630 --> 00:45:07.989 I'd also say, like, the
NOTE Confidence: 0.98924035
00:45:07.989 --> 00:45:10.065 ability to pivot. Right? Because
NOTE Confidence: 0.98924035
00:45:10.065 --> 00:45:11.205 we know that research
NOTE Confidence: 0.9980469
00:45:11.905 --> 00:45:12.405 often
NOTE Confidence: 0.9594029
00:45:13.344 --> 00:45:15.605 involves failure and your ability
NOTE Confidence: 0.9594029
00:45:15.665 --> 00:45:16.405 to recognize
NOTE Confidence: 0.99869794
00:45:17.025 --> 00:45:17.984 if you're on the right
NOTE Confidence: 0.99869794
00:45:17.984 --> 00:45:18.484 path
NOTE Confidence: 0.988855
00:45:18.945 --> 00:45:20.145 or if you need to,
NOTE Confidence: 0.988855
00:45:20.145 --> 00:45:21.744 you know, change your approach
NOTE Confidence: 0.988855
00:45:21.744 --> 00:45:23.100 or maybe a different project
NOTE Confidence: 0.988855
00:45:23.100 --> 00:45:24.720 is, of course, really critical.
NOTE Confidence: 0.95355225

00:45:27.660 --> 00:45:29.180 Yeah. Maybe Walter can give
NOTE Confidence: 0.95355225

00:45:29.180 --> 00:45:30.400 his expert opinion.
NOTE Confidence: 0.98286945

00:45:34.140 --> 00:45:35.580 Yeah. Again, there are many
NOTE Confidence: 0.98286945

00:45:35.580 --> 00:45:36.080 different
NOTE Confidence: 0.9395752

00:45:37.655 --> 00:45:38.715 careers, and
NOTE Confidence: 0.9970703

00:45:39.335 --> 00:45:39.835 and
NOTE Confidence: 0.9758113

00:45:40.135 --> 00:45:41.335 we like to have an
NOTE Confidence: 0.9758113

00:45:41.335 --> 00:45:43.755 open mind that every person
NOTE Confidence: 0.9758113

00:45:43.815 --> 00:45:45.355 may develop differently.
NOTE Confidence: 0.94980466

00:45:46.935 --> 00:45:48.395 I think when you look
NOTE Confidence: 0.99853516

00:45:48.695 --> 00:45:49.275 at current
NOTE Confidence: 0.8130859

00:45:50.260 --> 00:45:52.280 members of the department, they
NOTE Confidence: 0.79589844

00:45:54.180 --> 00:45:54.680 have,
NOTE Confidence: 0.9941406

00:45:56.020 --> 00:45:56.520 committed
NOTE Confidence: 0.9975586

00:45:57.700 --> 00:45:58.440 to answering
NOTE Confidence: 0.89138186

00:45:58.900 --> 00:46:01.220 a certain discipline and not

NOTE Confidence: 0.89138186
00:46:01.220 --> 00:46:03.000 hop not not hopping around
NOTE Confidence: 0.86608887
00:46:03.300 --> 00:46:04.520 permanently, but
NOTE Confidence: 0.9970703
00:46:04.820 --> 00:46:05.640 commit to
NOTE Confidence: 0.9788086
00:46:06.155 --> 00:46:08.094 one or two questions and
NOTE Confidence: 1
00:46:09.035 --> 00:46:09.535 and
NOTE Confidence: 0.7902832
00:46:10.395 --> 00:46:11.455 and breakthrough
NOTE Confidence: 0.9472656
00:46:12.234 --> 00:46:12.734 difficult
NOTE Confidence: 0.8444824
00:46:13.515 --> 00:46:14.015 impasses
NOTE Confidence: 0.98030597
00:46:14.315 --> 00:46:15.295 and and succeed
NOTE Confidence: 0.98706055
00:46:16.075 --> 00:46:17.515 over the over the long
NOTE Confidence: 0.98706055
00:46:17.515 --> 00:46:17.915 time.
NOTE Confidence: 0.9975586
00:46:19.275 --> 00:46:20.155 I think this is
NOTE Confidence: 0.9954834
00:46:21.890 --> 00:46:23.250 I think it it is
NOTE Confidence: 0.9954834
00:46:23.250 --> 00:46:24.630 characteristic for us
NOTE Confidence: 0.8183594
00:46:24.930 --> 00:46:25.750 that we
NOTE Confidence: 0.9116211

00:46:26.770 --> 00:46:26.930 we
NOTE Confidence: 0.9388835
00:46:27.650 --> 00:46:28.850 because we are interested in
NOTE Confidence: 0.9388835
00:46:28.850 --> 00:46:29.730 a in a couple of
NOTE Confidence: 0.9388835
00:46:29.730 --> 00:46:30.790 questions, we
NOTE Confidence: 0.9548747
00:46:31.090 --> 00:46:32.770 develop a certain identity. So
NOTE Confidence: 0.9548747
00:46:32.770 --> 00:46:34.530 we're not we're not jumping
NOTE Confidence: 0.9548747
00:46:34.530 --> 00:46:36.530 around with techniques all the
NOTE Confidence: 0.9548747
00:46:36.530 --> 00:46:37.590 time, but we
NOTE Confidence: 0.99560547
00:46:38.165 --> 00:46:38.905 we are
NOTE Confidence: 0.70654297
00:46:39.285 --> 00:46:39.785 question
NOTE Confidence: 0.890625
00:46:40.645 --> 00:46:41.844 oriented. I think is that
NOTE Confidence: 0.890625
00:46:41.844 --> 00:46:42.825 fair to say?
NOTE Confidence: 0.8166504
00:46:43.685 --> 00:46:44.185 Right.
NOTE Confidence: 0.97711587
00:46:46.005 --> 00:46:47.205 I'm skipping around a bit
NOTE Confidence: 0.97711587
00:46:47.205 --> 00:46:49.125 more. One question is what's
NOTE Confidence: 0.97711587
00:46:49.125 --> 00:46:51.060 a particular strength of the

