

WEBVTT

NOTE duration: "00:39:05.856"

NOTE Confidence: 0.9879709

00:00:01.120 --> 00:00:02.320 Alright. I think we'll get

NOTE Confidence: 0.9879709

00:00:02.320 --> 00:00:03.439 going. I'm sure some more

NOTE Confidence: 0.9879709

00:00:03.439 --> 00:00:04.720 people will will come in

NOTE Confidence: 0.9879709

00:00:04.720 --> 00:00:06.319 as we get going. Welcome

NOTE Confidence: 0.9879709

00:00:06.319 --> 00:00:07.140 to today's,

NOTE Confidence: 0.96875495

00:00:07.919 --> 00:00:09.280 OAPD seminar that,

NOTE Confidence: 0.92580307

00:00:10.160 --> 00:00:11.440 Jonathan Grauer and I will

NOTE Confidence: 0.92580307

00:00:11.440 --> 00:00:13.039 lead. I'm gonna go through,

NOTE Confidence: 0.9661907

00:00:13.360 --> 00:00:15.040 some slides just to kind

NOTE Confidence: 0.9661907

00:00:15.040 --> 00:00:15.860 of go through

NOTE Confidence: 0.952609

00:00:16.185 --> 00:00:17.864 information around the appointment, reappointment,

NOTE Confidence: 0.952609

00:00:17.864 --> 00:00:19.305 or promotion process, and then

NOTE Confidence: 0.952609

00:00:19.305 --> 00:00:21.305 Jonathan's gonna kind of do

NOTE Confidence: 0.952609

00:00:21.305 --> 00:00:22.744 a a quick walk through

NOTE Confidence: 0.952609
00:00:22.744 --> 00:00:24.025 the website for where a
NOTE Confidence: 0.952609
00:00:24.025 --> 00:00:25.305 lot of this information is
NOTE Confidence: 0.952609
00:00:25.305 --> 00:00:26.825 located, and then we should
NOTE Confidence: 0.952609
00:00:26.825 --> 00:00:28.105 have enough time at the
NOTE Confidence: 0.952609
00:00:28.105 --> 00:00:28.845 end for,
NOTE Confidence: 0.993592
00:00:29.305 --> 00:00:30.365 some q and a.
NOTE Confidence: 0.98971426
00:00:31.439 --> 00:00:32.960 As as, I'm sure all
NOTE Confidence: 0.98971426
00:00:32.960 --> 00:00:34.000 of you know, Yale School
NOTE Confidence: 0.98971426
00:00:34.000 --> 00:00:35.520 of Medicine has several different
NOTE Confidence: 0.98971426
00:00:35.520 --> 00:00:37.440 faculty ranks and tracks, and
NOTE Confidence: 0.98971426
00:00:37.440 --> 00:00:38.559 I'm gonna pretty
NOTE Confidence: 0.957295
00:00:41.280 --> 00:00:42.800 briefly review those today, but
NOTE Confidence: 0.957295
00:00:42.879 --> 00:00:44.399 and mostly focus on issues
NOTE Confidence: 0.957295
00:00:44.399 --> 00:00:45.280 related to sort of the
NOTE Confidence: 0.957295
00:00:45.280 --> 00:00:46.420 timelines process
NOTE Confidence: 0.571929

00:00:47.335 --> 00:00:48.075 sees and,
NOTE Confidence: 0.99934167

00:00:48.615 --> 00:00:50.455 expectations related to the academic
NOTE Confidence: 0.99934167

00:00:50.455 --> 00:00:51.354 review process.
NOTE Confidence: 0.899987

00:00:52.375 --> 00:00:53.335 Of of the latter,
NOTE Confidence: 0.9699823

00:00:53.815 --> 00:00:56.315 tracks, clinical departments make extensive
NOTE Confidence: 0.9699823

00:00:56.455 --> 00:00:58.375 use of, particularly two of
NOTE Confidence: 0.9699823

00:00:58.375 --> 00:00:59.735 the tracks, the academic clinician
NOTE Confidence: 0.9699823

00:00:59.735 --> 00:01:01.495 and clinician educator scholar tracks
NOTE Confidence: 0.9699823

00:01:01.495 --> 00:01:02.795 for new faculty appointments.
NOTE Confidence: 0.9747522

00:01:03.680 --> 00:01:05.440 The clinician educator scholar track
NOTE Confidence: 0.9747522

00:01:05.440 --> 00:01:07.220 is is still our largest
NOTE Confidence: 0.9747522

00:01:07.440 --> 00:01:08.640 track in terms of number
NOTE Confidence: 0.9747522

00:01:08.640 --> 00:01:10.080 of faculty, but that the
NOTE Confidence: 0.9747522

00:01:10.080 --> 00:01:11.140 gap between,
NOTE Confidence: 0.9838192

00:01:11.760 --> 00:01:13.040 those numbers and the number
NOTE Confidence: 0.9838192

00:01:13.040 --> 00:01:14.100 who are on the academic

NOTE Confidence: 0.9838192
00:01:14.160 --> 00:01:16.260 clinician track shrinks every year.
NOTE Confidence: 0.9165065
00:01:17.395 --> 00:01:18.215 Some clinical,
NOTE Confidence: 0.9385644
00:01:18.915 --> 00:01:19.875 departments make,
NOTE Confidence: 0.97692555
00:01:20.355 --> 00:01:22.194 fairly extensive use of of
NOTE Confidence: 0.97692555
00:01:22.194 --> 00:01:22.995 one or more of the
NOTE Confidence: 0.97692555
00:01:22.995 --> 00:01:25.315 clinical or instructional ranks. I'm
NOTE Confidence: 0.97692555
00:01:25.315 --> 00:01:26.515 not gonna be focusing on
NOTE Confidence: 0.97692555
00:01:26.515 --> 00:01:27.795 those today, but if people
NOTE Confidence: 0.97692555
00:01:27.795 --> 00:01:29.235 have questions about those, we
NOTE Confidence: 0.97692555
00:01:29.235 --> 00:01:30.435 can, we can try to
NOTE Confidence: 0.97692555
00:01:30.435 --> 00:01:31.635 address those during the q
NOTE Confidence: 0.97692555
00:01:31.635 --> 00:01:32.295 and a.
NOTE Confidence: 0.97305554
00:01:32.770 --> 00:01:34.150 And, most departments
NOTE Confidence: 0.9500209
00:01:34.610 --> 00:01:36.050 make extensive use of the
NOTE Confidence: 0.9500209
00:01:36.050 --> 00:01:37.569 research ranks. That's a large
NOTE Confidence: 0.9500209

00:01:37.569 --> 00:01:39.010 group of faculty as well,
NOTE Confidence: 0.9500209

00:01:39.010 --> 00:01:40.290 not not quite as many
NOTE Confidence: 0.9500209

00:01:40.290 --> 00:01:40.790 as,
NOTE Confidence: 0.9848767

00:01:41.250 --> 00:01:43.010 the academic clinician or clinician
NOTE Confidence: 0.9848767

00:01:43.010 --> 00:01:44.450 educator scholars, but still a
NOTE Confidence: 0.9848767

00:01:44.450 --> 00:01:45.910 very large group of faculty.
NOTE Confidence: 0.9675549

00:01:47.145 --> 00:01:48.105 And just a couple of
NOTE Confidence: 0.9675549

00:01:48.105 --> 00:01:49.325 slides on the research
NOTE Confidence: 0.6813128

00:01:49.625 --> 00:01:51.405 rank faculty criteria,
NOTE Confidence: 0.9907864

00:01:52.265 --> 00:01:53.405 because the processes
NOTE Confidence: 0.9511066

00:01:53.945 --> 00:01:54.825 that I'm going to go
NOTE Confidence: 0.9511066

00:01:54.825 --> 00:01:56.425 through later applies really for
NOTE Confidence: 0.9511066

00:01:56.425 --> 00:01:57.705 all faculty, but just a
NOTE Confidence: 0.9511066

00:01:57.705 --> 00:01:59.145 little bit of information about
NOTE Confidence: 0.9511066

00:01:59.145 --> 00:01:59.850 each group.
NOTE Confidence: 0.7849294

00:02:01.290 --> 00:02:02.830 With research rank faculty,

NOTE Confidence: 0.96422833
00:02:03.290 --> 00:02:04.890 it's it's often the case
NOTE Confidence: 0.96422833
00:02:04.890 --> 00:02:06.030 that postdocs
NOTE Confidence: 0.9455675
00:02:06.570 --> 00:02:08.489 may transition into an associate
NOTE Confidence: 0.9455675
00:02:08.489 --> 00:02:09.550 research scientist
NOTE Confidence: 0.7378391
00:02:10.090 --> 00:02:10.590 appointment,
NOTE Confidence: 0.9892099
00:02:11.130 --> 00:02:12.889 and the majority remain in
NOTE Confidence: 0.9892099
00:02:12.889 --> 00:02:14.190 the in these ranks
NOTE Confidence: 0.930018
00:02:15.125 --> 00:02:16.405 for their time at Yale,
NOTE Confidence: 0.930018
00:02:16.645 --> 00:02:18.405 usually as an essential member
NOTE Confidence: 0.930018
00:02:18.405 --> 00:02:19.945 of a one or more
NOTE Confidence: 0.930018
00:02:20.005 --> 00:02:21.065 principal investigators
NOTE Confidence: 0.8892493
00:02:21.365 --> 00:02:21.865 lab.
NOTE Confidence: 0.8164997
00:02:22.325 --> 00:02:23.625 A relatively few,
NOTE Confidence: 0.9616735
00:02:24.165 --> 00:02:26.245 over time will obtain enough
NOTE Confidence: 0.9616735
00:02:26.245 --> 00:02:27.845 grant support as a PI
NOTE Confidence: 0.9616735

00:02:27.845 --> 00:02:28.965 to move to the latter
NOTE Confidence: 0.9616735

00:02:28.965 --> 00:02:29.465 ranks,
NOTE Confidence: 0.9702113

00:02:30.319 --> 00:02:32.239 and that sometimes happens when
NOTE Confidence: 0.9702113

00:02:32.239 --> 00:02:33.700 their PI and their,
NOTE Confidence: 0.9421475

00:02:34.159 --> 00:02:36.340 department and or section supports
NOTE Confidence: 0.9421475

00:02:36.400 --> 00:02:37.120 that kind of,
NOTE Confidence: 0.89703315

00:02:37.760 --> 00:02:39.060 a significant transition,
NOTE Confidence: 0.9846057

00:02:39.760 --> 00:02:41.040 from research ranks to the
NOTE Confidence: 0.9846057

00:02:41.040 --> 00:02:41.780 latter ranks.
NOTE Confidence: 0.9428494

00:02:42.385 --> 00:02:44.065 But most remain on this
NOTE Confidence: 0.9428494

00:02:44.065 --> 00:02:45.825 track because it's better aligned
NOTE Confidence: 0.9428494

00:02:45.825 --> 00:02:48.085 with their research laboratory responsibilities
NOTE Confidence: 0.81860316

00:02:48.705 --> 00:02:49.205 and,
NOTE Confidence: 0.9766207

00:02:49.665 --> 00:02:50.405 the department's
NOTE Confidence: 0.46913522

00:02:50.945 --> 00:02:51.445 plans.
NOTE Confidence: 0.9983628

00:02:51.985 --> 00:02:53.345 And then they will seek

NOTE Confidence: 0.9983628
00:02:53.345 --> 00:02:53.845 promotion
NOTE Confidence: 0.9711737
00:02:54.385 --> 00:02:55.825 usually after five or more
NOTE Confidence: 0.9711737
00:02:55.825 --> 00:02:57.500 years at a particular rank
NOTE Confidence: 0.9711737
00:02:57.500 --> 00:02:58.620 and then work their way
NOTE Confidence: 0.9711737
00:02:58.620 --> 00:02:59.120 up,
NOTE Confidence: 0.9336132
00:02:59.660 --> 00:03:01.340 to research scientist and senior
NOTE Confidence: 0.9336132
00:03:01.340 --> 00:03:02.320 research scientist.
NOTE Confidence: 0.98798
00:03:02.700 --> 00:03:03.580 And these are just some
NOTE Confidence: 0.98798
00:03:03.580 --> 00:03:04.940 of the some quotes from
NOTE Confidence: 0.98798
00:03:04.940 --> 00:03:06.700 the Yale faculty handbook about
NOTE Confidence: 0.98798
00:03:06.700 --> 00:03:07.200 expectations,
NOTE Confidence: 0.99879926
00:03:07.660 --> 00:03:08.639 about increasingly
NOTE Confidence: 0.99490386
00:03:09.915 --> 00:03:10.974 significant contributions
NOTE Confidence: 0.9429654
00:03:11.275 --> 00:03:12.095 or seniority
NOTE Confidence: 0.9981819
00:03:12.875 --> 00:03:14.794 associated with movement up these
NOTE Confidence: 0.9981819

00:03:14.794 --> 00:03:15.294 ranks.
NOTE Confidence: 0.8121221

00:03:17.355 --> 00:03:17.855 For
NOTE Confidence: 0.9775316

00:03:18.155 --> 00:03:19.694 we we try to conceptualize
NOTE Confidence: 0.9775316

00:03:19.915 --> 00:03:21.595 the research ranks in terms
NOTE Confidence: 0.9775316

00:03:21.595 --> 00:03:23.455 of four different career pathways.
NOTE Confidence: 0.9065212

00:03:24.760 --> 00:03:25.880 The the last one, which
NOTE Confidence: 0.9065212

00:03:25.880 --> 00:03:27.400 is sort of considered the
NOTE Confidence: 0.9065212

00:03:27.400 --> 00:03:28.940 independent research pathway,
NOTE Confidence: 0.97022116

00:03:29.639 --> 00:03:31.000 usually this is for someone
NOTE Confidence: 0.97022116

00:03:31.000 --> 00:03:32.600 where the department is really
NOTE Confidence: 0.97022116

00:03:32.600 --> 00:03:33.100 intending
NOTE Confidence: 0.9946253

00:03:33.639 --> 00:03:34.840 for them to move to
NOTE Confidence: 0.9946253

00:03:34.840 --> 00:03:37.000 an assistant professor appointment once
NOTE Confidence: 0.9946253

00:03:37.000 --> 00:03:37.740 they obtain
NOTE Confidence: 0.96799886

00:03:38.265 --> 00:03:39.885 a k award or or
NOTE Confidence: 0.96799886

00:03:39.944 --> 00:03:42.025 other types of significant research

NOTE Confidence: 0.96799886
00:03:42.025 --> 00:03:42.525 funding,
NOTE Confidence: 0.9668243
00:03:42.825 --> 00:03:44.105 and they are appointed into
NOTE Confidence: 0.9668243
00:03:44.105 --> 00:03:46.025 the associate research scientist as
NOTE Confidence: 0.9668243
00:03:46.025 --> 00:03:47.644 sort of a holding appointment
NOTE Confidence: 0.9668243
00:03:47.704 --> 00:03:49.004 until that occurs.
NOTE Confidence: 0.96919125
00:03:50.345 --> 00:03:52.660 The majority of folks appointed
NOTE Confidence: 0.96919125
00:03:52.720 --> 00:03:54.720 as associate research scientists will
NOTE Confidence: 0.96919125
00:03:54.720 --> 00:03:56.320 will will fall on one
NOTE Confidence: 0.96919125
00:03:56.320 --> 00:03:58.180 of the other three pathways,
NOTE Confidence: 0.95796
00:03:58.800 --> 00:04:00.240 probably the most common of
NOTE Confidence: 0.95796
00:04:00.240 --> 00:04:01.360 which is the first one
NOTE Confidence: 0.95796
00:04:01.360 --> 00:04:02.820 which is the research projects
NOTE Confidence: 0.95796
00:04:02.880 --> 00:04:03.380 pathway,
NOTE Confidence: 0.97018373
00:04:03.920 --> 00:04:05.280 which is playing a critical
NOTE Confidence: 0.97018373
00:04:05.280 --> 00:04:06.500 role in leading
NOTE Confidence: 0.9933594

00:04:07.314 --> 00:04:09.155 various research projects within a
NOTE Confidence: 0.9933594

00:04:09.155 --> 00:04:10.594 lab or associated with a
NOTE Confidence: 0.9933594

00:04:10.594 --> 00:04:11.575 particular PI.
NOTE Confidence: 0.93547785

00:04:12.674 --> 00:04:14.834 Research methods pathway, usually the
NOTE Confidence: 0.93547785

00:04:14.834 --> 00:04:16.535 person's not leading the projects
NOTE Confidence: 0.93547785

00:04:16.595 --> 00:04:18.294 but is contributing some
NOTE Confidence: 0.880027

00:04:18.835 --> 00:04:20.455 very significant expertise
NOTE Confidence: 0.87352145

00:04:20.914 --> 00:04:22.350 and in one or more
NOTE Confidence: 0.87352145

00:04:22.510 --> 00:04:24.050 kind of methodological
NOTE Confidence: 0.900344

00:04:25.070 --> 00:04:26.690 or or technical areas.
NOTE Confidence: 0.992272

00:04:27.150 --> 00:04:28.610 And then a research administration
NOTE Confidence: 0.98828655

00:04:28.990 --> 00:04:30.670 pathway where the person is
NOTE Confidence: 0.98828655

00:04:30.670 --> 00:04:33.089 engaged in significant management of
NOTE Confidence: 0.98828655

00:04:33.150 --> 00:04:35.070 usually multiple grants or a
NOTE Confidence: 0.98828655

00:04:35.070 --> 00:04:36.589 core or or some type
NOTE Confidence: 0.98828655

00:04:36.589 --> 00:04:37.250 of center.