NOTE Confidence: 0.99208987
00:46:51.700 --> 00:46:52.900 department that makes it a
NOTE Confidence: 0.99208987
00:46:52.900 --> 00:46:54.760 distinctive place to do research?
NOTE Confidence: 0.9991455
00:46:55.060 --> 00:46:56.280 Maybe I'll start with
NOTE Confidence: 0.99902344
00:46:56.580 --> 00:46:57.400 with that.
NOTE Confidence: 0.99934894
00:46:58.420 --> 00:46:59.400 I think that
NOTE Confidence: 0.99934894
00:47:00.820 --> 00:47:02.360 the department has
NOTE Confidence: 0.9863281
00:47:03.984 --> 00:47:05.045 historically had
NOTE Confidence: 1
00:47:05.425 --> 00:47:06.405 a real strength
NOTE Confidence: 1
00:47:07.425 --> 00:47:08.805 in the cell biology
NOTE Confidence: 0.98982745
00:47:09.344 --> 00:47:10.405 of host microbe
NOTE Confidence: 0.990918
00:47:10.864 --> 00:47:12.484 interaction. And in the last
NOTE Confidence: 0.99912107
00:47:12.864 --> 00:47:14.724 ten years, that's now expanded
NOTE Confidence: 0.9511719
00:47:16.650 --> 00:47:18.969 at multiple scales both to
NOTE Confidence: 0.9511719
00:47:18.969 --> 00:47:19.950 more broad
NOTE Confidence: 0.9980469
00:47:20.569 --> 00:47:21.069 interactions
NOTE Confidence: 0.94677734

00:47:21.369 --> 00:47:21.770 of,
NOTE Confidence: 0.89778644
00:47:22.170 --> 00:47:22.670 intermicrobial
NOTE Confidence: 1
00:47:23.049 --> 00:47:23.549 interactions
NOTE Confidence: 0.92753905
00:47:24.170 --> 00:47:26.109 and then also more focused,
NOTE Confidence: 0.98646766
00:47:26.489 --> 00:47:28.650 with with, real leaders in
NOTE Confidence: 0.98646766
00:47:28.650 --> 00:47:29.710 structural biology.
NOTE Confidence: 0.94958496
00:47:31.114 --> 00:47:32.575 The department is relatively
NOTE Confidence: 0.98741317
00:47:32.875 --> 00:47:34.075 small, and I think that's
NOTE Confidence: 0.98741317
00:47:34.075 --> 00:47:35.454 a strength as well.
NOTE Confidence: 0.91625977
00:47:36.714 --> 00:47:38.234 We tend to not have
NOTE Confidence: 0.91625977
00:47:38.234 --> 00:47:38.734 subcommittees
NOTE Confidence: 0.9825195
00:47:39.195 --> 00:47:40.955 within our department. We just
NOTE Confidence: 0.9750784
00:47:41.355 --> 00:47:42.795 everybody is on the committee.
NOTE Confidence: 0.9750784
00:47:42.795 --> 00:47:44.175 That's true for this search,
NOTE Confidence: 0.9750784
00:47:44.390 --> 00:47:45.350 As a matter of fact,
NOTE Confidence: 0.9750784
00:47:45.350 --> 00:47:46.969 that all faculty members

NOTE Confidence: 0.9971842

00:47:47.270 --> 00:47:48.550 all primary faculty in the

NOTE Confidence: 0.9971842

00:47:48.550 --> 00:47:49.750 department are members of our

NOTE Confidence: 0.9971842

00:47:49.750 --> 00:47:51.770 search committee. We don't subdivide

NOTE Confidence: 0.9959717

00:47:52.070 --> 00:47:52.730 that way.

NOTE Confidence: 0.99735516

00:47:53.670 --> 00:47:55.110 So I think that makes

NOTE Confidence: 0.99735516

00:47:55.110 --> 00:47:55.610 it,

NOTE Confidence: 0.9664953

00:47:56.755 --> 00:47:58.195 you know, very easy to

NOTE Confidence: 0.9664953

00:47:58.195 --> 00:47:59.715 get to know the faculty

NOTE Confidence: 0.9664953

00:47:59.715 --> 00:48:00.994 that are here, to interact

NOTE Confidence: 0.9664953

00:48:00.994 --> 00:48:01.655 with them,

NOTE Confidence: 0.92407227

00:48:02.755 --> 00:48:05.255 and is a spirit that

NOTE Confidence: 0.92407227

00:48:05.474 --> 00:48:05.974 will

NOTE Confidence: 0.9573405

00:48:06.275 --> 00:48:07.875 be very important to us

NOTE Confidence: 0.9573405

00:48:07.875 --> 00:48:09.094 as we as the department

NOTE Confidence: 0.9573405

00:48:09.155 --> 00:48:11.094 does start to grow, in

NOTE Confidence: 0.92903644

00:48:11.440 --> 00:48:12.739 in coming years.
NOTE Confidence: 0.9652344

00:48:17.840 --> 00:48:18.960 These are all very good
NOTE Confidence: 0.9652344

00:48:18.960 --> 00:48:20.000 questions. I feel like I've
NOTE Confidence: 0.9652344

00:48:20.000 --> 00:48:21.540 touched on many of them.
NOTE Confidence: 0.98642576

00:48:23.680 --> 00:48:25.300 There's a question about service.
NOTE Confidence: 0.9867587

00:48:25.760 --> 00:48:26.975 So that that's, you know,
NOTE Confidence: 0.9867587

00:48:26.975 --> 00:48:28.495 in what capacity would junior
NOTE Confidence: 0.9867587

00:48:28.495 --> 00:48:30.255 faculty be involved in in
NOTE Confidence: 0.9867587

00:48:30.335 --> 00:48:31.855 it says departmental service, but
NOTE Confidence: 0.9867587

00:48:31.855 --> 00:48:33.055 that could also extend,
NOTE Confidence: 0.94750977