NOTE Confidence: 0.95045763

00:04:39.365 --> 00:04:40.725 The instructor ranks, as I

NOTE Confidence: 0.95045763

00:04:40.725 --> 00:04:42.585 said, the clinical department sometimes

NOTE Confidence: 0.95045763

00:04:42.725 --> 00:04:44.485 make fairly routine use of

NOTE Confidence: 0.95045763

00:04:44.485 --> 00:04:45.465 this, particularly

NOTE Confidence: 0.9618466

00:04:46.165 --> 00:04:46.904 for faculty

NOTE Confidence: 0.97798616

00:04:47.205 --> 00:04:48.185 who are headed,

NOTE Confidence: 0.9582639

00:04:48.645 --> 00:04:49.145 to,

NOTE Confidence: 0.999422

00:04:49.925 --> 00:04:51.125 one of the more research

NOTE Confidence: 0.999422

00:04:51.125 --> 00:04:51.625 intensive

NOTE Confidence: 0.8517526

00:04:52.005 --> 00:04:53.305 of the ladder tracks.

NOTE Confidence: 0.9809293

00:04:53.940 --> 00:04:55.540 And they will they'll use

NOTE Confidence: 0.9809293

00:04:55.540 --> 00:04:57.300 this appointment as a way

NOTE Confidence: 0.9809293

00:04:57.300 --> 00:04:59.300 to give, some faculty some

NOTE Confidence: 0.9809293

00:04:59.300 --> 00:05:00.420 extra time to kind of

NOTE Confidence: 0.9809293

00:05:00.420 --> 00:05:02.100 get their their lab or

NOTE Confidence: 0.9809293

00:05:02.100 --> 00:05:03.800 their science up to speed,
NOTE Confidence: 0.9752958

00:05:04.180 --> 00:05:05.540 because the tracks that they're
NOTE Confidence: 0.9752958

00:05:05.540 --> 00:05:06.820 entering into, which I'll go
NOTE Confidence: 0.9752958

00:05:06.820 --> 00:05:08.065 over in a minute, have
NOTE Confidence: 0.9752958

00:05:08.065 --> 00:05:10.085 time limits associated with them
NOTE Confidence: 0.9752958

00:05:10.385 --> 00:05:12.305 and this sometimes, you know,
NOTE Confidence: 0.9752958

00:05:12.305 --> 00:05:13.685 a year or two, sometimes
NOTE Confidence: 0.9752958

00:05:13.745 --> 00:05:15.105 three years at this rank
NOTE Confidence: 0.9752958

00:05:15.105 --> 00:05:16.464 will give people enough time
NOTE Confidence: 0.9752958

00:05:16.464 --> 00:05:17.745 to kind of hit the
NOTE Confidence: 0.9752958

00:05:17.745 --> 00:05:19.185 ground running once they join
NOTE Confidence: 0.9752958

00:05:19.185 --> 00:05:19.685 the
NOTE Confidence: 0.8641825

00:05:19.985 --> 00:05:20.964 the ladder ranks.
NOTE Confidence: 0.9496915

00:05:23.120 --> 00:05:24.719 Although we think about moving
NOTE Confidence: 0.9496915

00:05:24.719 --> 00:05:26.080 from an instructor or from
NOTE Confidence: 0.9496915

00:05:26.080 --> 00:05:27.839 a research rank, appointment to

NOTE Confidence: 0.9496915
00:05:27.839 --> 00:05:29.120 a ladder faculty appointment, we
NOTE Confidence: 0.9496915
00:05:29.120 --> 00:05:30.479 sometimes talk about it as
NOTE Confidence: 0.9496915
00:05:30.479 --> 00:05:31.839 being a promotion and then
NOTE Confidence: 0.9496915
00:05:31.839 --> 00:05:33.219 it clearly is an advancement
NOTE Confidence: 0.9437937
00:05:34.405 --> 00:05:35.465 within the school.
NOTE Confidence: 0.9827708
00:05:36.165 --> 00:05:37.445 It is actually a new
NOTE Confidence: 0.9827708
00:05:37.445 --> 00:05:39.045 appointment to move from one
NOTE Confidence: 0.9827708
00:05:39.045 --> 00:05:39.865 of those other,
NOTE Confidence: 0.9950389
00:05:40.485 --> 00:05:42.005 non ladder ranks to a
NOTE Confidence: 0.9950389
00:05:42.005 --> 00:05:43.385 ladder faculty appointment.
NOTE Confidence: 0.9673732
00:05:44.485 --> 00:05:46.725 They require university approval for
NOTE Confidence: 0.9673732
00:05:46.725 --> 00:05:47.385 the position.
NOTE Confidence: 0.8096516
00:05:48.150 --> 00:05:48.650 Sometimes,
NOTE Confidence: 0.9964782
00:05:49.110 --> 00:05:49.770 a search
NOTE Confidence: 0.9907103
00:05:50.150 --> 00:05:51.830 for those positions can be
NOTE Confidence: 0.9907103

00:05:51.830 --> 00:05:53.350 waived. For example, if you
NOTE Confidence: 0.9907103

00:05:53.350 --> 00:05:54.490 have a k award,
NOTE Confidence: 0.9750587

00:05:55.029 --> 00:05:56.390 there's really nobody else but
NOTE Confidence: 0.9750587

00:05:56.390 --> 00:05:57.350 you who could do that
NOTE Confidence: 0.9750587

00:05:57.350 --> 00:05:58.470 k award and so we
NOTE Confidence: 0.9750587

00:05:58.470 --> 00:05:59.750 don't require a search for
NOTE Confidence: 0.9750587

00:05:59.750 --> 00:06:00.250 that.
NOTE Confidence: 0.97701627

00:06:00.694 --> 00:06:01.755 And there's some other,
NOTE Confidence: 0.9899034

00:06:02.455 --> 00:06:03.815 reasons why we wouldn't do
NOTE Confidence: 0.9899034

00:06:03.815 --> 00:06:05.014 a search for appointment. But
NOTE Confidence: 0.9899034

00:06:05.014 --> 00:06:06.134 for the majority of them,
NOTE Confidence: 0.9899034

00:06:06.134 --> 00:06:07.735 we have to do some
NOTE Confidence: 0.9899034

00:06:07.735 --> 00:06:08.775 type of search for the
NOTE Confidence: 0.9899034

00:06:08.775 --> 00:06:09.275 appointment.
NOTE Confidence: 0.9915975

00:06:10.214 --> 00:06:11.194 And then once,
NOTE Confidence: 0.9545221

00:06:11.574 --> 00:06:13.035 you are appointed as assistant

NOTE Confidence: 0.9545221
00:06:13.095 --> 00:06:15.200 professor, the the clock begins
NOTE Confidence: 0.9545221
00:06:15.200 --> 00:06:16.020 if you are,
NOTE Confidence: 0.9984045
00:06:16.400 --> 00:06:18.260 going into a research intensive
NOTE Confidence: 0.9984045
00:06:18.560 --> 00:06:19.060 appointment.
NOTE Confidence: 0.9727881
00:06:20.320 --> 00:06:21.120 And this is sort of
NOTE Confidence: 0.9727881
00:06:21.120 --> 00:06:21.920 a table that sort of
NOTE Confidence: 0.9727881
00:06:21.920 --> 00:06:23.680 maps out the five different
NOTE Confidence: 0.9727881
00:06:23.680 --> 00:06:24.580 ladder tracks,
NOTE Confidence: 0.9580952
00:06:25.839 --> 00:06:26.320 and,
NOTE Confidence: 0.9900987
00:06:26.640 --> 00:06:27.600 just some of the time
NOTE Confidence: 0.9900987
00:06:27.600 --> 00:06:28.100 limitations
NOTE Confidence: 0.9646876
00:06:28.480 --> 00:06:30.525 associated with them. So on
NOTE Confidence: 0.9646876
00:06:30.525 --> 00:06:32.205 the the the right and
NOTE Confidence: 0.9646876
00:06:32.205 --> 00:06:33.565 left side with the the
NOTE Confidence: 0.9646876
00:06:33.565 --> 00:06:35.005 two, what we call clinically
NOTE Confidence: 0.9646876

00:06:35.005 --> 00:06:37.165 intensive tracks, the clinician, educator,

NOTE Confidence: 0.9646876

00:06:37.165 --> 00:06:38.705 scholar, and academic clinician,

NOTE Confidence: 0.9956734

00:06:39.165 --> 00:06:41.005 these do not have, what

NOTE Confidence: 0.9956734

00:06:41.005 --> 00:06:42.445 are called term limits. In

NOTE Confidence: 0.9956734

00:06:42.445 --> 00:06:43.105 other words,

NOTE Confidence: 0.9856978

00:06:43.460 --> 00:06:45.060 it's possible to remain an

NOTE Confidence: 0.9856978

00:06:45.060 --> 00:06:47.080 assistant professor or an associate

NOTE Confidence: 0.9856978

00:06:47.140 --> 00:06:48.740 professor for most of one's

NOTE Confidence: 0.9856978

00:06:48.740 --> 00:06:50.180 career and you don't have

NOTE Confidence: 0.9856978

00:06:50.180 --> 00:06:51.460 to get promoted in order

NOTE Confidence: 0.9856978

00:06:51.460 --> 00:06:52.200 to stay.

NOTE Confidence: 0.91272235

00:06:53.220 --> 00:06:55.060 Most faculty obviously are not,

NOTE Confidence: 0.91272235

00:06:55.220 --> 00:06:56.980 would don't aspire to have

NOTE Confidence: 0.91272235

00:06:56.980 --> 00:06:58.100 a goal of staying at

NOTE Confidence: 0.91272235

00:06:58.100 --> 00:06:59.145 the same rank for their

NOTE Confidence: 0.91272235

00:06:59.145 --> 00:07:00.125 entire career.

NOTE Confidence: 0.9469847
00:07:00.825 --> 00:07:02.425 But if it takes a
NOTE Confidence: 0.9469847
00:07:02.425 --> 00:07:03.404 person longer,
NOTE Confidence: 0.8807912
00:07:04.665 --> 00:07:05.865 than than they might like,
NOTE Confidence: 0.8807912
00:07:05.865 --> 00:07:06.904 they'd it's not like an
NOTE Confidence: 0.8807912
00:07:06.904 --> 00:07:07.725 upper outrank.
NOTE Confidence: 0.997608
00:07:08.745 --> 00:07:10.044 There are definite
NOTE Confidence: 0.93510866
00:07:10.505 --> 00:07:11.945 term limits, however, for the
NOTE Confidence: 0.93510866
00:07:11.945 --> 00:07:13.085 more research intensive
NOTE Confidence: 0.94476736
00:07:13.465 --> 00:07:13.965 tracks.
NOTE Confidence: 0.9354839
00:07:14.550 --> 00:07:16.009 So the clinician scientist
NOTE Confidence: 0.96167564
00:07:16.310 --> 00:07:17.909 track at the assistant professor
NOTE Confidence: 0.96167564
00:07:17.909 --> 00:07:19.669 level, you have six years
NOTE Confidence: 0.96167564
00:07:19.669 --> 00:07:21.349 or what is usually two
NOTE Confidence: 0.96167564
00:07:21.349 --> 00:07:22.409 three year terms
NOTE Confidence: 0.9665652
00:07:22.949 --> 00:07:24.389 to be promoted to associate
NOTE Confidence: 0.9665652

00:07:24.389 --> 00:07:24.889 professor.
NOTE Confidence: 0.96721095

00:07:25.190 --> 00:07:26.490 But then once you're associate
NOTE Confidence: 0.96721095

00:07:26.550 --> 00:07:28.470 professor, there's no restriction on
NOTE Confidence: 0.96721095

00:07:28.470 --> 00:07:29.289 how long,
NOTE Confidence: 0.9302819

00:07:29.955 --> 00:07:30.995 you can stay at that
NOTE Confidence: 0.9302819

00:07:30.995 --> 00:07:32.855 rank before you're reviewed for
NOTE Confidence: 0.9302819

00:07:33.155 --> 00:07:35.075 a professor appointment. Although most
NOTE Confidence: 0.9302819

00:07:35.075 --> 00:07:36.355 people on this track, it's
NOTE Confidence: 0.9302819

00:07:36.355 --> 00:07:36.855 usually,
NOTE Confidence: 0.9981018

00:07:37.235 --> 00:07:38.595 you know, within two terms
NOTE Confidence: 0.9981018

00:07:38.595 --> 00:07:39.335 or less.
NOTE Confidence: 0.96600944

00:07:40.835 --> 00:07:42.595 Likewise for the investigator track,
NOTE Confidence: 0.96600944

00:07:42.595 --> 00:07:44.280 you have six years before
NOTE Confidence: 0.96600944

00:07:44.280 --> 00:07:45.159 you have to be promoted
NOTE Confidence: 0.96600944

00:07:45.159 --> 00:07:46.379 to associate professor.
NOTE Confidence: 0.9669598

00:07:47.000 --> 00:07:47.960 But then there is a

NOTE Confidence: 0.9669598
00:07:47.960 --> 00:07:49.400 time limit at the associate
NOTE Confidence: 0.9669598
00:07:49.400 --> 00:07:51.639 professor rank, of ten years
NOTE Confidence: 0.9669598
00:07:51.639 --> 00:07:52.599 before you have to be
NOTE Confidence: 0.9669598
00:07:52.599 --> 00:07:53.900 reviewed for a promotion,
NOTE Confidence: 0.99679327
00:07:54.599 --> 00:07:55.340 to professor.
NOTE Confidence: 0.96575373
00:07:55.884 --> 00:07:57.824 And then the traditional track
NOTE Confidence: 0.8871263
00:07:58.205 --> 00:07:59.585 has a somewhat different
NOTE Confidence: 0.9652977
00:08:00.125 --> 00:08:01.884 six year limit as assistant
NOTE Confidence: 0.9652977
00:08:01.884 --> 00:08:02.384 professor
NOTE Confidence: 0.9190211
00:08:02.925 --> 00:08:04.784 and that's related to how
NOTE Confidence: 0.9136145
00:08:05.645 --> 00:08:07.425 when you are first promoted
NOTE Confidence: 0.9136145
00:08:07.485 --> 00:08:08.865 to associate professor
NOTE Confidence: 0.9214249
00:08:09.645 --> 00:08:11.620 at Yale, it's still considered
NOTE Confidence: 0.9214249
00:08:11.620 --> 00:08:12.680 a term appointment,
NOTE Confidence: 0.982859
00:08:13.220 --> 00:08:14.259 and then people have a
NOTE Confidence: 0.982859

00:08:14.259 --> 00:08:16.180 total of ten years or
NOTE Confidence: 0.982859

00:08:16.180 --> 00:08:16.680 essentially
NOTE Confidence: 0.9783062

00:08:17.300 --> 00:08:19.220 four years as as a
NOTE Confidence: 0.9783062

00:08:19.220 --> 00:08:21.560 term associate professor before they
NOTE Confidence: 0.9783062

00:08:21.699 --> 00:08:23.000 are reviewed for tenure.
NOTE Confidence: 0.99344546

00:08:23.535 --> 00:08:24.655 And then that review is
NOTE Confidence: 0.99344546

00:08:24.655 --> 00:08:26.275 for tenure as an associate
NOTE Confidence: 0.99344546

00:08:26.335 --> 00:08:26.835 professor.
NOTE Confidence: 0.99596876

00:08:27.615 --> 00:08:28.575 And then once you achieve
NOTE Confidence: 0.99596876

00:08:28.575 --> 00:08:30.015 tenure as an associate professor,
NOTE Confidence: 0.99596876

00:08:30.015 --> 00:08:31.935 there's no time limit on
NOTE Confidence: 0.99596876

00:08:31.935 --> 00:08:32.675 how long,
NOTE Confidence: 0.98199356

00:08:33.215 --> 00:08:34.495 you have until you get
NOTE Confidence: 0.98199356

00:08:34.495 --> 00:08:35.955 to professor. Although,
NOTE Confidence: 0.994575

00:08:36.430 --> 00:08:37.630 most people on this track,
NOTE Confidence: 0.994575

00:08:37.630 --> 00:08:38.910 it's usually within a few

NOTE Confidence: 0.994575

00:08:38.910 --> 00:08:40.350 years that they that they

NOTE Confidence: 0.994575

00:08:40.350 --> 00:08:40.850 transition.

NOTE Confidence: 0.9898591

00:08:42.750 --> 00:08:43.810 Once you're tenured,

NOTE Confidence: 0.9211652

00:08:44.190 --> 00:08:44.930 you don't,

NOTE Confidence: 0.89609206

00:08:45.790 --> 00:08:48.110 or have a professor appointment

NOTE Confidence: 0.89609206

00:08:48.110 --> 00:08:50.050 on the clinician educator scholar,

NOTE Confidence: 0.9163927

00:08:50.485 --> 00:08:53.065 clinician scientist, or investigator track,

NOTE Confidence: 0.98961556

00:08:53.445 --> 00:08:54.565 you don't have to be

NOTE Confidence: 0.98961556

00:08:54.565 --> 00:08:55.625 reviewed again.

NOTE Confidence: 0.9668022

00:08:56.645 --> 00:08:58.665 The academic clinician track currently,

NOTE Confidence: 0.9668022

00:08:58.725 --> 00:08:59.545 although there's

NOTE Confidence: 0.9332697

00:09:00.405 --> 00:09:02.485 ongoing discussions about this over

NOTE Confidence: 0.9332697

00:09:02.485 --> 00:09:03.540 the years, but for now,

NOTE Confidence: 0.9332697

00:09:03.540 --> 00:09:04.980 it is still considered a

NOTE Confidence: 0.9332697

00:09:04.980 --> 00:09:07.140 term appointment. So professors on

NOTE Confidence: 0.9332697

00:09:07.140 --> 00:09:08.839 the academic clinician track,
NOTE Confidence: 0.9898664

00:09:09.140 --> 00:09:10.339 do have to be reviewed
NOTE Confidence: 0.9898664

00:09:10.339 --> 00:09:11.399 every five years,
NOTE Confidence: 0.99962616

00:09:12.820 --> 00:09:13.720 by their department.
NOTE Confidence: 0.9612919

00:09:15.695 --> 00:09:16.654 These are some of the
NOTE Confidence: 0.9612919

00:09:16.654 --> 00:09:19.154 exceptions to those, typical timelines,
NOTE Confidence: 0.9709947

00:09:20.654 --> 00:09:22.175 that, that people can have.
NOTE Confidence: 0.9709947

00:09:22.175 --> 00:09:24.274 They include caregiver leaves,
NOTE Confidence: 0.9199367

00:09:24.575 --> 00:09:25.855 other kinds of medical or
NOTE Confidence: 0.9199367

00:09:25.855 --> 00:09:26.834 family leaves,
NOTE Confidence: 0.9473916

00:09:27.615 --> 00:09:28.895 COVID. For those of you
NOTE Confidence: 0.9473916

00:09:28.895 --> 00:09:29.855 who've been around for,
NOTE Confidence: 0.9798979

00:09:30.559 --> 00:09:31.620 from COVID onward,
NOTE Confidence: 0.97822815

00:09:32.079 --> 00:09:33.360 you may have an extra
NOTE Confidence: 0.97822815

00:09:33.360 --> 00:09:34.500 year that's been,
NOTE Confidence: 0.9816007

00:09:35.120 --> 00:09:36.079 allowed for you if you

NOTE Confidence: 0.9816007
00:09:36.079 --> 00:09:37.279 need it before going up
NOTE Confidence: 0.9816007
00:09:37.279 --> 00:09:38.019 for promotion.
NOTE Confidence: 0.94154394
00:09:38.639 --> 00:09:39.839 And also there are some
NOTE Confidence: 0.94154394
00:09:39.839 --> 00:09:41.199 adjustments that are made for
NOTE Confidence: 0.94154394
00:09:41.199 --> 00:09:42.880 the for situations where people
NOTE Confidence: 0.94154394
00:09:42.880 --> 00:09:44.579 have a part time status.
NOTE Confidence: 0.99493146
00:09:45.934 --> 00:09:46.895 And and then there's sort
NOTE Confidence: 0.99493146
00:09:46.895 --> 00:09:47.715 of a complicated
NOTE Confidence: 0.9989341
00:09:48.415 --> 00:09:49.395 way of calculating
NOTE Confidence: 0.99308604
00:09:49.775 --> 00:09:51.054 time when you come to
NOTE Confidence: 0.99308604
00:09:51.054 --> 00:09:52.115 Yale from another,
NOTE Confidence: 0.9864674
00:09:52.895 --> 00:09:54.335 institution where you've been on
NOTE Confidence: 0.9864674
00:09:54.335 --> 00:09:56.015 a ladder or tenure track
NOTE Confidence: 0.9864674
00:09:56.015 --> 00:09:56.515 position.
NOTE Confidence: 0.99860245
00:09:57.215 --> 00:09:57.780 You get
NOTE Confidence: 0.9204855

00:09:58.660 --> 00:09:59.620 the the years that you
NOTE Confidence: 0.9204855

00:09:59.620 --> 00:10:01.000 spent at that other institution
NOTE Confidence: 0.9793771

00:10:01.380 --> 00:10:03.620 do count towards your, you
NOTE Confidence: 0.9793771

00:10:03.620 --> 00:10:04.660 know, clock if you're on
NOTE Confidence: 0.9793771

00:10:04.660 --> 00:10:06.040 one of the research intensive
NOTE Confidence: 0.9793771

00:10:06.100 --> 00:10:06.600 tracks.
NOTE Confidence: 0.98147255

00:10:07.220 --> 00:10:08.740 But in general, you're you're
NOTE Confidence: 0.98147255

00:10:08.740 --> 00:10:10.815 given two additional years, you
NOTE Confidence: 0.98147255

00:10:10.815 --> 00:10:12.434 know, to factored into that.
NOTE Confidence: 0.98147255

00:10:12.575 --> 00:10:13.934 We really recommend if if
NOTE Confidence: 0.98147255

00:10:13.934 --> 00:10:15.695 you have come from another
NOTE Confidence: 0.98147255

00:10:15.695 --> 00:10:16.895 institution that you do have
NOTE Confidence: 0.98147255

00:10:16.895 --> 00:10:18.575 a conversation with your faculty
NOTE Confidence: 0.98147255

00:10:18.575 --> 00:10:19.075 affairs,
NOTE Confidence: 0.9902262

00:10:20.575 --> 00:10:22.195 staff or faculty leader,
NOTE Confidence: 0.98086137

00:10:22.655 --> 00:10:24.470 to get clarity about when

NOTE Confidence: 0.98086137
00:10:24.470 --> 00:10:26.070 you absolutely have to go
NOTE Confidence: 0.98086137
00:10:26.070 --> 00:10:27.910 up for your promotion review,
NOTE Confidence: 0.98086137
00:10:28.150 --> 00:10:29.030 if you're on one of
NOTE Confidence: 0.98086137
00:10:29.030 --> 00:10:30.650 the time sensitive tracks.
NOTE Confidence: 0.89954937
00:10:32.230 --> 00:10:33.370 Changing tracks,
NOTE Confidence: 0.9825373
00:10:34.309 --> 00:10:35.270 it used to be that
NOTE Confidence: 0.9825373
00:10:35.270 --> 00:10:36.745 when people were were hired
NOTE Confidence: 0.9825373
00:10:36.745 --> 00:10:37.785 here, they came in as
NOTE Confidence: 0.9825373
00:10:37.785 --> 00:10:39.545 an assistant professor without a
NOTE Confidence: 0.9825373
00:10:39.545 --> 00:10:40.444 track assignment.
NOTE Confidence: 0.9835123
00:10:41.304 --> 00:10:42.845 We moved away from that,
NOTE Confidence: 0.9835123
00:10:43.144 --> 00:10:44.264 I guess, about six or
NOTE Confidence: 0.9835123
00:10:44.264 --> 00:10:45.384 seven years or so ago.
NOTE Confidence: 0.9835123
00:10:45.384 --> 00:10:46.745 So everybody comes in on
NOTE Confidence: 0.9835123
00:10:46.745 --> 00:10:47.884 an assigned track,
NOTE Confidence: 0.97800076

00:10:48.345 --> 00:10:49.564 but there is a process,
NOTE Confidence: 0.9528873

00:10:50.090 --> 00:10:52.170 a fairly, routine one for
NOTE Confidence: 0.9528873

00:10:52.170 --> 00:10:53.770 people to change tracks in
NOTE Confidence: 0.9528873

00:10:53.770 --> 00:10:55.370 terms of a form that
NOTE Confidence: 0.9528873

00:10:55.370 --> 00:10:56.510 needs to be completed.
NOTE Confidence: 0.99446106

00:10:57.290 --> 00:10:58.170 And you can do that
NOTE Confidence: 0.99446106

00:10:58.170 --> 00:10:59.450 at any time during your
NOTE Confidence: 0.99446106

00:10:59.450 --> 00:11:00.429 assistant professorship.
NOTE Confidence: 0.9783992

00:11:01.530 --> 00:11:03.290 As an associate professor, it
NOTE Confidence: 0.9783992

00:11:03.290 --> 00:11:04.730 should be done a year
NOTE Confidence: 0.9783992

00:11:04.730 --> 00:11:05.870 before your,
NOTE Confidence: 0.9929992

00:11:06.565 --> 00:11:07.684 before the end of your
NOTE Confidence: 0.9929992

00:11:07.684 --> 00:11:08.584 current term.
NOTE Confidence: 0.9444764

00:11:10.165 --> 00:11:12.165 Changing tracks doesn't reset the
NOTE Confidence: 0.9444764

00:11:12.165 --> 00:11:14.345 clock on the research intensive
NOTE Confidence: 0.9444764

00:11:14.404 --> 00:11:15.705 track. So for example,

NOTE Confidence: 0.9709545

00:11:16.165 --> 00:11:17.125 if you came in as

NOTE Confidence: 0.9709545

00:11:17.125 --> 00:11:18.964 a clinician educator scholar and

NOTE Confidence: 0.9709545

00:11:18.964 --> 00:11:20.410 we're and were changing to

NOTE Confidence: 0.9709545

00:11:20.410 --> 00:11:21.709 a clinician scientist,

NOTE Confidence: 0.9709141

00:11:22.250 --> 00:11:23.449 you would you would still

NOTE Confidence: 0.9709141

00:11:23.449 --> 00:11:24.410 have to go up for

NOTE Confidence: 0.9709141

00:11:24.410 --> 00:11:26.170 a promotion to associate professor

NOTE Confidence: 0.9709141

00:11:26.170 --> 00:11:27.850 after six years. So if

NOTE Confidence: 0.9709141

00:11:27.850 --> 00:11:28.910 you had been here

NOTE Confidence: 0.99052006

00:11:29.290 --> 00:11:30.730 eight years as an assistant

NOTE Confidence: 0.99052006

00:11:30.730 --> 00:11:32.250 professor on the clinician educator

NOTE Confidence: 0.99052006

00:11:32.250 --> 00:11:33.529 scholar track, you actually could

NOTE Confidence: 0.99052006

00:11:33.529 --> 00:11:35.230 not change tracks to

NOTE Confidence: 0.9704366

00:11:37.105 --> 00:11:39.105 to clinician scientist or or

NOTE Confidence: 0.9704366

00:11:39.105 --> 00:11:40.065 one of the other tracks

NOTE Confidence: 0.9704366

00:11:40.065 --> 00:11:40.725 as well.
NOTE Confidence: 0.93841666

00:11:43.665 --> 00:11:44.865 Just a a quick word
NOTE Confidence: 0.93841666

00:11:44.865 --> 00:11:46.804 about the the reappointment processes.
NOTE Confidence: 0.9865157

00:11:48.690 --> 00:11:49.970 I won't spend a lot
NOTE Confidence: 0.9865157

00:11:49.970 --> 00:11:51.410 of time on this just
NOTE Confidence: 0.9865157

00:11:51.410 --> 00:11:53.830 because there is, some significant
NOTE Confidence: 0.9865157

00:11:54.050 --> 00:11:55.990 departmental variability on
NOTE Confidence: 0.97222

00:11:56.290 --> 00:11:58.130 how extensive the review process
NOTE Confidence: 0.97222

00:11:58.130 --> 00:11:59.490 is for here, but it
NOTE Confidence: 0.97222

00:11:59.490 --> 00:12:00.790 does need to occur,
NOTE Confidence: 0.89856803

00:12:01.170 --> 00:12:02.870 on a a particular cadence,
NOTE Confidence: 0.9654555

00:12:03.925 --> 00:12:06.485 for instructor, lecturer, and most
NOTE Confidence: 0.9654555

00:12:06.485 --> 00:12:08.725 associate research scientist appointments, it's
NOTE Confidence: 0.9654555

00:12:08.725 --> 00:12:09.944 usually an annual
NOTE Confidence: 0.8843343

00:12:12.644 --> 00:12:13.865 reappointment process.
NOTE Confidence: 0.9924367

00:12:14.324 --> 00:12:15.464 For most of these,

NOTE Confidence: 0.9500669

00:12:15.990 --> 00:12:16.950 you know, particularly the,

NOTE Confidence: 0.91169405

00:12:17.670 --> 00:12:19.589 instructor research rank appointments, it's

NOTE Confidence: 0.91169405

00:12:20.070 --> 00:12:21.429 it looks, you know, the

NOTE Confidence: 0.91169405

00:12:21.429 --> 00:12:23.350 contact, the supervisor, the PI

NOTE Confidence: 0.91169405

00:12:23.350 --> 00:12:24.390 to see if there's funding

NOTE Confidence: 0.91169405

00:12:24.390 --> 00:12:25.370 for another year.

NOTE Confidence: 0.94578004

00:12:26.070 --> 00:12:28.070 For assistant professors and for

NOTE Confidence: 0.94578004

00:12:28.070 --> 00:12:29.270 many of the research scientist

NOTE Confidence: 0.94578004

00:12:29.270 --> 00:12:31.105 appointments, it it's, in every

NOTE Confidence: 0.94578004

00:12:31.105 --> 00:12:32.165 three year process.

NOTE Confidence: 0.9560122

00:12:32.704 --> 00:12:34.644 It can be shorter. Sometimes

NOTE Confidence: 0.9560122

00:12:34.704 --> 00:12:36.225 it is, but usually it's

NOTE Confidence: 0.9560122

00:12:36.225 --> 00:12:37.425 for for three years for

NOTE Confidence: 0.9560122

00:12:37.425 --> 00:12:38.325 assistant professors.

NOTE Confidence: 0.98637617

00:12:38.704 --> 00:12:40.144 And then every five years

NOTE Confidence: 0.98637617

00:12:40.144 --> 00:12:41.904 for associate professors, there has
NOTE Confidence: 0.98637617

00:12:41.904 --> 00:12:42.885 to be a review.
NOTE Confidence: 0.9963513

00:12:43.829 --> 00:12:44.630 So there is a fair
NOTE Confidence: 0.9963513

00:12:44.630 --> 00:12:46.309 amount of department variability on
NOTE Confidence: 0.9963513

00:12:46.309 --> 00:12:46.809 this.
NOTE Confidence: 0.93122786

00:12:47.910 --> 00:12:50.389 Some some departments require you
NOTE Confidence: 0.93122786

00:12:50.389 --> 00:12:51.589 to submit a CV and
NOTE Confidence: 0.93122786

00:12:51.589 --> 00:12:52.949 a CV two and they'll
NOTE Confidence: 0.93122786

00:12:52.949 --> 00:12:54.170 look at teaching evaluations
NOTE Confidence: 0.95516694

00:12:55.350 --> 00:12:57.075 and they may have their
NOTE Confidence: 0.95516694

00:12:57.135 --> 00:12:58.835 departmental a and p committee
NOTE Confidence: 0.95516694

00:12:58.975 --> 00:13:00.434 vote on the reappointment.
NOTE Confidence: 0.9653278

00:13:01.295 --> 00:13:03.855 Other departments don't, require as
NOTE Confidence: 0.9653278

00:13:03.855 --> 00:13:04.654 as much in the way
NOTE Confidence: 0.9653278

00:13:04.654 --> 00:13:05.315 of documentations
NOTE Confidence: 0.93284684

00:13:05.775 --> 00:13:07.075 and it's more of a

NOTE Confidence: 0.93284684

00:13:07.215 --> 00:13:09.235 senior leadership review that occurs.

NOTE Confidence: 0.89213073

00:13:10.300 --> 00:13:11.440 And then there's also

NOTE Confidence: 0.96517175

00:13:12.380 --> 00:13:13.740 some variability on how much

NOTE Confidence: 0.96517175

00:13:13.740 --> 00:13:15.420 feedback is provided as a

NOTE Confidence: 0.96517175

00:13:15.420 --> 00:13:16.399 part of the reappointment

NOTE Confidence: 0.8683899

00:13:16.779 --> 00:13:17.279 process.