00:48:33.375 --> 00:48:33.875 beyond.
NOTE Confidence: 0.99176025

00:48:34.735 --> 00:48:35.795 So I would say,
NOTE Confidence: 0.9741211

00:48:36.175 --> 00:48:37.475 faculty are are,
NOTE Confidence: 0.9901123

00:48:38.575 --> 00:48:40.275 junior faculty are are
NOTE Confidence: 0.9998372

00:48:40.730 --> 00:48:42.410 not typically involved in the
NOTE Confidence: 0.9998372

00:48:42.410 --> 00:48:42.910 larger

NOTE Confidence: 0.80908203
00:48:43.770 --> 00:48:44.270 service,
NOTE Confidence: 0.9991862
00:48:46.089 --> 00:48:48.270 parts of having a successful
NOTE Confidence: 0.9991862
00:48:48.329 --> 00:48:48.829 department.
NOTE Confidence: 0.9464654
00:48:49.450 --> 00:48:50.569 So for example, there are
NOTE Confidence: 0.9464654
00:48:50.569 --> 00:48:52.010 senior faculty who are part
NOTE Confidence: 0.9464654
00:48:52.010 --> 00:48:54.905 of biosafety committee or director
NOTE Confidence: 0.9464654
00:48:54.905 --> 00:48:56.125 of graduate studies,
NOTE Confidence: 0.9727376
00:48:57.625 --> 00:48:58.685 things like that,
NOTE Confidence: 0.9981445
00:48:59.225 --> 00:49:00.505 that would not be part
NOTE Confidence: 0.9981445
00:49:00.505 --> 00:49:02.285 of a junior faculty role.
NOTE Confidence: 0.99635416
00:49:02.825 --> 00:49:03.864 At the same time, I
NOTE Confidence: 0.99635416
00:49:03.864 --> 00:49:05.864 think junior faculty stage is
NOTE Confidence: 0.99635416
00:49:05.864 --> 00:49:07.085 a way to kind of
NOTE Confidence: 0.92483956
00:49:07.420 --> 00:49:09.580 tiptoe in to contributing to
NOTE Confidence: 0.92483956
00:49:09.580 --> 00:49:10.320 the department.
NOTE Confidence: 0.99658203

00:49:10.860 --> 00:49:12.640 So junior faculty, for example,
NOTE Confidence: 0.99902344

00:49:13.260 --> 00:49:15.020 serve on our seminar committee
NOTE Confidence: 0.99902344

00:49:15.020 --> 00:49:17.040 to help identify seminar speakers,
NOTE Confidence: 0.9951172

00:49:18.460 --> 00:49:18.960 organize
NOTE Confidence: 0.9932454

00:49:19.260 --> 00:49:20.400 our yearly retreat,
NOTE Confidence: 0.98657227

00:49:20.964 --> 00:49:21.704 for example.
NOTE Confidence: 0.9364421

00:49:23.525 --> 00:49:25.045 Katie's actually doing that this
NOTE Confidence: 0.9364421

00:49:25.045 --> 00:49:25.545 year.
NOTE Confidence: 0.8586426

00:49:26.405 --> 00:49:26.905 So,
NOTE Confidence: 0.8574219

00:49:29.444 --> 00:49:29.944 the
NOTE Confidence: 0.92907715

00:49:30.244 --> 00:49:30.984 the service,
NOTE Confidence: 0.953962

00:49:31.364 --> 00:49:32.964 and there's also opportunities for,
NOTE Confidence: 0.953962

00:49:32.964 --> 00:49:34.565 you know, broader service at
NOTE Confidence: 0.953962

00:49:34.565 --> 00:49:35.625 the school of medicine
NOTE Confidence: 0.9938616

00:49:37.870 --> 00:49:39.650 in various ways, whether it's
NOTE Confidence: 0.9938616

00:49:39.710 --> 00:49:40.750 being part of a working

NOTE Confidence: 0.9938616
00:49:40.750 --> 00:49:42.370 group to explore a new
NOTE Confidence: 0.9938616
00:49:42.590 --> 00:49:44.270 topic area or a new
NOTE Confidence: 0.9938616
00:49:44.270 --> 00:49:44.770 potential
NOTE Confidence: 0.96972656
00:49:45.469 --> 00:49:45.969 center,
NOTE Confidence: 0.94973755
00:49:46.510 --> 00:49:48.430 at the university. There's faculty
NOTE Confidence: 0.94973755
00:49:48.430 --> 00:49:49.489 involved in that.
NOTE Confidence: 0.95610607
00:49:50.484 --> 00:49:51.525 But it's a it's a
NOTE Confidence: 0.95610607
00:49:51.525 --> 00:49:53.364 gradual thing. And, again, the
NOTE Confidence: 0.95610607
00:49:53.364 --> 00:49:54.885 primary focus of your first
NOTE Confidence: 0.95610607
00:49:54.885 --> 00:49:56.265 years as junior faculty,
NOTE Confidence: 0.98669434
00:49:57.605 --> 00:49:59.224 is the process of,
NOTE Confidence: 0.998291
00:49:59.685 --> 00:50:01.385 establishing a research program
NOTE Confidence: 0.9199219
00:50:01.844 --> 00:50:02.344 and,
NOTE Confidence: 0.99943036
00:50:02.805 --> 00:50:04.484 growing your abilities as a
NOTE Confidence: 0.99943036
00:50:04.484 --> 00:50:04.984 trainer.
NOTE Confidence: 0.9510498

00:50:13.170 --> 00:50:13.989 Let's see.
NOTE Confidence: 0.9287652

00:50:17.089 --> 00:50:18.130 A question about how to
NOTE Confidence: 0.9287652

00:50:18.130 --> 00:50:19.670 meet new graduate students
NOTE Confidence: 0.9456505

00:50:21.385 --> 00:50:23.485 and whether graduate student rotations
NOTE Confidence: 0.9456505

00:50:23.545 --> 00:50:25.225 are assigned. So they're not
NOTE Confidence: 0.9456505

00:50:25.225 --> 00:50:26.285 assigned. The students,
NOTE Confidence: 0.78165686