NOTE Confidence: 0.949371

00:13:18.860 --> 00:13:20.380 Particularly since the FDAC is

NOTE Confidence: 0.949371

00:13:20.380 --> 00:13:22.139 in place, usually the feedback

NOTE Confidence: 0.949371

00:13:22.139 --> 00:13:23.755 is occurring on an annual

NOTE Confidence: 0.949371

00:13:23.755 --> 00:13:25.115 basis rather than having to

NOTE Confidence: 0.949371

00:13:25.115 --> 00:13:26.394 wait until you're going up

NOTE Confidence: 0.949371

00:13:26.394 --> 00:13:27.135 for a reappointment.

NOTE Confidence: 0.99782336

00:13:28.315 --> 00:13:30.154 And then those get forwarded

NOTE Confidence: 0.99782336

00:13:30.154 --> 00:13:31.375 to our office

NOTE Confidence: 0.7090448

00:13:31.755 --> 00:13:32.654 for entry

NOTE Confidence: 0.7641792

00:13:33.355 --> 00:13:34.654 and and confirmation
NOTE Confidence: 0.97635

00:13:35.830 --> 00:13:37.510 within your within the Workday
NOTE Confidence: 0.97635

00:13:37.510 --> 00:13:39.050 system, but there is no
NOTE Confidence: 0.97635

00:13:39.110 --> 00:13:39.610 OAPD,
NOTE Confidence: 0.9660489

00:13:40.390 --> 00:13:42.070 or school committee review for
NOTE Confidence: 0.9660489

00:13:42.070 --> 00:13:43.589 that. There does need to
NOTE Confidence: 0.9660489

00:13:43.589 --> 00:13:44.870 be a kind of a
NOTE Confidence: 0.9660489

00:13:44.870 --> 00:13:46.330 a board of permanent officer
NOTE Confidence: 0.78845257

00:13:46.710 --> 00:13:47.210 approval,
NOTE Confidence: 0.9455644

00:13:47.804 --> 00:13:49.165 for them. But there's no
NOTE Confidence: 0.9455644

00:13:49.165 --> 00:13:50.925 academic review with just if
NOTE Confidence: 0.9455644

00:13:50.925 --> 00:13:52.705 the department support a reappointment,
NOTE Confidence: 0.9455644

00:13:52.845 --> 00:13:54.365 then the school supports the
NOTE Confidence: 0.9455644

00:13:54.365 --> 00:13:54.865 reappointment.
NOTE Confidence: 0.9909408

00:13:57.485 --> 00:13:59.085 So there are various ways
NOTE Confidence: 0.9909408

00:13:59.085 --> 00:14:00.765 of of getting information and

NOTE Confidence: 0.9909408

00:14:00.765 --> 00:14:03.025 and support throughout this process.

NOTE Confidence: 0.915709

00:14:03.640 --> 00:14:05.160 Jonathan has spent a lot

NOTE Confidence: 0.915709

00:14:05.160 --> 00:14:05.959 of time in the past

NOTE Confidence: 0.915709

00:14:05.959 --> 00:14:07.559 several years really building out

NOTE Confidence: 0.915709

00:14:07.559 --> 00:14:08.779 our website,

NOTE Confidence: 0.9724407

00:14:09.240 --> 00:14:10.760 which has a significant amount

NOTE Confidence: 0.9724407

00:14:10.760 --> 00:14:12.600 of information about this process

NOTE Confidence: 0.9724407

00:14:12.600 --> 00:14:13.720 and he'll walk you through

NOTE Confidence: 0.9724407

00:14:13.720 --> 00:14:14.220 that,

NOTE Confidence: 0.989812

00:14:15.080 --> 00:14:16.140 in a few minutes.

NOTE Confidence: 0.98109186

00:14:16.865 --> 00:14:18.625 Presentations like this or if

NOTE Confidence: 0.98109186

00:14:18.625 --> 00:14:20.065 you are part of other

NOTE Confidence: 0.98109186

00:14:20.065 --> 00:14:21.365 kinds of career development

NOTE Confidence: 0.74732393

00:14:22.305 --> 00:14:23.285 groups here,

NOTE Confidence: 0.9781471

00:14:23.585 --> 00:14:24.945 we oftentimes go out and

NOTE Confidence: 0.9781471

00:14:24.945 --> 00:14:26.385 do talks to different groups.
NOTE Confidence: 0.9781471

00:14:26.385 --> 00:14:27.665 We'll also do talks to
NOTE Confidence: 0.9781471

00:14:27.665 --> 00:14:30.085 departments about providing information.
NOTE Confidence: 0.9662789

00:14:31.079 --> 00:14:33.079 The Yale faculty handbook is
NOTE Confidence: 0.9662789

00:14:33.079 --> 00:14:34.519 sort of considered the go
NOTE Confidence: 0.9662789

00:14:34.519 --> 00:14:37.079 to source around everything and
NOTE Confidence: 0.9662789

00:14:37.079 --> 00:14:38.680 that has descriptions of all
NOTE Confidence: 0.9662789

00:14:38.680 --> 00:14:39.880 the ranks and the tracks
NOTE Confidence: 0.9662789

00:14:39.880 --> 00:14:42.040 in there. Depending on the
NOTE Confidence: 0.9662789

00:14:42.040 --> 00:14:43.959 the faculty appointments, sometimes there's
NOTE Confidence: 0.9662789

00:14:43.959 --> 00:14:45.259 not a lot of information
NOTE Confidence: 0.9662789

00:14:45.319 --> 00:14:45.980 in there.
NOTE Confidence: 0.9254275

00:14:46.654 --> 00:14:48.175 Partly for that reason, a
NOTE Confidence: 0.9254275

00:14:48.175 --> 00:14:49.615 few years ago, we developed
NOTE Confidence: 0.9254275

00:14:49.615 --> 00:14:51.454 a metrics table that's on
NOTE Confidence: 0.9254275

00:14:51.454 --> 00:14:53.375 our website and Jonathan will

NOTE Confidence: 0.9254275
00:14:53.375 --> 00:14:54.975 probably do a quick stop
NOTE Confidence: 0.9254275
00:14:54.975 --> 00:14:56.574 by that one, provide some
NOTE Confidence: 0.9254275
00:14:56.574 --> 00:14:57.634 information about,
NOTE Confidence: 0.95386803
00:14:58.334 --> 00:15:00.035 different kinds of expectations
NOTE Confidence: 0.9965706
00:15:00.415 --> 00:15:02.035 for the different ladder tracks.
NOTE Confidence: 0.93825513
00:15:03.110 --> 00:15:04.710 Probably the the most important
NOTE Confidence: 0.93825513
00:15:04.710 --> 00:15:06.230 source of information are are
NOTE Confidence: 0.93825513
00:15:06.230 --> 00:15:07.930 gonna be your department,
NOTE Confidence: 0.97982967
00:15:08.550 --> 00:15:10.710 or IBO's faculty affairs staff
NOTE Confidence: 0.97982967
00:15:10.710 --> 00:15:12.570 and your faculty affairs leaders.
NOTE Confidence: 0.9993351
00:15:13.430 --> 00:15:14.970 Most of the clinical departments
NOTE Confidence: 0.9993351
00:15:15.030 --> 00:15:15.525 have
NOTE Confidence: 0.962423
00:15:15.925 --> 00:15:17.445 deputy chair or vice chairs
NOTE Confidence: 0.962423
00:15:17.445 --> 00:15:18.965 for faculty affairs and then
NOTE Confidence: 0.962423
00:15:18.965 --> 00:15:19.785 have a
NOTE Confidence: 0.88152325

00:15:21.525 --> 00:15:22.085 a a a team of,
NOTE Confidence: 0.88152325

00:15:22.405 --> 00:15:23.685 of staff that are working
NOTE Confidence: 0.88152325

00:15:23.685 --> 00:15:25.385 in the faculty affairs office.
NOTE Confidence: 0.9323306

00:15:26.165 --> 00:15:27.065 And then obviously,
NOTE Confidence: 0.98967326

00:15:27.525 --> 00:15:28.185 your chair,
NOTE Confidence: 0.9576938

00:15:28.645 --> 00:15:30.140 your senior PI, if you're
NOTE Confidence: 0.9576938

00:15:30.140 --> 00:15:32.380 more research intensive, your division
NOTE Confidence: 0.9576938

00:15:32.380 --> 00:15:33.440 or section chief.
NOTE Confidence: 0.9873137

00:15:34.540 --> 00:15:35.980 One thing that's been really
NOTE Confidence: 0.9873137

00:15:35.980 --> 00:15:37.579 helpful in terms of people
NOTE Confidence: 0.9873137

00:15:37.579 --> 00:15:38.540 trying to get a sense
NOTE Confidence: 0.9873137

00:15:38.540 --> 00:15:39.660 of when are they ready
NOTE Confidence: 0.9873137

00:15:39.660 --> 00:15:40.720 to go up for promotion
NOTE Confidence: 0.9873137

00:15:40.940 --> 00:15:42.685 is the FDAC is is
NOTE Confidence: 0.9873137

00:15:42.685 --> 00:15:44.365 an opportunity to talk about
NOTE Confidence: 0.9873137

00:15:44.365 --> 00:15:44.865 that,

NOTE Confidence: 0.94114506
00:15:45.725 --> 00:15:47.185 with a more senior,
NOTE Confidence: 0.95772904
00:15:47.644 --> 00:15:49.404 person in your department with
NOTE Confidence: 0.95772904
00:15:49.404 --> 00:15:50.845 regard to readiness and what
NOTE Confidence: 0.95772904
00:15:50.845 --> 00:15:52.285 you should be focusing on
NOTE Confidence: 0.95772904
00:15:52.285 --> 00:15:53.644 or or trying to work
NOTE Confidence: 0.95772904
00:15:53.644 --> 00:15:54.685 on to make you ready
NOTE Confidence: 0.95772904
00:15:54.685 --> 00:15:56.144 for promotion whenever
NOTE Confidence: 0.915034
00:15:56.524 --> 00:15:57.565 you were going up for
NOTE Confidence: 0.915034
00:15:57.565 --> 00:15:58.065 that.
NOTE Confidence: 0.9672199
00:15:59.380 --> 00:16:00.820 Just a a few things
NOTE Confidence: 0.9672199
00:16:00.820 --> 00:16:02.340 about what we're sort of
NOTE Confidence: 0.9672199
00:16:02.340 --> 00:16:04.580 looking for when there's promotion
NOTE Confidence: 0.9672199
00:16:04.580 --> 00:16:06.180 reviews, not just our office,
NOTE Confidence: 0.9672199
00:16:06.180 --> 00:16:07.140 but but each of your
NOTE Confidence: 0.9672199
00:16:07.140 --> 00:16:07.640 departments.
NOTE Confidence: 0.9813027

00:16:08.260 --> 00:16:09.460 I'd say one thing that's
NOTE Confidence: 0.9813027

00:16:09.460 --> 00:16:11.380 really important is to have
NOTE Confidence: 0.9813027

00:16:11.380 --> 00:16:13.320 at least one area of
NOTE Confidence: 0.9813027

00:16:13.380 --> 00:16:14.954 of focus. Something that you're
NOTE Confidence: 0.9813027

00:16:14.954 --> 00:16:16.654 really known for can be
NOTE Confidence: 0.9813027

00:16:16.875 --> 00:16:17.935 area of expertise,
NOTE Confidence: 0.9995208

00:16:18.795 --> 00:16:19.615 or recognition
NOTE Confidence: 0.9537809

00:16:20.394 --> 00:16:21.274 that can be in the
NOTE Confidence: 0.9537809

00:16:21.274 --> 00:16:23.515 clinical area, the educational area,
NOTE Confidence: 0.9537809

00:16:23.515 --> 00:16:25.035 or the scientific area, or
NOTE Confidence: 0.9537809

00:16:25.035 --> 00:16:26.894 some combination of that. But
NOTE Confidence: 0.9537809

00:16:27.190 --> 00:16:28.710 but something where you are
NOTE Confidence: 0.9537809

00:16:28.710 --> 00:16:31.270 known locally and increasingly known
NOTE Confidence: 0.9537809

00:16:31.270 --> 00:16:31.770 beyond
NOTE Confidence: 0.57942355

00:16:32.230 --> 00:16:32.730 Yale,
NOTE Confidence: 0.9718651

00:16:33.190 --> 00:16:34.470 for your work in this

NOTE Confidence: 0.9718651
00:16:34.470 --> 00:16:34.970 area.
NOTE Confidence: 0.9935431
00:16:36.230 --> 00:16:37.690 And to be productive
NOTE Confidence: 0.9985652
00:16:38.150 --> 00:16:39.130 in some way
NOTE Confidence: 0.9520119
00:16:39.845 --> 00:16:41.605 and be achieving things in
NOTE Confidence: 0.9520119
00:16:41.605 --> 00:16:43.945 those areas of specialized focus,
NOTE Confidence: 0.987629
00:16:45.205 --> 00:16:47.125 and, look for opportunities for
NOTE Confidence: 0.987629
00:16:47.125 --> 00:16:47.625 visibility.
NOTE Confidence: 0.99874973
00:16:49.045 --> 00:16:51.225 So with regard to professional
NOTE Confidence: 0.9957185
00:16:51.685 --> 00:16:52.825 reputation recognition,
NOTE Confidence: 0.9504953
00:16:53.740 --> 00:16:54.560 usually becoming
NOTE Confidence: 0.9067494
00:16:54.860 --> 00:16:56.380 associate professor in most of
NOTE Confidence: 0.9067494
00:16:56.380 --> 00:16:58.460 the tracks requires evidence that
NOTE Confidence: 0.9067494
00:16:58.620 --> 00:16:59.740 of of our kind of
NOTE Confidence: 0.9067494
00:16:59.740 --> 00:17:00.240 regional
NOTE Confidence: 0.9218958
00:17:00.780 --> 00:17:02.640 and, in some cases, emerging
NOTE Confidence: 0.9218958

00:17:02.700 --> 00:17:04.540 national reputation for your area
NOTE Confidence: 0.9218958

00:17:04.540 --> 00:17:05.200 of expertise.
NOTE Confidence: 0.99468875

00:17:06.105 --> 00:17:07.625 And then for professor, the
NOTE Confidence: 0.99468875

00:17:07.625 --> 00:17:08.125 expectation
NOTE Confidence: 0.9976627

00:17:08.425 --> 00:17:09.545 is that you have an
NOTE Confidence: 0.9976627

00:17:09.545 --> 00:17:10.045 established
NOTE Confidence: 0.9233817

00:17:10.505 --> 00:17:12.185 national and and and sometimes
NOTE Confidence: 0.9233817

00:17:12.185 --> 00:17:13.725 even international reputation.
NOTE Confidence: 0.7674031

00:17:15.305 --> 00:17:16.765 So slightly different,
NOTE Confidence: 0.99653244

00:17:17.865 --> 00:17:18.365 expectation
NOTE Confidence: 0.9782149

00:17:18.665 --> 00:17:20.685 for the academic clinician track,
NOTE Confidence: 0.9603388

00:17:21.139 --> 00:17:22.600 and that's really an acknowledgment
NOTE Confidence: 0.9703783

00:17:23.059 --> 00:17:24.840 that, usually these are individuals
NOTE Confidence: 0.9703783

00:17:24.980 --> 00:17:26.740 who are ex have a
NOTE Confidence: 0.9703783

00:17:26.740 --> 00:17:28.179 significant amount of their effort
NOTE Confidence: 0.9703783

00:17:28.179 --> 00:17:29.539 focused on their clinical work

NOTE Confidence: 0.9703783

00:17:29.539 --> 00:17:31.159 here and may not have

NOTE Confidence: 0.9703783

00:17:31.299 --> 00:17:32.679 the same kinds of opportunities

NOTE Confidence: 0.9703783

00:17:32.899 --> 00:17:34.340 to get out, to meetings

NOTE Confidence: 0.9703783

00:17:34.340 --> 00:17:36.359 and conferences and become known.