00:50:27.465 --> 00:50:28.364 select rotations.
NOTE Confidence: 0.98254395

00:50:29.625 --> 00:50:30.605 Do either of you,
NOTE Confidence: 0.967419

00:50:30.985 --> 00:50:32.345 Walter or Katie, wanna talk
NOTE Confidence: 0.967419

00:50:32.345 --> 00:50:34.425 about how you actually would
NOTE Confidence: 0.967419

00:50:34.425 --> 00:50:36.265 meet a potential graduate student
NOTE Confidence: 0.967419

00:50:36.265 --> 00:50:37.859 who might be interested in
NOTE Confidence: 0.967419

00:50:38.000 --> 00:50:39.119 during the lab or how
NOTE Confidence: 0.967419

00:50:39.119 --> 00:50:40.320 they would find out about
NOTE Confidence: 0.967419

00:50:40.320 --> 00:50:40.820 you?
NOTE Confidence: 0.96651417

00:50:44.320 --> 00:50:45.119 So I can tell you

NOTE Confidence: 0.96651417

00:50:45.119 --> 00:50:46.160 what I did last year,

NOTE Confidence: 0.96651417

00:50:46.160 --> 00:50:47.119 which is that I reached

NOTE Confidence: 0.96651417

00:50:47.119 --> 00:50:48.719 out to every graduate student

NOTE Confidence: 0.96651417

00:50:48.719 --> 00:50:49.844 who was a first year,

NOTE Confidence: 0.96651417

00:50:49.925 --> 00:50:51.285 and I said I'd be

NOTE Confidence: 0.96651417

00:50:51.285 --> 00:50:52.325 happy to meet with you

NOTE Confidence: 0.96651417

00:50:52.325 --> 00:50:53.785 about research and,

NOTE Confidence: 0.93829346

00:50:55.605 --> 00:50:57.224 talk about science. And,

NOTE Confidence: 0.9116699

00:50:58.565 --> 00:51:00.344 the feedback was good, and,

NOTE Confidence: 0.97554016

00:51:01.947 --> 00:51:03.730 it also let me know,

NOTE Confidence: 0.97554016

00:51:03.730 --> 00:51:05.250 like, the entire class, including

NOTE Confidence: 0.97554016

00:51:05.250 --> 00:51:06.630 people who were not interested

NOTE Confidence: 0.97554016

00:51:06.690 --> 00:51:07.190 in,

NOTE Confidence: 0.90175784

00:51:07.730 --> 00:51:09.670 bacteria or more virology people,

NOTE Confidence: 0.9995117

00:51:09.969 --> 00:51:11.089 which I thought was quite

NOTE Confidence: 0.9995117

00:51:11.089 --> 00:51:11.589 nice.
NOTE Confidence: 0.9980469
00:51:15.025 --> 00:51:15.525 I
NOTE Confidence: 0.9765625
00:51:15.825 --> 00:51:17.045 always involve
NOTE Confidence: 0.9021484
00:51:17.425 --> 00:51:19.205 people in the lab in
NOTE Confidence: 0.85249835
00:51:19.585 --> 00:51:21.425 in the recruitment in general,
NOTE Confidence: 0.85249835
00:51:21.425 --> 00:51:22.805 whether that is a postdoc.
NOTE Confidence: 0.9616699
00:51:23.745 --> 00:51:25.205 So the lab is involved,
NOTE Confidence: 0.9616699
00:51:25.344 --> 00:51:25.844 and
NOTE Confidence: 0.9133301
00:51:27.025 --> 00:51:28.725 very often, graduate students
NOTE Confidence: 0.99053955
00:51:29.600 --> 00:51:31.600 contact current graduate students in
NOTE Confidence: 0.99053955
00:51:31.600 --> 00:51:32.739 my lab first
NOTE Confidence: 0.96765137
00:51:33.120 --> 00:51:34.340 and talk to them.
NOTE Confidence: 0.98323566
00:51:35.920 --> 00:51:36.920 And then we
NOTE Confidence: 0.93492126
00:51:37.360 --> 00:51:38.719 we're working on many different
NOTE Confidence: 0.93492126
00:51:38.719 --> 00:51:40.480 things here. We're trying to
NOTE Confidence: 0.93492126
00:51:40.480 --> 00:51:42.000 find a match, the best

NOTE Confidence: 0.93492126
00:51:42.000 --> 00:51:42.500 match,
NOTE Confidence: 0.99731445
00:51:43.434 --> 00:51:44.815 in terms of projects
NOTE Confidence: 0.88359374
00:51:45.594 --> 00:51:47.214 and in terms of personalities
NOTE Confidence: 0.70458984
00:51:48.875 --> 00:51:49.614 or what
NOTE Confidence: 0.8805542
00:51:50.315 --> 00:51:51.454 so the graduate students,
NOTE Confidence: 0.9102105
00:51:52.795 --> 00:51:54.234 after meeting these people in
NOTE Confidence: 0.9102105
00:51:54.234 --> 00:51:55.614 the lab, also can
NOTE Confidence: 0.9091797
00:51:56.840 --> 00:51:57.340 just
NOTE Confidence: 0.95028406
00:51:57.880 --> 00:51:59.660 have have a say and
NOTE Confidence: 0.95028406
00:51:59.800 --> 00:52:01.160 assume they would like to
NOTE Confidence: 0.95028406
00:52:01.160 --> 00:52:01.660 work.
NOTE Confidence: 0.7330322
00:52:03.719 --> 00:52:04.219 Yes.
NOTE Confidence: 0.98535156
00:52:07.400 --> 00:52:07.900 Great.
NOTE Confidence: 0.9358317
00:52:10.335 --> 00:52:11.775 So, again, I'm trying to
NOTE Confidence: 0.9358317
00:52:11.775 --> 00:52:12.275 capture,
NOTE Confidence: 0.90475804

00:52:12.975 --> 00:52:13.775 in our last couple of
NOTE Confidence: 0.90475804

00:52:13.775 --> 00:52:14.995 minutes, sort of summarize
NOTE Confidence: 0.99890137