NOTE Confidence: 0.87040854

00:17:37.115 --> 00:17:38.715 So for that group, it

NOTE Confidence: 0.87040854

00:17:38.715 --> 00:17:39.855 usually is the expectation,

NOTE Confidence: 0.8407864

00:17:40.795 --> 00:17:42.715 for a for associate professor

NOTE Confidence: 0.8407864

00:17:42.715 --> 00:17:43.994 that they are developing a

NOTE Confidence: 0.8407864

00:17:43.994 --> 00:17:44.955 regional expect,

NOTE Confidence: 0.9981832

00:17:45.515 --> 00:17:46.015 reputation

NOTE Confidence: 0.84517676

00:17:46.795 --> 00:17:48.395 and that for professor that

NOTE Confidence: 0.84517676

00:17:48.395 --> 00:17:49.215 that regional,

NOTE Confidence: 0.98926467

00:17:49.915 --> 00:17:50.415 reputation

NOTE Confidence: 0.8993449

00:17:50.715 --> 00:17:52.330 is is firmly in place

NOTE Confidence: 0.8993449

00:17:52.330 --> 00:17:53.070 and usually,

NOTE Confidence: 0.9547979

00:17:53.929 --> 00:17:55.789 there is national or emerging
NOTE Confidence: 0.9547979

00:17:55.929 --> 00:17:56.429 national,
NOTE Confidence: 0.9991788

00:17:56.730 --> 00:17:57.230 reputation
NOTE Confidence: 0.9636129

00:17:57.850 --> 00:17:58.510 for that.
NOTE Confidence: 0.9417311

00:18:00.970 --> 00:18:01.850 And, you know, as you
NOTE Confidence: 0.9417311

00:18:01.850 --> 00:18:03.309 know, in a medical school,
NOTE Confidence: 0.9625328

00:18:04.010 --> 00:18:05.390 particularly like ours,
NOTE Confidence: 0.9250464

00:18:06.895 --> 00:18:08.095 usually, you know, we we
NOTE Confidence: 0.9250464

00:18:08.095 --> 00:18:09.555 have what's called a tripartite
NOTE Confidence: 0.9250464

00:18:09.775 --> 00:18:11.234 mission of clinical,
NOTE Confidence: 0.9228966

00:18:11.535 --> 00:18:12.035 educational,
NOTE Confidence: 0.9479295

00:18:12.415 --> 00:18:13.234 and research.
NOTE Confidence: 0.9358579

00:18:13.935 --> 00:18:14.435 And,
NOTE Confidence: 0.9734924

00:18:14.895 --> 00:18:16.915 really, I'd say no matter
NOTE Confidence: 0.9734924

00:18:16.975 --> 00:18:18.355 which track you're on,
NOTE Confidence: 0.97151226

00:18:18.815 --> 00:18:21.234 promotion is difficult without evidence

NOTE Confidence: 0.97151226
00:18:21.300 --> 00:18:22.840 that supports your achievements,
NOTE Confidence: 0.96198493
00:18:23.220 --> 00:18:24.500 and leadership in one or
NOTE Confidence: 0.96198493
00:18:24.500 --> 00:18:25.480 more of these,
NOTE Confidence: 0.9923345
00:18:26.100 --> 00:18:27.000 three domains.
NOTE Confidence: 0.91672754
00:18:28.020 --> 00:18:29.560 And the five ladder tracks
NOTE Confidence: 0.83975166
00:18:29.860 --> 00:18:31.000 and the non ladder
NOTE Confidence: 0.9463865
00:18:31.380 --> 00:18:33.300 ranks as well differ in
NOTE Confidence: 0.9463865
00:18:33.300 --> 00:18:35.619 whether excellence is needed in
NOTE Confidence: 0.9463865
00:18:35.619 --> 00:18:36.835 one of these, two of
NOTE Confidence: 0.9463865
00:18:36.835 --> 00:18:38.115 these, or all three of
NOTE Confidence: 0.9463865
00:18:38.115 --> 00:18:39.655 these mission areas.
NOTE Confidence: 0.926785
00:18:40.195 --> 00:18:42.215 And then the relative emphasis
NOTE Confidence: 0.8992338
00:18:43.075 --> 00:18:44.275 that's placed on each of
NOTE Confidence: 0.8992338
00:18:44.275 --> 00:18:45.555 these in term particularly in
NOTE Confidence: 0.8992338
00:18:45.555 --> 00:18:46.535 terms of the timeliness
NOTE Confidence: 0.8528896

00:18:46.835 --> 00:18:48.515 of a promotion review as
NOTE Confidence: 0.8528896

00:18:48.515 --> 00:18:49.655 opposed to someone
NOTE Confidence: 0.75761575

00:18:51.140 --> 00:18:52.200 get being reappointed.
NOTE Confidence: 0.9677802

00:18:52.980 --> 00:18:54.019 So I won't go through
NOTE Confidence: 0.9677802

00:18:54.019 --> 00:18:55.460 all these in great detail,
NOTE Confidence: 0.9677802

00:18:55.460 --> 00:18:56.580 but just these are just
NOTE Confidence: 0.9677802

00:18:56.580 --> 00:18:57.940 some things that I'd say
NOTE Confidence: 0.9677802

00:18:57.940 --> 00:19:00.119 review committees are looking for
NOTE Confidence: 0.94326097

00:19:00.740 --> 00:19:02.019 in each of the three
NOTE Confidence: 0.94326097

00:19:02.019 --> 00:19:02.919 mission areas.
NOTE Confidence: 0.9364027

00:19:04.105 --> 00:19:04.845 So substantive
NOTE Confidence: 0.5101107

00:19:05.784 --> 00:19:06.284 involvement
NOTE Confidence: 0.9957836

00:19:06.585 --> 00:19:08.424 in the clinical mission is
NOTE Confidence: 0.9957836

00:19:08.424 --> 00:19:09.484 obviously essential
NOTE Confidence: 0.86057264

00:19:09.945 --> 00:19:11.804 for faculty around the academic
NOTE Confidence: 0.86057264

00:19:11.865 --> 00:19:14.424 clinician or clinician educator scholar

NOTE Confidence: 0.86057264

00:19:14.424 --> 00:19:14.924 track.

NOTE Confidence: 0.97873133

00:19:15.304 --> 00:19:16.530 And I'd say being out

NOTE Confidence: 0.97873133

00:19:16.609 --> 00:19:18.050 standing in this area is

NOTE Confidence: 0.97873133

00:19:18.050 --> 00:19:19.590 really an important consideration,

NOTE Confidence: 0.94608164

00:19:20.210 --> 00:19:21.670 in the promotion process.

NOTE Confidence: 0.9315473

00:19:22.130 --> 00:19:23.410 And these are just some

NOTE Confidence: 0.9315473

00:19:23.410 --> 00:19:24.550 some things that,

NOTE Confidence: 0.9007063

00:19:25.170 --> 00:19:27.170 promote, appointment or promotion groups

NOTE Confidence: 0.9007063

00:19:27.170 --> 00:19:28.150 are looking for.

NOTE Confidence: 0.9955102

00:19:28.774 --> 00:19:29.654 So, you know, being an

NOTE Confidence: 0.9955102

00:19:29.654 --> 00:19:31.755 excellent clinician is definitely important

NOTE Confidence: 0.9955102

00:19:31.815 --> 00:19:33.115 on the clinician scientist

NOTE Confidence: 0.9727242

00:19:33.494 --> 00:19:35.174 track and and and on

NOTE Confidence: 0.9727242

00:19:35.174 --> 00:19:36.615 the traditional track as well

NOTE Confidence: 0.9727242

00:19:36.615 --> 00:19:37.654 if you have patient care

NOTE Confidence: 0.9727242

00:19:37.654 --> 00:19:38.154 responsibilities.
NOTE Confidence: 0.9894361

00:19:38.855 --> 00:19:39.815 But I would say in
NOTE Confidence: 0.9894361

00:19:39.815 --> 00:19:41.654 the promotion review process, it
NOTE Confidence: 0.9894361

00:19:41.654 --> 00:19:42.540 doesn't get
NOTE Confidence: 0.9802602

00:19:43.100 --> 00:19:44.380 quite the same level of
NOTE Confidence: 0.9802602

00:19:44.380 --> 00:19:44.880 emphasis,
NOTE Confidence: 0.89691806

00:19:45.820 --> 00:19:47.600 as one science does.
NOTE Confidence: 0.93764174

00:19:48.700 --> 00:19:51.100 And in comparison, the academic
NOTE Confidence: 0.93764174

00:19:51.100 --> 00:19:53.280 clinician and clinician educator scholar,
NOTE Confidence: 0.93764174

00:19:53.340 --> 00:19:54.700 this is really a a
NOTE Confidence: 0.93764174

00:19:54.700 --> 00:19:56.400 a very significant focus.
NOTE Confidence: 0.8431305

00:19:57.465 --> 00:19:58.924 Investigator track faculty,
NOTE Confidence: 0.9516743

00:19:59.385 --> 00:20:00.825 aren't aren't expected to be
NOTE Confidence: 0.9516743

00:20:00.825 --> 00:20:02.505 doing clinical work and if
NOTE Confidence: 0.9516743

00:20:02.505 --> 00:20:03.545 they are, they they may
NOTE Confidence: 0.9516743

00:20:03.705 --> 00:20:04.744 it's possible they're on the

NOTE Confidence: 0.9516743

00:20:04.744 --> 00:20:05.484 wrong track.

NOTE Confidence: 0.9406455

00:20:07.545 --> 00:20:08.045 Education

NOTE Confidence: 0.7885578

00:20:08.424 --> 00:20:08.905 is,

NOTE Confidence: 0.9268007

00:20:09.225 --> 00:20:10.505 it's really important, I'd say,

NOTE Confidence: 0.9268007

00:20:10.505 --> 00:20:11.990 for all all of the

NOTE Confidence: 0.9268007

00:20:11.990 --> 00:20:12.490 tracks.

NOTE Confidence: 0.88925916

00:20:13.269 --> 00:20:15.350 Substantive involvement in teaching and

NOTE Confidence: 0.88925916

00:20:15.350 --> 00:20:17.269 training of students, residents, or

NOTE Confidence: 0.88925916

00:20:17.269 --> 00:20:19.350 fellows is as it's is

NOTE Confidence: 0.88925916

00:20:19.350 --> 00:20:21.049 particularly essential on the clinician

NOTE Confidence: 0.88925916

00:20:21.109 --> 00:20:22.169 educator scholar,

NOTE Confidence: 0.9182226

00:20:22.710 --> 00:20:25.049 clinician scientist, and traditional track.

NOTE Confidence: 0.980277

00:20:25.665 --> 00:20:27.265 And, you know, usually that's

NOTE Confidence: 0.980277

00:20:27.265 --> 00:20:29.285 a blend of, you know,

NOTE Confidence: 0.980277

00:20:29.345 --> 00:20:31.765 didactic teaching and clinical supervision

NOTE Confidence: 0.92877626

00:20:32.065 --> 00:20:33.925 or bedside teaching.
NOTE Confidence: 0.97876334

00:20:35.025 --> 00:20:35.985 Faculty that are on the
NOTE Confidence: 0.97876334

00:20:35.985 --> 00:20:38.305 academic clinician track also usually
NOTE Confidence: 0.97876334

00:20:38.305 --> 00:20:39.425 do a fair amount of
NOTE Confidence: 0.97876334

00:20:39.425 --> 00:20:41.640 education and that's something that's
NOTE Confidence: 0.97876334

00:20:41.640 --> 00:20:43.080 kind of evolved about the
NOTE Confidence: 0.97876334

00:20:43.080 --> 00:20:43.580 track,
NOTE Confidence: 0.9994967

00:20:44.200 --> 00:20:44.700 both
NOTE Confidence: 0.8488382

00:20:45.160 --> 00:20:47.660 clinical teaching and didactic teaching,
NOTE Confidence: 0.95119333

00:20:48.440 --> 00:20:49.880 but with the caveat that
NOTE Confidence: 0.95119333

00:20:49.880 --> 00:20:51.720 they they are only expected
NOTE Confidence: 0.95119333

00:20:51.720 --> 00:20:52.600 to be doing that if
NOTE Confidence: 0.95119333

00:20:52.600 --> 00:20:53.820 there are Yale trainees,
NOTE Confidence: 0.98600405

00:20:54.520 --> 00:20:56.619 at their practice location. So
NOTE Confidence: 0.980607

00:20:56.975 --> 00:20:58.015 if you if you are
NOTE Confidence: 0.980607

00:20:58.015 --> 00:20:59.455 on the academic clinician track

NOTE Confidence: 0.980607

00:20:59.455 --> 00:21:00.675 and you're in New Haven,

NOTE Confidence: 0.980607

00:21:00.734 --> 00:21:03.075 the promotion committees are definitely

NOTE Confidence: 0.980607

00:21:03.135 --> 00:21:04.494 looking for you to be

NOTE Confidence: 0.980607

00:21:04.494 --> 00:21:06.095 involved in education and to

NOTE Confidence: 0.980607

00:21:06.095 --> 00:21:07.555 being an excellent teacher.

NOTE Confidence: 0.99248

00:21:08.255 --> 00:21:09.570 If you're in, you know,

NOTE Confidence: 0.99248

00:21:09.570 --> 00:21:10.789 some of the other hospital

NOTE Confidence: 0.99248

00:21:10.850 --> 00:21:12.770 or ambulatory care settings where

NOTE Confidence: 0.99248

00:21:12.770 --> 00:21:14.150 there are no Yale trainees,

NOTE Confidence: 0.96003133

00:21:15.010 --> 00:21:16.450 it's it doesn't get hold

NOTE Confidence: 0.96003133

00:21:16.529 --> 00:21:17.750 held against you.

NOTE Confidence: 0.98882794

00:21:18.529 --> 00:21:19.270 And then,

NOTE Confidence: 0.9858942

00:21:19.650 --> 00:21:20.950 lastly, indicators

NOTE Confidence: 0.7567592

00:21:21.490 --> 00:21:22.710 of scientists reputation.

NOTE Confidence: 0.9325879

00:21:24.585 --> 00:21:25.865 This is really sort of,

NOTE Confidence: 0.9325879

00:21:26.105 --> 00:21:27.465 for the it's particularly for
NOTE Confidence: 0.9325879

00:21:27.465 --> 00:21:28.605 the clinician scientist
NOTE Confidence: 0.89164233

00:21:28.905 --> 00:21:30.685 investigator and traditional track
NOTE Confidence: 0.9644593

00:21:31.145 --> 00:21:32.744 where the review committees are
NOTE Confidence: 0.9644593

00:21:32.744 --> 00:21:33.805 looking for
NOTE Confidence: 0.9152244

00:21:34.185 --> 00:21:36.365 evidence of funded research activities,
NOTE Confidence: 0.8843821

00:21:37.309 --> 00:21:38.850 strong peer reviewed publications,
NOTE Confidence: 0.96950245

00:21:39.309 --> 00:21:41.490 and really highly selected journals.
NOTE Confidence: 0.98453623

00:21:42.830 --> 00:21:44.190 You know, in most departments,
NOTE Confidence: 0.98453623

00:21:44.190 --> 00:21:46.210 you know, getting to associate
NOTE Confidence: 0.98453623

00:21:46.270 --> 00:21:47.390 professor on one of these
NOTE Confidence: 0.98453623

00:21:47.390 --> 00:21:49.150 tracks, there's an expectation that
NOTE Confidence: 0.98453623

00:21:49.150 --> 00:21:50.929 you're a PI on a
NOTE Confidence: 0.98453623

00:21:51.150 --> 00:21:52.290 significant award
NOTE Confidence: 0.9866421

00:21:53.174 --> 00:21:54.695 and that getting to to
NOTE Confidence: 0.9866421

00:21:54.695 --> 00:21:55.195 professor,

NOTE Confidence: 0.96378875

00:21:55.654 --> 00:21:56.615 that there is a track

NOTE Confidence: 0.96378875

00:21:56.615 --> 00:21:57.115 record

NOTE Confidence: 0.915314

00:21:57.494 --> 00:21:59.434 of that. And obviously, publications,

NOTE Confidence: 0.9736598

00:22:00.134 --> 00:22:01.115 invited talks,

NOTE Confidence: 0.9312152

00:22:02.134 --> 00:22:03.434 usually with going,

NOTE Confidence: 0.8605935

00:22:04.134 --> 00:22:06.154 to particularly to professor, there's

NOTE Confidence: 0.98203325

00:22:06.460 --> 00:22:08.160 looking for evidence of scientific

NOTE Confidence: 0.98203325

00:22:08.220 --> 00:22:09.920 leadership either at an editorial

NOTE Confidence: 0.98203325

00:22:10.060 --> 00:22:12.140 level or study sections at

NOTE Confidence: 0.98203325

00:22:12.140 --> 00:22:14.220 NIH or or other review

NOTE Confidence: 0.98203325

00:22:14.220 --> 00:22:14.720 groups.

NOTE Confidence: 0.9911041

00:22:17.100 --> 00:22:19.244 Questions sometimes come up about

NOTE Confidence: 0.9911041

00:22:19.325 --> 00:22:20.865 sort of differences between,

NOTE Confidence: 0.9864044

00:22:21.484 --> 00:22:23.265 the research intensive tracks.