00:52:15.775 --> 00:52:17.235 questions a bit collectively.
NOTE Confidence: 0.91305107

00:52:18.735 --> 00:52:20.094 There's a question about the
NOTE Confidence: 0.91305107

00:52:20.094 --> 00:52:20.995 startup package,
NOTE Confidence: 0.9457726

00:52:21.710 --> 00:52:23.150 and whether there is one.
NOTE Confidence: 0.9457726

00:52:23.150 --> 00:52:24.510 And so the answer is
NOTE Confidence: 0.9457726

00:52:24.510 --> 00:52:25.969 is yes. That,
NOTE Confidence: 0.82421875

00:52:26.829 --> 00:52:27.329 the,
NOTE Confidence: 0.99853516

00:52:28.829 --> 00:52:29.969 offer will include,
NOTE Confidence: 0.9954427

00:52:31.469 --> 00:52:32.289 like I mentioned,
NOTE Confidence: 0.92907715

00:52:33.069 --> 00:52:33.730 the first,
NOTE Confidence: 0.99784344

00:52:34.875 --> 00:52:36.955 three years of salary in
NOTE Confidence: 0.99784344

00:52:36.955 --> 00:52:37.455 full.
NOTE Confidence: 0.999442

00:52:37.915 --> 00:52:39.355 If you have other sources
NOTE Confidence: 0.999442

00:52:39.355 --> 00:52:40.094 of salary,

NOTE Confidence: 0.9598236
00:52:40.795 --> 00:52:42.875 the offer doesn't decrease, so
NOTE Confidence: 0.9598236
00:52:42.875 --> 00:52:43.775 you can reallocate,
NOTE Confidence: 0.93408203
00:52:44.715 --> 00:52:45.935 what would have been,
NOTE Confidence: 0.99594724
00:52:46.555 --> 00:52:48.415 salary support to your research.
NOTE Confidence: 0.95979816
00:52:50.480 --> 00:52:51.380 And the general
NOTE Confidence: 0.9677463
00:52:52.160 --> 00:52:54.099 way we think about, startup
NOTE Confidence: 0.9677463
00:52:54.160 --> 00:52:56.260 packages is that it's,
NOTE Confidence: 0.9903809
00:52:57.040 --> 00:52:58.400 the funds to run your
NOTE Confidence: 0.9903809
00:52:58.400 --> 00:53:00.180 lab for three years. So,
NOTE Confidence: 0.9716797
00:53:01.040 --> 00:53:02.960 that typically includes, you know,
NOTE Confidence: 0.9716797
00:53:02.960 --> 00:53:03.780 thinking about,
NOTE Confidence: 0.99147385
00:53:04.455 --> 00:53:06.555 a progression of hiring postdocs
NOTE Confidence: 0.99147385
00:53:06.614 --> 00:53:07.975 and graduate students through those
NOTE Confidence: 0.99147385
00:53:07.975 --> 00:53:08.875 first three years,
NOTE Confidence: 0.9740804
00:53:10.855 --> 00:53:12.614 the, you know, equipment and
NOTE Confidence: 0.9740804

00:53:12.614 --> 00:53:13.975 supplies that are needed at
NOTE Confidence: 0.9740804

00:53:13.975 --> 00:53:14.715 that stage.
NOTE Confidence: 0.99658203

00:53:15.815 --> 00:53:16.635 And so
NOTE Confidence: 0.98801965

00:53:16.980 --> 00:53:18.739 that is something that's, again,
NOTE Confidence: 0.98801965

00:53:18.739 --> 00:53:20.580 a discussion that happens once
NOTE Confidence: 0.98801965

00:53:20.580 --> 00:53:21.800 we get further along.
NOTE Confidence: 0.95513916

00:53:23.060 --> 00:53:24.500 But there there is a
NOTE Confidence: 0.95513916

00:53:24.500 --> 00:53:25.400 start up package.
NOTE Confidence: 0.99594724

00:53:27.300 --> 00:53:28.260 This also brings me to
NOTE Confidence: 0.99594724

00:53:28.260 --> 00:53:30.760 questions about whether external funding,
NOTE Confidence: 0.93275034

00:53:31.335 --> 00:53:33.655 especially external salary support is
NOTE Confidence: 0.93275034

00:53:33.655 --> 00:53:34.855 required, and the answer is
NOTE Confidence: 0.93275034

00:53:34.855 --> 00:53:35.355 no.
NOTE Confidence: 0.9838867

00:53:36.855 --> 00:53:37.355 And
NOTE Confidence: 0.9199219

00:53:37.734 --> 00:53:38.234 it,
NOTE Confidence: 0.9803874

00:53:39.575 --> 00:53:40.935 to be frank, is is

NOTE Confidence: 0.9803874
00:53:40.935 --> 00:53:42.455 not a main factor when
NOTE Confidence: 0.9803874
00:53:42.455 --> 00:53:43.195 we evaluate,
NOTE Confidence: 0.9975586
00:53:43.974 --> 00:53:44.474 candidates.
NOTE Confidence: 0.99365234
00:53:45.540 --> 00:53:46.820 That said, if you are
NOTE Confidence: 0.99365234
00:53:46.820 --> 00:53:49.000 bringing external salary support,
NOTE Confidence: 0.999566
00:53:49.860 --> 00:53:50.840 you can reallocate
NOTE Confidence: 0.9543457
00:53:52.820 --> 00:53:53.940 the funds that would have
NOTE Confidence: 0.9543457
00:53:53.940 --> 00:53:55.540 been salary support back into
NOTE Confidence: 0.9543457
00:53:55.540 --> 00:53:56.360 your research,
NOTE Confidence: 0.99902344
00:53:57.060 --> 00:53:57.960 research programs.
NOTE Confidence: 0.82958984
00:54:05.155 --> 00:54:05.655 So
NOTE Confidence: 0.92111415
00:54:09.555 --> 00:54:11.555 There's this question about ratio
NOTE Confidence: 0.92111415
00:54:11.555 --> 00:54:13.170 of students and postdocs. I
NOTE Confidence: 0.92111415
00:54:13.170 --> 00:54:14.849 think Yale is generally an
NOTE Confidence: 0.92111415
00:54:14.849 --> 00:54:16.790 institution that is postdoc heavy.
NOTE Confidence: 0.96606445

00:54:19.329 --> 00:54:20.550 But assistant
NOTE Confidence: 0.8557129
00:54:21.010 --> 00:54:21.510 professor,
NOTE Confidence: 0.9793701
00:54:22.050 --> 00:54:23.890 the the junior labs are
NOTE Confidence: 0.9793701
00:54:23.890 --> 00:54:26.230 very, very popular with students.
NOTE Confidence: 0.9241455
00:54:27.165 --> 00:54:28.844 So they they always like,
NOTE Confidence: 0.9241455
00:54:28.844 --> 00:54:30.705 Katie, you've just shown this.
NOTE Confidence: 0.89575195
00:54:33.085 --> 00:54:34.945 Very attract many students.
NOTE Confidence: 0.9865699
00:54:38.445 --> 00:54:40.190 A question about the symposium.
NOTE Confidence: 0.9865699
00:54:40.410 --> 00:54:41.290 I know that's a weird
NOTE Confidence: 0.9865699
00:54:41.290 --> 00:54:42.570 thing, so people certainly have
NOTE Confidence: 0.9865699
00:54:42.570 --> 00:54:44.010 questions. And and before we
NOTE Confidence: 0.9865699
00:54:44.010 --> 00:54:45.210 invite people or when we
NOTE Confidence: 0.9865699
00:54:45.210 --> 00:54:46.810 invite people to symposium, I
NOTE Confidence: 0.9865699
00:54:46.810 --> 00:54:48.590 provide a whole long email
NOTE Confidence: 0.9800049
00:54:49.130 --> 00:54:50.410 walking through what the day
NOTE Confidence: 0.9800049
00:54:50.410 --> 00:54:51.609 will be like so people

NOTE Confidence: 0.9800049
00:54:51.609 --> 00:54:52.890 know what to expect. But
NOTE Confidence: 0.9800049
00:54:52.890 --> 00:54:55.065 just, as an overview here,
NOTE Confidence: 0.9937691
00:54:56.485 --> 00:54:57.925 again, it's typically three or
NOTE Confidence: 0.9937691
00:54:57.925 --> 00:54:59.445 four candidates visiting at the
NOTE Confidence: 0.9937691
00:54:59.445 --> 00:55:00.565 same time, but the only
NOTE Confidence: 0.9937691
00:55:00.565 --> 00:55:02.085 part they're together is during
NOTE Confidence: 0.9937691
00:55:02.085 --> 00:55:03.385 their research talks.
NOTE Confidence: 0.99853516
00:55:04.165 --> 00:55:05.625 I typically ask candidates
NOTE Confidence: 0.98657227
00:55:05.960 --> 00:55:07.559 to save their questions for
NOTE Confidence: 0.98657227
00:55:07.559 --> 00:55:08.519 later in the day if
NOTE Confidence: 0.98657227
00:55:08.519 --> 00:55:09.559 they have questions about each
NOTE Confidence: 0.98657227
00:55:09.559 --> 00:55:10.839 other's research so that there's
NOTE Confidence: 0.98657227
00:55:10.839 --> 00:55:11.339 opportunities,
NOTE Confidence: 0.9992947
00:55:12.200 --> 00:55:13.400 for the search committee and
NOTE Confidence: 0.9992947
00:55:13.400 --> 00:55:14.859 students to ask questions.
NOTE Confidence: 0.9969238

00:55:15.880 --> 00:55:17.955 And then after that talk,
NOTE Confidence: 0.8729248

00:55:18.915 --> 00:55:20.455 after the the research,
NOTE Confidence: 0.98291016

00:55:21.395 --> 00:55:21.895 seminars,
NOTE Confidence: 0.9247001

00:55:22.275 --> 00:55:23.395 then again, there's one on
NOTE Confidence: 0.9247001

00:55:23.395 --> 00:55:24.215 one meetings
NOTE Confidence: 0.9628906

00:55:25.075 --> 00:55:25.575 with,
NOTE Confidence: 0.9505208

00:55:26.594 --> 00:55:27.975 students, with postdocs,
NOTE Confidence: 0.9968262

00:55:28.594 --> 00:55:30.355 with other Yale faculty whose
NOTE Confidence: 0.9968262

00:55:30.355 --> 00:55:32.295 research might be related to
NOTE Confidence: 0.9968262

00:55:32.594 --> 00:55:33.415 your research.
NOTE Confidence: 0.9707031

00:55:34.340 --> 00:55:35.540 Then the second day, we
NOTE Confidence: 0.9707031

00:55:35.540 --> 00:55:36.360 do individual
NOTE Confidence: 0.95043945

00:55:36.739 --> 00:55:38.900 chalk talks where, again, you
NOTE Confidence: 0.95043945

00:55:38.900 --> 00:55:40.900 meet individually with the search
NOTE Confidence: 0.95043945

00:55:40.900 --> 00:55:41.400 committee,
NOTE Confidence: 0.94511414

00:55:42.500 --> 00:55:43.940 to, in a more informal

NOTE Confidence: 0.94511414
00:55:43.940 --> 00:55:45.000 way, talk about,
NOTE Confidence: 0.9741211
00:55:45.460 --> 00:55:46.920 future research plans,
NOTE Confidence: 0.997454
00:55:47.945 --> 00:55:49.145 both in the short and
NOTE Confidence: 0.997454
00:55:49.145 --> 00:55:49.885 long term.
NOTE Confidence: 0.9295321
00:55:50.344 --> 00:55:51.385 So the whole thing is
NOTE Confidence: 0.9295321
00:55:51.385 --> 00:55:52.665 is is a a two
NOTE Confidence: 0.9295321
00:55:52.665 --> 00:55:53.065 day,
NOTE Confidence: 0.9345703
00:55:53.465 --> 00:55:53.965 event.
NOTE Confidence: 0.9758301
00:55:55.465 --> 00:55:55.965 And,
NOTE Confidence: 0.97170186
00:55:57.864 --> 00:55:58.825 again, we do have the
NOTE Confidence: 0.97170186
00:55:58.825 --> 00:56:00.765 opportunity to potentially hire multiple
NOTE Confidence: 0.97170186
00:56:00.905 --> 00:56:01.405 positions.
NOTE Confidence: 0.9995117
00:56:01.864 --> 00:56:03.005 So you aren't
NOTE Confidence: 0.9880371
00:56:03.360 --> 00:56:03.860 directly,
NOTE Confidence: 0.99765015
00:56:05.040 --> 00:56:06.720 necessarily competing for the same
NOTE Confidence: 0.99765015