NOTE Confidence: 0.9874577

00:22:24.045 --> 00:22:25.405 I would say that they

NOTE Confidence: 0.9874577

00:22:25.405 --> 00:22:27.184 are similar in that,
NOTE Confidence: 0.99967384

00:22:27.645 --> 00:22:28.865 most faculty
NOTE Confidence: 0.9442741

00:22:29.565 --> 00:22:31.565 have significant support for their
NOTE Confidence: 0.9442741

00:22:31.565 --> 00:22:32.545 research effort,
NOTE Confidence: 0.98005205

00:22:33.260 --> 00:22:34.380 and they are, you know,
NOTE Confidence: 0.98005205

00:22:34.380 --> 00:22:35.740 considered some of the top
NOTE Confidence: 0.98005205

00:22:35.740 --> 00:22:36.240 scientists,
NOTE Confidence: 0.98314816

00:22:37.179 --> 00:22:38.399 you know, in the country,
NOTE Confidence: 0.98314816

00:22:38.619 --> 00:22:39.820 particularly as they get to
NOTE Confidence: 0.98314816

00:22:39.820 --> 00:22:40.799 professor level.
NOTE Confidence: 0.9627488

00:22:41.260 --> 00:22:42.779 There's a high priority on
NOTE Confidence: 0.9627488

00:22:42.779 --> 00:22:44.159 first and last author,
NOTE Confidence: 0.9696968

00:22:44.460 --> 00:22:45.679 peer reviewed publications,
NOTE Confidence: 0.98389995

00:22:47.185 --> 00:22:49.365 in developing independence for mentors,
NOTE Confidence: 0.9841085

00:22:49.665 --> 00:22:50.785 you know, and other forms
NOTE Confidence: 0.9841085

00:22:50.785 --> 00:22:51.525 of external

NOTE Confidence: 0.91323817
00:22:52.385 --> 00:22:52.885 recognition.
NOTE Confidence: 0.96626496
00:22:53.825 --> 00:22:54.945 The they tend to be
NOTE Confidence: 0.96626496
00:22:54.945 --> 00:22:56.625 differentiated based on a number
NOTE Confidence: 0.96626496
00:22:56.625 --> 00:22:57.285 of factors,
NOTE Confidence: 0.9703659
00:22:57.585 --> 00:22:59.185 one of which being sort
NOTE Confidence: 0.9703659
00:22:59.185 --> 00:23:00.359 of the extent of the
NOTE Confidence: 0.9703659
00:23:00.359 --> 00:23:01.820 clinical or in the educational
NOTE Confidence: 0.9711797
00:23:02.200 --> 00:23:02.700 activities.
NOTE Confidence: 0.98825234
00:23:04.359 --> 00:23:05.740 Sometimes they're differentiated
NOTE Confidence: 0.9972221
00:23:06.200 --> 00:23:07.560 based on the type of
NOTE Confidence: 0.9972221
00:23:07.560 --> 00:23:09.240 research that's being done with
NOTE Confidence: 0.9972221
00:23:09.240 --> 00:23:10.600 sort of the basic science
NOTE Confidence: 0.9972221
00:23:10.600 --> 00:23:11.420 or translational
NOTE Confidence: 0.7567191
00:23:12.304 --> 00:23:13.365 research faculty,
NOTE Confidence: 0.9787678
00:23:13.825 --> 00:23:14.785 tending to be more on
NOTE Confidence: 0.9787678

00:23:14.785 --> 00:23:16.085 the traditional track,
NOTE Confidence: 0.88442403

00:23:16.625 --> 00:23:17.765 whereas the clinically,
NOTE Confidence: 0.8801487

00:23:18.705 --> 00:23:20.225 re clinical researchers tend to
NOTE Confidence: 0.8801487

00:23:20.225 --> 00:23:21.205 be more on the clinician
NOTE Confidence: 0.8801487

00:23:21.265 --> 00:23:22.244 scientist track.
NOTE Confidence: 0.99186796

00:23:23.424 --> 00:23:23.924 Investigators
NOTE Confidence: 0.98342526

00:23:24.385 --> 00:23:25.525 oftentimes are
NOTE Confidence: 0.9167617

00:23:25.905 --> 00:23:27.025 are more involved in sort
NOTE Confidence: 0.9167617

00:23:27.025 --> 00:23:28.940 of collaborative or team science.
NOTE Confidence: 0.9916189

00:23:29.960 --> 00:23:31.399 And there's also some differences
NOTE Confidence: 0.9916189

00:23:31.399 --> 00:23:32.760 usually in the sources of
NOTE Confidence: 0.9916189

00:23:32.760 --> 00:23:34.539 funding and, institutional
NOTE Confidence: 0.96155065

00:23:35.000 --> 00:23:35.500 commitments,
NOTE Confidence: 0.9894972

00:23:36.200 --> 00:23:37.159 that are made to the
NOTE Confidence: 0.9894972

00:23:37.159 --> 00:23:37.899 to the faculty.
NOTE Confidence: 0.9989438

00:23:38.279 --> 00:23:39.559 And there's also just some

NOTE Confidence: 0.9989438

00:23:39.559 --> 00:23:40.059 departmental

NOTE Confidence: 0.9400848

00:23:43.135 --> 00:23:44.655 mentions in terms of who

NOTE Confidence: 0.9400848

00:23:44.655 --> 00:23:45.934 goes on the traditional track

NOTE Confidence: 0.9400848

00:23:45.934 --> 00:23:46.915 versus the clinician

NOTE Confidence: 0.9454046

00:23:47.295 --> 00:23:48.975 scientist track. I'd say the

NOTE Confidence: 0.9454046

00:23:48.975 --> 00:23:50.255 one that we see most

NOTE Confidence: 0.9454046

00:23:50.255 --> 00:23:51.695 often within the school review,

NOTE Confidence: 0.96383494

00:23:52.255 --> 00:23:53.455 committees is usually there are

NOTE Confidence: 0.96383494

00:23:53.455 --> 00:23:55.540 differences in where people's most

NOTE Confidence: 0.96383494

00:23:55.540 --> 00:23:57.320 important publications are landing,

NOTE Confidence: 0.94925684

00:23:57.940 --> 00:24:00.200 with the traditional track faculty

NOTE Confidence: 0.94925684

00:24:00.420 --> 00:24:02.580 sometimes having fewer publications, but

NOTE Confidence: 0.94925684

00:24:02.580 --> 00:24:04.500 they are appearing in some

NOTE Confidence: 0.94925684

00:24:04.500 --> 00:24:06.260 of the highest impact general

NOTE Confidence: 0.94925684

00:24:06.260 --> 00:24:08.200 science or general medicine journals.

NOTE Confidence: 0.9568138

00:24:09.005 --> 00:24:10.784 Clinician scientists usually
NOTE Confidence: 0.9275487

00:24:11.164 --> 00:24:12.945 and and investigator are usually
NOTE Confidence: 0.9275487

00:24:13.005 --> 00:24:14.365 appearing more on the top
NOTE Confidence: 0.9275487

00:24:14.365 --> 00:24:16.225 specialty journals, but that's,
NOTE Confidence: 0.85536706

00:24:16.605 --> 00:24:18.205 that's just something we we
NOTE Confidence: 0.85536706

00:24:18.205 --> 00:24:19.744 could say we generally see.
NOTE Confidence: 0.9826175

00:24:21.800 --> 00:24:23.320 And then the differences between
NOTE Confidence: 0.9826175

00:24:23.320 --> 00:24:24.840 the academic clinician track and
NOTE Confidence: 0.9826175

00:24:24.840 --> 00:24:26.840 the clinician educator scholar track,
NOTE Confidence: 0.9826175

00:24:26.840 --> 00:24:28.460 I would say that if
NOTE Confidence: 0.9826175

00:24:28.520 --> 00:24:29.740 if you are
NOTE Confidence: 0.7550461

00:24:30.200 --> 00:24:30.700 working,
NOTE Confidence: 0.99251163

00:24:31.400 --> 00:24:33.080 kind of a distance away
NOTE Confidence: 0.99251163

00:24:33.080 --> 00:24:34.060 from New Haven
NOTE Confidence: 0.99981034

00:24:34.705 --> 00:24:36.465 where you're not expected to
NOTE Confidence: 0.99981034

00:24:36.465 --> 00:24:37.125 be doing

NOTE Confidence: 0.9330507

00:24:37.425 --> 00:24:38.225 much in the way of

NOTE Confidence: 0.9330507

00:24:38.225 --> 00:24:39.825 teaching, then that is a

NOTE Confidence: 0.9330507

00:24:39.825 --> 00:24:40.325 differentiator.

NOTE Confidence: 0.9800048

00:24:41.185 --> 00:24:42.625 But if you're located in

NOTE Confidence: 0.9800048

00:24:42.625 --> 00:24:44.565 New Haven or West Haven,

NOTE Confidence: 0.9772139

00:24:44.945 --> 00:24:46.705 the differences between the academic

NOTE Confidence: 0.9772139

00:24:46.705 --> 00:24:48.225 clinician track and the clinician

NOTE Confidence: 0.9772139

00:24:48.225 --> 00:24:50.220 educator scholar track really boil

NOTE Confidence: 0.9772139

00:24:50.220 --> 00:24:51.740 down to whether there are

NOTE Confidence: 0.9772139

00:24:51.740 --> 00:24:52.880 scholarship expectations.

NOTE Confidence: 0.98337966

00:24:54.140 --> 00:24:55.340 It doesn't mean that if

NOTE Confidence: 0.98337966

00:24:55.340 --> 00:24:56.859 you're on the academic clinician

NOTE Confidence: 0.98337966

00:24:56.859 --> 00:24:58.480 track, you can't do scholarship.

NOTE Confidence: 0.98337966

00:24:58.619 --> 00:25:00.240 In fact, most of

NOTE Confidence: 0.93212503

00:25:00.540 --> 00:25:01.900 the faculty who are getting

NOTE Confidence: 0.93212503

00:25:01.900 --> 00:25:03.195 promoted on this track are
NOTE Confidence: 0.93212503

00:25:03.195 --> 00:25:04.975 involved in in some way,
NOTE Confidence: 0.98729485

00:25:05.275 --> 00:25:06.015 with scholarship.
NOTE Confidence: 0.9805783

00:25:06.715 --> 00:25:08.075 It's just usually they're not
NOTE Confidence: 0.9805783

00:25:08.075 --> 00:25:09.534 leading the the research,
NOTE Confidence: 0.9846894

00:25:10.475 --> 00:25:11.994 projects. They're usually not funded
NOTE Confidence: 0.9846894

00:25:11.994 --> 00:25:13.434 to be doing research, but
NOTE Confidence: 0.9846894

00:25:13.434 --> 00:25:14.895 they enjoy doing it.
NOTE Confidence: 0.93589944

00:25:15.240 --> 00:25:16.540 But it's really an important
NOTE Confidence: 0.93589944

00:25:16.760 --> 00:25:17.260 consideration
NOTE Confidence: 0.92980903

00:25:17.560 --> 00:25:19.320 on the clinician educator scholar
NOTE Confidence: 0.92980903

00:25:19.320 --> 00:25:19.820 track.
NOTE Confidence: 0.9673549

00:25:21.000 --> 00:25:22.840 And so oftentimes the the
NOTE Confidence: 0.9673549

00:25:22.840 --> 00:25:24.440 number of publications that we
NOTE Confidence: 0.9673549

00:25:24.440 --> 00:25:25.560 see for people going up
NOTE Confidence: 0.9673549

00:25:25.560 --> 00:25:27.340 on the clinician educator scholar

NOTE Confidence: 0.9930796

00:25:27.880 --> 00:25:29.855 is is fairly similar to

NOTE Confidence: 0.9930796

00:25:29.855 --> 00:25:30.894 someone going up on the

NOTE Confidence: 0.9930796

00:25:30.894 --> 00:25:32.034 clinician scientist

NOTE Confidence: 0.9827953

00:25:32.494 --> 00:25:32.994 track.

NOTE Confidence: 0.98200667

00:25:33.375 --> 00:25:34.894 One difference is that it's

NOTE Confidence: 0.98200667

00:25:34.894 --> 00:25:36.894 usually a wider range of

NOTE Confidence: 0.98200667

00:25:36.894 --> 00:25:37.394 scholarship

NOTE Confidence: 0.96558815

00:25:37.695 --> 00:25:38.434 that is,

NOTE Confidence: 0.9531291

00:25:38.975 --> 00:25:40.575 really reviewed for someone who's

NOTE Confidence: 0.9531291

00:25:40.575 --> 00:25:42.335 on the clinician educator scholar

NOTE Confidence: 0.9531291

00:25:42.335 --> 00:25:44.039 track. It's not just peer

NOTE Confidence: 0.9531291

00:25:44.039 --> 00:25:45.880 reviewed journal articles, although those

NOTE Confidence: 0.9531291

00:25:45.880 --> 00:25:47.179 are still very important,

NOTE Confidence: 0.9984486

00:25:47.960 --> 00:25:49.480 but it's other kinds of

NOTE Confidence: 0.9984486

00:25:49.480 --> 00:25:49.980 contributions

NOTE Confidence: 0.992755

00:25:50.359 --> 00:25:51.419 in terms of educational
NOTE Confidence: 0.91168725

00:25:51.720 --> 00:25:52.220 scholarship,
NOTE Confidence: 0.99793357

00:25:53.480 --> 00:25:54.440 you know, things that are
NOTE Confidence: 0.99793357

00:25:54.440 --> 00:25:55.179 peer reviewed,
NOTE Confidence: 0.99187917

00:25:55.845 --> 00:25:56.345 editorials,
NOTE Confidence: 0.88245153

00:25:56.725 --> 00:25:57.225 chapters,
NOTE Confidence: 0.95614725

00:25:58.325 --> 00:26:00.005 any anything that has really
NOTE Confidence: 0.95614725

00:26:00.005 --> 00:26:01.684 been developed as a product
NOTE Confidence: 0.95614725

00:26:01.684 --> 00:26:02.905 that's getting disseminated,
NOTE Confidence: 0.9655323

00:26:03.924 --> 00:26:04.984 beyond Yale,
NOTE Confidence: 0.9779537

00:26:05.445 --> 00:26:07.605 that actually exists in some
NOTE Confidence: 0.9779537

00:26:07.605 --> 00:26:09.880 format, whether it's in print
NOTE Confidence: 0.9779537

00:26:09.880 --> 00:26:11.320 or a recording on a
NOTE Confidence: 0.9779537

00:26:11.320 --> 00:26:13.480 professional organization website or a
NOTE Confidence: 0.9779537

00:26:13.480 --> 00:26:15.340 curriculum that that exists
NOTE Confidence: 0.9440562

00:26:15.720 --> 00:26:16.700 and is accessible,

NOTE Confidence: 0.95333177

00:26:17.480 --> 00:26:18.619 by other schools,

NOTE Confidence: 0.9919803

00:26:19.880 --> 00:26:21.260 can count as scholarship.

NOTE Confidence: 0.9319294

00:26:23.085 --> 00:26:24.365 I'm gonna skip over this

NOTE Confidence: 0.9319294

00:26:24.365 --> 00:26:25.565 one. This is just as

NOTE Confidence: 0.9319294

00:26:25.565 --> 00:26:26.685 just to and this is

NOTE Confidence: 0.9319294

00:26:26.685 --> 00:26:28.225 also on the website, but

NOTE Confidence: 0.9319294

00:26:28.285 --> 00:26:29.665 this is just an example

NOTE Confidence: 0.9319294

00:26:29.805 --> 00:26:31.405 of what goes out to,

NOTE Confidence: 0.9295054

00:26:32.445 --> 00:26:34.205 people who are evaluating your

NOTE Confidence: 0.9295054

00:26:34.205 --> 00:26:34.945 your promotion,

NOTE Confidence: 0.93063754

00:26:36.070 --> 00:26:37.369 externally from Yale.