00:56:06.720 --> 00:56:08.180 position with the other people
NOTE Confidence: 0.99765015

00:56:08.400 --> 00:56:09.520 who are at the same
NOTE Confidence: 0.99765015

00:56:09.520 --> 00:56:10.020 symposium.
NOTE Confidence: 0.8053728

00:56:15.200 --> 00:56:16.000 I don't think that I'm
NOTE Confidence: 0.8053728

00:56:16.080 --> 00:56:17.355 Go ahead. Oh, sorry. Just
NOTE Confidence: 0.8053728

00:56:17.355 --> 00:56:18.315 on the the no. No.
NOTE Confidence: 0.8053728

00:56:18.315 --> 00:56:19.295 No. On the symposium,
NOTE Confidence: 0.9995117

00:56:21.275 --> 00:56:22.094 I interviewed
NOTE Confidence: 0.95166016

00:56:22.395 --> 00:56:24.395 in many formats. I felt
NOTE Confidence: 0.95166016

00:56:24.395 --> 00:56:25.935 most comfortable in the symposium
NOTE Confidence: 0.95166016

00:56:25.995 --> 00:56:26.495 format.
NOTE Confidence: 0.97372437

00:56:26.955 --> 00:56:28.315 It allowed you to, like,
NOTE Confidence: 0.97372437

00:56:28.315 --> 00:56:29.614 have more downtime,
NOTE Confidence: 0.9722595

00:56:31.509 --> 00:56:32.869 over two days that you
NOTE Confidence: 0.9722595

00:56:32.869 --> 00:56:33.930 could, like, reenergize
NOTE Confidence: 0.9679177

00:56:34.230 --> 00:56:35.670 a little bit compared to,

NOTE Confidence: 0.9679177
00:56:35.670 --> 00:56:36.789 like, you know, something like
NOTE Confidence: 0.9679177
00:56:36.789 --> 00:56:37.910 an eight AM to, like,
NOTE Confidence: 0.9679177
00:56:37.910 --> 00:56:39.930 eight PM all day singular
NOTE Confidence: 0.9679177
00:56:40.150 --> 00:56:41.369 interview schedule.
NOTE Confidence: 0.96533203
00:56:43.109 --> 00:56:43.609 And
NOTE Confidence: 0.9927015
00:56:44.015 --> 00:56:45.055 I also thought it was
NOTE Confidence: 0.9927015
00:56:45.055 --> 00:56:46.175 really nice to meet other
NOTE Confidence: 0.9927015
00:56:46.175 --> 00:56:47.135 people who are on the
NOTE Confidence: 0.9927015
00:56:47.135 --> 00:56:48.835 job market and hear,
NOTE Confidence: 0.9968262
00:56:49.295 --> 00:56:50.255 you know, what they were
NOTE Confidence: 0.9968262
00:56:50.255 --> 00:56:51.555 talking about. So
NOTE Confidence: 0.977832
00:56:52.175 --> 00:56:54.594 yes, it does feel competitive,
NOTE Confidence: 1
00:56:54.975 --> 00:56:55.475 but
NOTE Confidence: 0.9512282
00:56:56.094 --> 00:56:57.535 there's also just like an
NOTE Confidence: 0.9512282
00:56:57.535 --> 00:56:58.895 element of community to it
NOTE Confidence: 0.9512282

00:56:58.895 --> 00:56:59.795 that was nice.
NOTE Confidence: 0.9658203

00:57:04.519 --> 00:57:06.140 A question about grants administration.
NOTE Confidence: 0.9980469

00:57:07.400 --> 00:57:07.900 So
NOTE Confidence: 0.99459404

00:57:08.200 --> 00:57:09.819 the department has a dedicated
NOTE Confidence: 0.99459404

00:57:09.880 --> 00:57:10.859 business office,
NOTE Confidence: 0.99986047

00:57:12.200 --> 00:57:13.799 that includes people who are
NOTE Confidence: 0.99986047

00:57:13.799 --> 00:57:14.859 focused on
NOTE Confidence: 0.92032224

00:57:15.185 --> 00:57:16.545 we call pre award. So
NOTE Confidence: 0.92032224

00:57:16.545 --> 00:57:18.065 that's preparing and submitting the
NOTE Confidence: 0.92032224

00:57:18.065 --> 00:57:19.265 grants as well as post
NOTE Confidence: 0.92032224

00:57:19.265 --> 00:57:20.785 award, which is kind of
NOTE Confidence: 0.92032224

00:57:20.785 --> 00:57:22.484 managing the budget and and,
NOTE Confidence: 0.9847005

00:57:22.945 --> 00:57:24.005 sending in reports.
NOTE Confidence: 0.99693465

00:57:24.705 --> 00:57:26.305 So you would be assigned
NOTE Confidence: 0.99693465