NOTE Confidence: 0.9321566

00:26:37.830 --> 00:26:39.030 And this is just kind

NOTE Confidence: 0.9321566

00:26:39.030 --> 00:26:40.470 of how we, lay out

NOTE Confidence: 0.9321566

00:26:40.470 --> 00:26:41.670 things for someone who's going

NOTE Confidence: 0.9321566

00:26:41.670 --> 00:26:42.630 out for professor on a

NOTE Confidence: 0.9321566

00:26:42.630 --> 00:26:44.090 clinician educator scholarship.
NOTE Confidence: 0.96531296

00:26:44.550 --> 00:26:45.610 You can see we ask
NOTE Confidence: 0.96531296

00:26:45.830 --> 00:26:47.770 referees to comment on scholarship,
NOTE Confidence: 0.96531296

00:26:47.990 --> 00:26:49.670 your your clinical excellence, your
NOTE Confidence: 0.96531296

00:26:49.670 --> 00:26:50.570 teaching, administration,
NOTE Confidence: 0.8877873

00:26:50.950 --> 00:26:52.325 and and professionalism,
NOTE Confidence: 0.99749386

00:26:52.625 --> 00:26:53.664 but we have we have
NOTE Confidence: 0.99749386

00:26:53.664 --> 00:26:54.865 samples of these on the
NOTE Confidence: 0.99749386

00:26:54.865 --> 00:26:56.405 on the website as well.
NOTE Confidence: 0.9557742

00:26:57.265 --> 00:26:59.044 So just sort of overview
NOTE Confidence: 0.9557742

00:26:59.184 --> 00:27:00.645 of the promotion process.
NOTE Confidence: 0.9954519

00:27:02.625 --> 00:27:03.664 You know, this is the
NOTE Confidence: 0.9954519

00:27:03.664 --> 00:27:04.945 time of year where I'd
NOTE Confidence: 0.9954519

00:27:04.945 --> 00:27:06.085 say most departments
NOTE Confidence: 0.91237915

00:27:06.465 --> 00:27:08.859 are are actively involve,
NOTE Confidence: 0.97851616

00:27:09.320 --> 00:27:11.559 involved in reviewing promotions that

NOTE Confidence: 0.97851616
00:27:11.559 --> 00:27:13.080 would be effective for July
NOTE Confidence: 0.97851616
00:27:13.080 --> 00:27:14.700 one two thousand and sixteen.
NOTE Confidence: 0.8737851
00:27:16.600 --> 00:27:17.720 At the at the same
NOTE Confidence: 0.8737851
00:27:17.720 --> 00:27:18.859 time as there there
NOTE Confidence: 0.958525
00:27:19.265 --> 00:27:20.225 many of them are starting
NOTE Confidence: 0.958525
00:27:20.225 --> 00:27:21.505 to even think about like
NOTE Confidence: 0.958525
00:27:21.505 --> 00:27:22.625 who's gonna be up for
NOTE Confidence: 0.958525
00:27:22.625 --> 00:27:23.685 the following year.
NOTE Confidence: 0.96240115
00:27:24.545 --> 00:27:26.625 Usually, we expect that kind
NOTE Confidence: 0.96240115
00:27:26.625 --> 00:27:28.165 of process to begin,
NOTE Confidence: 0.9894454
00:27:29.025 --> 00:27:30.385 no later than the summer
NOTE Confidence: 0.9894454
00:27:30.385 --> 00:27:31.365 where the department
NOTE Confidence: 0.91095716
00:27:31.745 --> 00:27:32.945 with the chair and their
NOTE Confidence: 0.91095716
00:27:32.945 --> 00:27:33.685 vice chairs
NOTE Confidence: 0.98819774
00:27:34.140 --> 00:27:35.580 start assembling a list of
NOTE Confidence: 0.98819774

00:27:35.580 --> 00:27:36.780 people who might be reviewed
NOTE Confidence: 0.98819774

00:27:36.780 --> 00:27:38.240 for reappointment or promotion,
NOTE Confidence: 0.9985219

00:27:38.859 --> 00:27:40.080 for the following year.
NOTE Confidence: 0.9786666

00:27:41.260 --> 00:27:43.119 And then, in the fall,
NOTE Confidence: 0.7706978

00:27:43.420 --> 00:27:44.480 usually expectation
NOTE Confidence: 0.9996423

00:27:44.780 --> 00:27:46.540 is that your materials will
NOTE Confidence: 0.9996423

00:27:46.540 --> 00:27:47.280 be submitted
NOTE Confidence: 0.998378

00:27:47.580 --> 00:27:48.960 into the department
NOTE Confidence: 0.95631355

00:27:50.024 --> 00:27:52.345 for review. And usually it's
NOTE Confidence: 0.95631355

00:27:52.345 --> 00:27:53.544 at that point where your
NOTE Confidence: 0.95631355

00:27:53.625 --> 00:27:55.304 the department will make a
NOTE Confidence: 0.95631355

00:27:55.304 --> 00:27:56.664 decision on whether to go
NOTE Confidence: 0.95631355

00:27:56.664 --> 00:27:58.764 out, for letters of evaluation.
NOTE Confidence: 0.9527376

00:28:00.264 --> 00:28:01.784 And then, it's just a
NOTE Confidence: 0.9527376

00:28:01.784 --> 00:28:03.565 matter of the department's waiting,
NOTE Confidence: 0.9794629

00:28:04.340 --> 00:28:05.780 for those letters or or

NOTE Confidence: 0.9794629
00:28:05.780 --> 00:28:07.300 for professor abuse. It's the
NOTE Confidence: 0.9794629
00:28:07.300 --> 00:28:09.220 school waiting for letters to
NOTE Confidence: 0.9794629
00:28:09.220 --> 00:28:09.880 come back,
NOTE Confidence: 0.96982914
00:28:10.580 --> 00:28:12.500 so that the, department can
NOTE Confidence: 0.96982914
00:28:12.500 --> 00:28:13.859 vote and then it moves
NOTE Confidence: 0.96982914
00:28:13.859 --> 00:28:15.060 to one of our school
NOTE Confidence: 0.96982914
00:28:15.060 --> 00:28:16.280 committees. So we are,
NOTE Confidence: 0.99477863
00:28:16.660 --> 00:28:18.180 just our our committees are
NOTE Confidence: 0.99477863
00:28:18.180 --> 00:28:19.904 really starting to shift into
NOTE Confidence: 0.99477863
00:28:19.904 --> 00:28:20.645 high gear,
NOTE Confidence: 0.8827752
00:28:21.345 --> 00:28:21.825 for,
NOTE Confidence: 0.9941837
00:28:22.145 --> 00:28:22.965 people whose
NOTE Confidence: 0.9392335
00:28:23.345 --> 00:28:25.184 promotions would be effective July
NOTE Confidence: 0.9392335
00:28:25.184 --> 00:28:26.645 one two thousand and sixteen.
NOTE Confidence: 0.9979902
00:28:30.145 --> 00:28:31.525 In terms of the departmental
NOTE Confidence: 0.9979902

00:28:31.744 --> 00:28:33.630 review process, there there is
NOTE Confidence: 0.9979902

00:28:33.630 --> 00:28:34.130 variability
NOTE Confidence: 0.92234045

00:28:34.670 --> 00:28:35.410 on this,
NOTE Confidence: 0.98637867

00:28:36.430 --> 00:28:36.750 but,
NOTE Confidence: 0.96154785

00:28:37.230 --> 00:28:38.210 this is just,
NOTE Confidence: 0.9949643

00:28:38.830 --> 00:28:40.030 something that we sort of
NOTE Confidence: 0.9949643

00:28:40.030 --> 00:28:40.530 suggest,
NOTE Confidence: 0.99930906

00:28:40.990 --> 00:28:41.730 that people,
NOTE Confidence: 0.9845565

00:28:42.590 --> 00:28:44.370 you know, kind of inquire
NOTE Confidence: 0.9845565

00:28:44.510 --> 00:28:46.035 about either during their their
NOTE Confidence: 0.9845565

00:28:46.515 --> 00:28:47.955 FDAC meetings or if they
NOTE Confidence: 0.9845565

00:28:47.955 --> 00:28:49.635 have a periodic meeting with
NOTE Confidence: 0.9845565

00:28:49.635 --> 00:28:50.835 their section chief or their
NOTE Confidence: 0.9845565

00:28:50.835 --> 00:28:51.335 chair
NOTE Confidence: 0.9735648

00:28:51.795 --> 00:28:52.755 is to just get a
NOTE Confidence: 0.9735648

00:28:52.755 --> 00:28:55.095 sense of how your department

NOTE Confidence: 0.9924234

00:28:55.715 --> 00:28:58.215 manages its internal review process.

NOTE Confidence: 0.9932637

00:28:59.635 --> 00:29:00.135 Usually

NOTE Confidence: 0.7912395

00:29:00.435 --> 00:29:01.095 it is

NOTE Confidence: 0.9093838

00:29:03.210 --> 00:29:04.250 a a section chief or

NOTE Confidence: 0.9093838

00:29:04.250 --> 00:29:05.610 division chief or maybe a

NOTE Confidence: 0.9093838

00:29:05.610 --> 00:29:07.290 vice chair who is involved

NOTE Confidence: 0.9093838

00:29:07.290 --> 00:29:08.110 in overseeing

NOTE Confidence: 0.9384619

00:29:08.570 --> 00:29:09.790 who's up for promotion

NOTE Confidence: 0.9362019

00:29:10.330 --> 00:29:11.530 and there will be a

NOTE Confidence: 0.9362019

00:29:11.530 --> 00:29:13.690 discussion about, you know, people

NOTE Confidence: 0.9362019

00:29:13.690 --> 00:29:15.310 getting their documents together.

NOTE Confidence: 0.9641637

00:29:16.625 --> 00:29:18.784 The departments will consult with

NOTE Confidence: 0.9641637

00:29:18.784 --> 00:29:19.985 us when they are there

NOTE Confidence: 0.9641637

00:29:19.985 --> 00:29:21.505 are cases where they're they're

NOTE Confidence: 0.9641637

00:29:21.505 --> 00:29:22.625 not sure if the person

NOTE Confidence: 0.9641637

00:29:22.625 --> 00:29:23.845 is ready or not.
NOTE Confidence: 0.972335

00:29:24.705 --> 00:29:26.245 And then your department
NOTE Confidence: 0.9380474

00:29:26.625 --> 00:29:27.904 will do an initial vote
NOTE Confidence: 0.9380474

00:29:27.904 --> 00:29:29.524 usually in the fall, sometimes
NOTE Confidence: 0.9380474

00:29:29.585 --> 00:29:31.170 just over the summer on
NOTE Confidence: 0.9380474

00:29:31.170 --> 00:29:32.690 whether to solicit letters of
NOTE Confidence: 0.9380474

00:29:32.690 --> 00:29:33.190 evaluation.
NOTE Confidence: 0.9965608

00:29:33.650 --> 00:29:34.930 And once they get those
NOTE Confidence: 0.9965608

00:29:34.930 --> 00:29:36.770 back, we can move forward
NOTE Confidence: 0.9965608

00:29:36.770 --> 00:29:37.430 with those.
NOTE Confidence: 0.99525136

00:29:38.370 --> 00:29:39.830 Once your department votes,
NOTE Confidence: 0.9544687

00:29:40.290 --> 00:29:41.970 it moves on to, one
NOTE Confidence: 0.9544687

00:29:41.970 --> 00:29:43.270 of our central committees.
NOTE Confidence: 0.9741843

00:29:43.970 --> 00:29:46.290 Associate professor reviews are reviewed
NOTE Confidence: 0.9741843

00:29:46.290 --> 00:29:46.790 by,
NOTE Confidence: 0.9966652

00:29:47.225 --> 00:29:48.585 one of two committees that

NOTE Confidence: 0.9966652

00:29:48.585 --> 00:29:49.645 we have for,

NOTE Confidence: 0.98882276

00:29:50.265 --> 00:29:51.465 for what are called term

NOTE Confidence: 0.98882276

00:29:51.465 --> 00:29:52.605 appointments and promotions.

NOTE Confidence: 0.9000041

00:29:53.705 --> 00:29:55.705 The basic science departments has

NOTE Confidence: 0.9000041

00:29:55.705 --> 00:29:57.085 its own separate

NOTE Confidence: 0.9025554

00:29:57.705 --> 00:30:00.185 review for associate professors with

NOTE Confidence: 0.9025554

00:30:00.185 --> 00:30:00.685 tenure,

NOTE Confidence: 0.96665937

00:30:01.450 --> 00:30:02.250 and then we have a

NOTE Confidence: 0.96665937

00:30:02.250 --> 00:30:04.350 senior appointments and promotions review.

NOTE Confidence: 0.95241535

00:30:05.050 --> 00:30:06.730 And then our office does

NOTE Confidence: 0.95241535

00:30:06.730 --> 00:30:08.970 reviews for the research rank

NOTE Confidence: 0.95241535

00:30:08.970 --> 00:30:10.750 faculty, adjunct, and voluntary

NOTE Confidence: 0.8985892

00:30:11.530 --> 00:30:13.290 faculty. And then once that's

NOTE Confidence: 0.8985892

00:30:13.290 --> 00:30:14.730 done, goes to a board

NOTE Confidence: 0.8985892

00:30:14.730 --> 00:30:15.870 of permanent officers

NOTE Confidence: 0.9923104

00:30:16.445 --> 00:30:17.105 for review.
NOTE Confidence: 0.9808999

00:30:17.565 --> 00:30:18.684 And then this is just
NOTE Confidence: 0.9808999

00:30:18.684 --> 00:30:20.285 sort of a a slide
NOTE Confidence: 0.9808999

00:30:20.285 --> 00:30:21.565 to show what Jonathan and
NOTE Confidence: 0.9808999

00:30:21.565 --> 00:30:22.365 I are gonna try to
NOTE Confidence: 0.9808999

00:30:22.365 --> 00:30:23.405 cover in the next couple
NOTE Confidence: 0.9808999

00:30:23.405 --> 00:30:24.145 of months.
NOTE Confidence: 0.939343

00:30:25.485 --> 00:30:27.025 Next in in two weeks,
NOTE Confidence: 0.939343

00:30:27.085 --> 00:30:28.845 Jonathan's gonna be doing a
NOTE Confidence: 0.939343

00:30:28.845 --> 00:30:30.525 presentation on CV, then I'll
NOTE Confidence: 0.939343

00:30:30.525 --> 00:30:32.065 do CV part two.
NOTE Confidence: 0.9704571

00:30:33.179 --> 00:30:34.640 I'll do letters of evaluation.
NOTE Confidence: 0.9704571

00:30:34.780 --> 00:30:35.820 Jonathan, I think you do
NOTE Confidence: 0.9704571

00:30:35.820 --> 00:30:36.799 teaching evaluations.
NOTE Confidence: 0.9903392

00:30:37.340 --> 00:30:38.539 And so over a couple
NOTE Confidence: 0.9903392

00:30:38.539 --> 00:30:39.659 of months, we'll walk through

NOTE Confidence: 0.9903392

00:30:39.659 --> 00:30:40.960 these documents. So

NOTE Confidence: 0.9664508

00:30:41.260 --> 00:30:42.220 I'm going to pass it

NOTE Confidence: 0.9664508

00:30:42.220 --> 00:30:43.039 on to Jonathan,

NOTE Confidence: 0.98780835

00:30:44.539 --> 00:30:45.419 and then we'll have time

NOTE Confidence: 0.98780835

00:30:45.419 --> 00:30:46.080 for questions.

NOTE Confidence: 0.9991159

00:30:50.485 --> 00:30:51.605 Thanks. Just getting it up

NOTE Confidence: 0.9991159

00:30:51.605 --> 00:30:52.105 here.

NOTE Confidence: 0.99416125

00:30:59.845 --> 00:31:00.745 Alright. Well,

NOTE Confidence: 0.9809118

00:31:01.730 --> 00:31:02.850 thank you so much, Sam.

NOTE Confidence: 0.9809118

00:31:02.850 --> 00:31:04.210 Great overview of things.