00:57:26.305 --> 00:57:27.425 to both a pre award
NOTE Confidence: 0.99693465

00:57:27.425 --> 00:57:28.885 and a post award person

NOTE Confidence: 0.99693465
00:57:29.025 --> 00:57:30.085 who helps you
NOTE Confidence: 0.99902344
00:57:31.119 --> 00:57:31.619 with
NOTE Confidence: 0.97680664
00:57:32.080 --> 00:57:32.740 the proposal,
NOTE Confidence: 0.96303713
00:57:34.080 --> 00:57:36.180 identifying the components and submitting.
NOTE Confidence: 0.99416506
00:57:36.560 --> 00:57:38.080 So as a faculty member,
NOTE Confidence: 0.99416506
00:57:38.080 --> 00:57:39.619 we don't submit grants directly
NOTE Confidence: 0.9754944
00:57:40.000 --> 00:57:41.280 anywhere. We send them to
NOTE Confidence: 0.9754944
00:57:41.280 --> 00:57:42.800 our grants office, and then
NOTE Confidence: 0.9754944
00:57:42.800 --> 00:57:44.080 they're the ones who submit
NOTE Confidence: 0.9754944
00:57:44.080 --> 00:57:44.580 them.
NOTE Confidence: 0.9736092
00:57:45.359 --> 00:57:47.385 The business office doesn't focus
NOTE Confidence: 0.9736092
00:57:47.385 --> 00:57:48.505 on the science part of
NOTE Confidence: 0.9736092
00:57:48.505 --> 00:57:50.525 it. So that part of
NOTE Confidence: 0.9736092
00:57:50.825 --> 00:57:52.905 of, thinking through strategies of
NOTE Confidence: 0.9736092
00:57:52.905 --> 00:57:53.945 what to include in the
NOTE Confidence: 0.9736092

00:57:53.945 --> 00:57:55.385 various documents in a grant
NOTE Confidence: 0.9736092

00:57:55.385 --> 00:57:55.885 application,
NOTE Confidence: 0.9708775

00:57:57.545 --> 00:57:58.985 people within the department help
NOTE Confidence: 0.9708775

00:57:58.985 --> 00:57:59.550 each other.
NOTE Confidence: 0.9476493

00:58:00.430 --> 00:58:02.270 And for non NIH grants,
NOTE Confidence: 0.9476493

00:58:02.270 --> 00:58:03.170 there's also,
NOTE Confidence: 0.99157715

00:58:04.430 --> 00:58:05.950 a whole team at Yale
NOTE Confidence: 0.99157715

00:58:05.950 --> 00:58:06.350 that,
NOTE Confidence: 0.93933105

00:58:06.750 --> 00:58:07.490 helps with,
NOTE Confidence: 0.9508667

00:58:08.030 --> 00:58:09.810 scientific writing as well,
NOTE Confidence: 0.9133301

00:58:10.590 --> 00:58:12.350 that can be very, very
NOTE Confidence: 0.9133301

00:58:12.350 --> 00:58:12.850 useful.
NOTE Confidence: 0.9891439

00:58:16.065 --> 00:58:18.145 So we are running out
NOTE Confidence: 0.9891439

00:58:18.145 --> 00:58:19.505 of time. I know that
NOTE Confidence: 0.9891439

00:58:19.505 --> 00:58:21.445 I haven't answered everybody's questions,
NOTE Confidence: 0.9946289

00:58:21.745 --> 00:58:23.285 and I apologize for that.

NOTE Confidence: 1

00:58:23.825 --> 00:58:25.445 If you have a question

NOTE Confidence: 1

00:58:25.665 --> 00:58:26.165 that

NOTE Confidence: 0.99472654

00:58:26.550 --> 00:58:28.490 was not even partially covered,

NOTE Confidence: 0.9962891

00:58:29.030 --> 00:58:30.490 as I answered other questions,

NOTE Confidence: 0.95058864

00:58:31.430 --> 00:58:32.890 please send me an email.

NOTE Confidence: 0.95058864

00:58:33.030 --> 00:58:34.630 So my email is, andrew

NOTE Confidence: 0.95058864

00:58:34.630 --> 00:58:35.990 dot goodman at yale dot

NOTE Confidence: 0.95058864

00:58:35.990 --> 00:58:36.810 e d u,

NOTE Confidence: 0.9867757

00:58:37.750 --> 00:58:39.590 and I can help, answer

NOTE Confidence: 0.9867757

00:58:39.590 --> 00:58:40.090 that.

NOTE Confidence: 0.9482422

00:58:40.734 --> 00:58:41.234 And,

NOTE Confidence: 0.9986084

00:58:44.175 --> 00:58:45.455 Walter and Katie, any last

NOTE Confidence: 0.9986084

00:58:45.455 --> 00:58:47.395 words before we sign off?

NOTE Confidence: 0.99121094

00:58:50.255 --> 00:58:51.234 Happy to

NOTE Confidence: 0.8227539

00:58:52.175 --> 00:58:54.095 to respond to emails. Yeah.

NOTE Confidence: 0.8227539

00:58:54.095 --> 00:58:54.255 So
NOTE Confidence: 0.8927002
00:58:55.089 --> 00:58:56.710 Yes. Same, and good luck.
NOTE Confidence: 0.9916992
00:58:58.290 --> 00:58:58.790 Okay.
NOTE Confidence: 0.96749175
00:58:59.410 --> 00:59:00.690 Great. Well, with that, we'll
NOTE Confidence: 0.96749175
00:59:00.690 --> 00:59:02.450 sign off. Thank you again
NOTE Confidence: 0.96749175
00:59:02.450 --> 00:59:03.670 all for joining,
NOTE Confidence: 0.99902344
00:59:04.690 --> 00:59:05.190 and
NOTE Confidence: 0.9736328
00:59:05.809 --> 00:59:06.309 and,
NOTE Confidence: 0.94352216
00:59:06.849 --> 00:59:07.910 I hope that,
NOTE Confidence: 0.9908447
00:59:08.900 --> 00:59:09.940 the end of summer and
NOTE Confidence: 0.9908447
00:59:09.940 --> 00:59:10.440 fall,
NOTE Confidence: 0.9998372
00:59:10.820 --> 00:59:12.420 goes well for everybody. Take
NOTE Confidence: 0.9998372
00:59:12.420 --> 00:59:12.920 care.
NOTE Confidence: 0.8673096
00:59:13.380 --> 00:59:15.480 Bye. Bye. Bye bye.