NOTE Confidence: 0.98018473

00:31:04.770 --> 00:31:05.890 And for everyone who feels

NOTE Confidence: 0.98018473

00:31:05.890 --> 00:31:06.610 like that's been a lot

NOTE Confidence: 0.98018473

00:31:06.610 --> 00:31:08.050 of information, it is. It's

NOTE Confidence: 0.98018473

00:31:08.050 --> 00:31:09.890 great information, and Sam really

NOTE Confidence: 0.98018473

00:31:09.890 --> 00:31:11.490 kind of helps break it

NOTE Confidence: 0.98018473

00:31:11.490 --> 00:31:13.030 down so that it
NOTE Confidence: 0.9571844

00:31:13.855 --> 00:31:15.215 kind of fits into where,
NOTE Confidence: 0.9571844

00:31:15.215 --> 00:31:16.414 you know, where you should
NOTE Confidence: 0.9571844

00:31:16.414 --> 00:31:17.154 have expectations,
NOTE Confidence: 0.99170333

00:31:17.455 --> 00:31:18.674 what you should be knowing.
NOTE Confidence: 0.9586326

00:31:19.375 --> 00:31:20.735 But often it raises the
NOTE Confidence: 0.9586326

00:31:20.735 --> 00:31:22.495 question of that was a
NOTE Confidence: 0.9586326

00:31:22.495 --> 00:31:24.014 lot of information. I might
NOTE Confidence: 0.9586326

00:31:24.014 --> 00:31:24.735 not need it at the
NOTE Confidence: 0.9586326

00:31:24.735 --> 00:31:25.855 moment. Where am I gonna
NOTE Confidence: 0.9586326

00:31:25.855 --> 00:31:26.654 get it when I need
NOTE Confidence: 0.9586326

00:31:26.654 --> 00:31:27.554 it? And
NOTE Confidence: 0.9600875

00:31:28.370 --> 00:31:29.330 we hope to to give
NOTE Confidence: 0.9600875

00:31:29.330 --> 00:31:30.530 kind of the awareness of
NOTE Confidence: 0.9600875

00:31:30.530 --> 00:31:31.810 it all here, but we
NOTE Confidence: 0.9600875

00:31:31.810 --> 00:31:32.530 put a lot of work,

NOTE Confidence: 0.9600875
00:31:32.530 --> 00:31:33.730 as Sam mentioned, into the
NOTE Confidence: 0.9600875
00:31:33.730 --> 00:31:35.250 website so that it's very
NOTE Confidence: 0.9600875
00:31:35.250 --> 00:31:36.310 easily accessible,
NOTE Confidence: 0.9971949
00:31:37.330 --> 00:31:38.930 with questions as they arise
NOTE Confidence: 0.9971949
00:31:38.930 --> 00:31:39.970 and as you need the
NOTE Confidence: 0.9971949
00:31:39.970 --> 00:31:40.470 information.
NOTE Confidence: 0.9990895
00:31:41.410 --> 00:31:41.910 So
NOTE Confidence: 0.9195982
00:31:42.515 --> 00:31:43.395 I have appear on the
NOTE Confidence: 0.9195982
00:31:43.395 --> 00:31:44.355 screen kind of our home
NOTE Confidence: 0.9195982
00:31:44.355 --> 00:31:46.755 page of any computer and
NOTE Confidence: 0.9195982
00:31:46.755 --> 00:31:47.955 almost any browser that I've
NOTE Confidence: 0.9195982
00:31:47.955 --> 00:31:49.395 ever tried. If you just
NOTE Confidence: 0.9195982
00:31:49.395 --> 00:31:50.375 type in the LOAPD,
NOTE Confidence: 0.97717744
00:31:50.835 --> 00:31:51.955 the top link will be
NOTE Confidence: 0.97717744
00:31:51.955 --> 00:31:53.235 the link to this web
NOTE Confidence: 0.97717744

00:31:53.235 --> 00:31:53.715 page,
NOTE Confidence: 0.9213696

00:31:54.115 --> 00:31:55.315 which is under the school's
NOTE Confidence: 0.9213696

00:31:55.315 --> 00:31:56.055 web pages
NOTE Confidence: 0.9997372

00:31:56.480 --> 00:31:58.160 and focuses on all the
NOTE Confidence: 0.9997372

00:31:58.160 --> 00:31:59.280 things that we've been talking
NOTE Confidence: 0.9997372

00:31:59.280 --> 00:31:59.780 about.
NOTE Confidence: 0.978091

00:32:00.240 --> 00:32:01.200 So I I wanna just
NOTE Confidence: 0.978091

00:32:01.200 --> 00:32:01.920 give you a sense of
NOTE Confidence: 0.978091

00:32:01.920 --> 00:32:03.380 the architecture of the website.
NOTE Confidence: 0.99902654

00:32:04.400 --> 00:32:04.900 The
NOTE Confidence: 0.99954695

00:32:05.360 --> 00:32:06.400 first tab,
NOTE Confidence: 0.8874003

00:32:06.880 --> 00:32:09.140 people and committees, it includes,
NOTE Confidence: 0.9962027

00:32:09.664 --> 00:32:11.184 the different committees that Sam
NOTE Confidence: 0.9962027

00:32:11.184 --> 00:32:12.865 just spoke about, who's on
NOTE Confidence: 0.9962027

00:32:12.865 --> 00:32:14.304 them, and a little background
NOTE Confidence: 0.9962027

00:32:14.304 --> 00:32:15.825 information about the different committees.

NOTE Confidence: 0.9962027

00:32:15.825 --> 00:32:17.044 Usually, people aren't

NOTE Confidence: 0.992914

00:32:17.424 --> 00:32:18.705 too in the details of

NOTE Confidence: 0.992914

00:32:18.705 --> 00:32:19.205 that.

NOTE Confidence: 0.9799569

00:32:19.664 --> 00:32:20.965 In terms of the OAPD

NOTE Confidence: 0.9924103

00:32:21.424 --> 00:32:22.405 office team,

NOTE Confidence: 0.9982408

00:32:23.030 --> 00:32:23.990 Sam and I have our

NOTE Confidence: 0.9982408

00:32:23.990 --> 00:32:25.669 contact information. The staff is

NOTE Confidence: 0.9982408

00:32:25.669 --> 00:32:26.650 there as well.

NOTE Confidence: 0.92643243

00:32:27.429 --> 00:32:29.110 Usually, we encourage going into

NOTE Confidence: 0.92643243

00:32:29.110 --> 00:32:30.470 the departments first because as

NOTE Confidence: 0.92643243

00:32:30.470 --> 00:32:32.570 Sam mentioned, certain processes

NOTE Confidence: 0.99796414

00:32:33.030 --> 00:32:33.530 are

NOTE Confidence: 0.9995766

00:32:33.909 --> 00:32:34.409 departmental

NOTE Confidence: 0.92568165

00:32:35.695 --> 00:32:36.835 managed and focused.

NOTE Confidence: 0.9976432

00:32:37.295 --> 00:32:38.975 But we're always certainly available

NOTE Confidence: 0.9976432

00:32:38.975 --> 00:32:40.415 to answer any questions. Please

NOTE Confidence: 0.9976432

00:32:40.415 --> 00:32:41.375 feel free to reach out

NOTE Confidence: 0.9976432

00:32:41.375 --> 00:32:42.595 to me at any time.

NOTE Confidence: 0.99948746

00:32:42.975 --> 00:32:43.855 I'm sure anybody in the

NOTE Confidence: 0.99948746

00:32:43.855 --> 00:32:45.215 office would share that thought.

NOTE Confidence: 0.99948746

00:32:45.215 --> 00:32:46.355 We're happy to either

NOTE Confidence: 0.9710988

00:32:46.815 --> 00:32:48.710 answer, meet, or set you

NOTE Confidence: 0.9710988

00:32:48.710 --> 00:32:49.670 up with the directions of

NOTE Confidence: 0.9710988

00:32:49.670 --> 00:32:51.190 where we think, information will

NOTE Confidence: 0.9710988

00:32:51.190 --> 00:32:52.090 be best obtained.

NOTE Confidence: 0.9909382

00:32:53.750 --> 00:32:55.270 Academic affairs is what I'm

NOTE Confidence: 0.9909382

00:32:55.270 --> 00:32:56.070 gonna come back to in

NOTE Confidence: 0.9909382

00:32:56.070 --> 00:32:57.430 a moment and and focus

NOTE Confidence: 0.9909382

00:32:57.430 --> 00:32:58.950 our attention for today. But

NOTE Confidence: 0.9909382

00:32:58.950 --> 00:33:00.790 just to briefly mention the

NOTE Confidence: 0.9909382

00:33:00.790 --> 00:33:01.990 other things that we have

NOTE Confidence: 0.9909382

00:33:01.990 --> 00:33:03.210 available on the website,

NOTE Confidence: 0.9988476

00:33:03.795 --> 00:33:04.535 Faculty development

NOTE Confidence: 0.99742794

00:33:05.075 --> 00:33:06.935 includes different development opportunities.

NOTE Confidence: 0.99823433

00:33:07.635 --> 00:33:08.995 It starts out with some

NOTE Confidence: 0.99823433

00:33:08.995 --> 00:33:10.375 information about this,

NOTE Confidence: 0.98164463

00:33:11.555 --> 00:33:13.395 workshop series, including the ones

NOTE Confidence: 0.98164463

00:33:13.395 --> 00:33:14.995 to come. So please check

NOTE Confidence: 0.98164463

00:33:14.995 --> 00:33:16.915 it out. Blast emails are

NOTE Confidence: 0.98164463

00:33:16.915 --> 00:33:18.580 sent out. Sometimes those are

NOTE Confidence: 0.98164463

00:33:18.580 --> 00:33:20.179 easy to get misplaced amongst

NOTE Confidence: 0.98164463

00:33:20.179 --> 00:33:21.299 the many emails we all

NOTE Confidence: 0.98164463

00:33:21.299 --> 00:33:22.019 get. So if ever you

NOTE Confidence: 0.98164463

00:33:22.019 --> 00:33:22.980 wanna come in and check

NOTE Confidence: 0.98164463

00:33:22.980 --> 00:33:23.480 them,

NOTE Confidence: 0.9827139

00:33:24.100 --> 00:33:25.700 that workshop series at this

NOTE Confidence: 0.9827139

00:33:25.700 --> 00:33:26.500 time of year, as Sam
NOTE Confidence: 0.9827139

00:33:26.500 --> 00:33:28.039 pointed out, is really about
NOTE Confidence: 0.9890949

00:33:28.419 --> 00:33:30.600 all the different processes related
NOTE Confidence: 0.9890949

00:33:30.659 --> 00:33:32.840 to the, appointments and promotion.
NOTE Confidence: 0.95931065

00:33:33.325 --> 00:33:34.605 But we flank that on
NOTE Confidence: 0.95931065

00:33:34.605 --> 00:33:36.365 either side of this, portion
NOTE Confidence: 0.95931065

00:33:36.365 --> 00:33:38.205 of the year with resources
NOTE Confidence: 0.95931065

00:33:38.205 --> 00:33:39.085 we really think will be
NOTE Confidence: 0.95931065

00:33:39.085 --> 00:33:40.205 important. We've got some great
NOTE Confidence: 0.95931065

00:33:40.205 --> 00:33:41.645 people coming in who have
NOTE Confidence: 0.95931065

00:33:41.645 --> 00:33:42.765 given talks and will give
NOTE Confidence: 0.95931065

00:33:42.765 --> 00:33:44.125 talks later in the day
NOTE Confidence: 0.95931065

00:33:44.125 --> 00:33:45.105 in the in the year
NOTE Confidence: 0.95931065

00:33:45.325 --> 00:33:46.465 ranging from
NOTE Confidence: 0.91039276

00:33:47.149 --> 00:33:49.649 library resources to Yale ventures
NOTE Confidence: 0.9495607

00:33:49.950 --> 00:33:51.230 to all different types of

NOTE Confidence: 0.9495607
00:33:51.230 --> 00:33:52.110 topics that,
NOTE Confidence: 0.9993149
00:33:52.669 --> 00:33:53.169 really
NOTE Confidence: 0.97000337
00:33:53.549 --> 00:33:55.789 kind of help faculty know
NOTE Confidence: 0.97000337
00:33:55.789 --> 00:33:57.390 what's available to them. Sometimes
NOTE Confidence: 0.97000337
00:33:57.390 --> 00:33:58.429 in a big institution, you
NOTE Confidence: 0.97000337
00:33:58.429 --> 00:33:59.470 always think just if I
NOTE Confidence: 0.97000337
00:33:59.470 --> 00:34:00.289 had the tools,
NOTE Confidence: 0.9666654
00:34:00.635 --> 00:34:01.755 so many tools are here.
NOTE Confidence: 0.9666654
00:34:01.755 --> 00:34:02.975 We wanna make you aware.
NOTE Confidence: 0.98834616
00:34:03.435 --> 00:34:04.795 And then the other portion
NOTE Confidence: 0.98834616
00:34:04.795 --> 00:34:05.835 of our office is the
NOTE Confidence: 0.98834616
00:34:05.835 --> 00:34:06.335 professionalism.
NOTE Confidence: 0.9944227
00:34:06.875 --> 00:34:07.835 They will be giving a
NOTE Confidence: 0.9944227
00:34:07.835 --> 00:34:09.114 talk in one of the
NOTE Confidence: 0.9944227
00:34:09.114 --> 00:34:10.094 upcoming workshops,
NOTE Confidence: 0.9763857

00:34:11.355 --> 00:34:12.635 and very important, but not
NOTE Confidence: 0.9763857

00:34:12.635 --> 00:34:13.594 gonna be our focus for
NOTE Confidence: 0.9763857

00:34:13.594 --> 00:34:14.094 today.
NOTE Confidence: 0.9896194

00:34:16.500 --> 00:34:18.420 So under academic affairs, we
NOTE Confidence: 0.9896194

00:34:18.420 --> 00:34:20.100 have several important parts of,
NOTE Confidence: 0.9896194

00:34:20.340 --> 00:34:21.800 the way we've provided this.
NOTE Confidence: 0.9951015

00:34:22.260 --> 00:34:23.540 One is the,
NOTE Confidence: 0.9632053

00:34:24.180 --> 00:34:25.860 departmental teams. So you might
NOTE Confidence: 0.9632053

00:34:25.860 --> 00:34:26.980 be saying as things are
NOTE Confidence: 0.9632053

00:34:26.980 --> 00:34:27.940 needed and as you have
NOTE Confidence: 0.9632053

00:34:27.940 --> 00:34:29.300 questions, as as I mentioned,
NOTE Confidence: 0.9632053

00:34:29.300 --> 00:34:31.255 that your departments are really
NOTE Confidence: 0.9632053

00:34:31.255 --> 00:34:33.094 usually your first go to
NOTE Confidence: 0.9632053

00:34:33.094 --> 00:34:33.594 place.
NOTE Confidence: 0.9583681

00:34:34.295 --> 00:34:35.495 We have all the departments
NOTE Confidence: 0.9583681

00:34:35.495 --> 00:34:36.955 listed as you go through.

NOTE Confidence: 0.97682714

00:34:37.335 --> 00:34:38.795 The contacts, both

NOTE Confidence: 0.97652364

00:34:39.255 --> 00:34:41.415 the faculty point people, usually

NOTE Confidence: 0.97652364

00:34:41.415 --> 00:34:43.080 vice chairs, different titles that

NOTE Confidence: 0.97652364

00:34:43.080 --> 00:34:44.460 people use in different departments,

NOTE Confidence: 0.97652364

00:34:44.680 --> 00:34:46.520 but also the staff who

NOTE Confidence: 0.97652364

00:34:46.520 --> 00:34:47.560 are available to help in

NOTE Confidence: 0.97652364

00:34:47.560 --> 00:34:48.920 every way and to guide

NOTE Confidence: 0.97652364

00:34:48.920 --> 00:34:50.520 you through this process. So

NOTE Confidence: 0.97652364

00:34:50.520 --> 00:34:51.640 I would encourage you that

NOTE Confidence: 0.97652364

00:34:51.640 --> 00:34:52.680 that's really a good,

NOTE Confidence: 0.9874328

00:34:53.560 --> 00:34:54.920 initial go to step as

NOTE Confidence: 0.9874328

00:34:54.920 --> 00:34:56.120 you have questions even though

NOTE Confidence: 0.9874328

00:34:56.120 --> 00:34:57.975 everyone is certainly available and

NOTE Confidence: 0.9874328

00:34:58.055 --> 00:34:59.515 happy to work with you.

NOTE Confidence: 0.99262786

00:35:00.295 --> 00:35:01.415 We have a section about

NOTE Confidence: 0.99262786

00:35:01.415 --> 00:35:03.175 recent appointments and promotions as

NOTE Confidence: 0.99262786

00:35:03.175 --> 00:35:04.855 people complete the very bottom

NOTE Confidence: 0.99262786

00:35:04.855 --> 00:35:05.435 of that

NOTE Confidence: 0.99791974

00:35:05.895 --> 00:35:07.335 list that Sam had for

NOTE Confidence: 0.99791974

00:35:07.335 --> 00:35:08.535 the different steps as things

NOTE Confidence: 0.99791974

00:35:08.535 --> 00:35:09.275 go through

NOTE Confidence: 0.98411757

00:35:09.575 --> 00:35:11.755 the, board or the corporation

NOTE Confidence: 0.98411757

00:35:11.815 --> 00:35:13.080 of Yale. We put them

NOTE Confidence: 0.98411757

00:35:13.080 --> 00:35:14.140 up to celebrate

NOTE Confidence: 0.98188597

00:35:14.520 --> 00:35:16.840 our recently promoted faculty, so

NOTE Confidence: 0.98188597

00:35:16.840 --> 00:35:17.720 great place to take a

NOTE Confidence: 0.98188597

00:35:17.720 --> 00:35:18.620 look and see.

NOTE Confidence: 0.932247

00:35:21.880 --> 00:35:23.080 One of the sections that

NOTE Confidence: 0.932247

00:35:23.080 --> 00:35:24.760 a lot, you know, focus

NOTE Confidence: 0.932247

00:35:24.760 --> 00:35:25.964 goes to was kinda that

NOTE Confidence: 0.932247

00:35:25.964 --> 00:35:26.585 whole discussion

NOTE Confidence: 0.9880239
00:35:27.205 --> 00:35:28.484 of what are the differences
NOTE Confidence: 0.9880239
00:35:28.484 --> 00:35:29.685 in terms of the tracks
NOTE Confidence: 0.9880239
00:35:29.685 --> 00:35:31.605 and ranks. And we have
NOTE Confidence: 0.9880239
00:35:31.605 --> 00:35:34.025 the different types of appointments
NOTE Confidence: 0.9880239
00:35:34.244 --> 00:35:34.744 here,
NOTE Confidence: 0.996531
00:35:35.605 --> 00:35:36.565 going through each one of
NOTE Confidence: 0.996531
00:35:36.565 --> 00:35:37.225 the tracks,
NOTE Confidence: 0.9909113
00:35:38.165 --> 00:35:38.645 and,
NOTE Confidence: 0.99796355
00:35:38.965 --> 00:35:40.505 the different ranks and positions.
NOTE Confidence: 0.96500283
00:35:42.500 --> 00:35:43.700 And under each one of
NOTE Confidence: 0.96500283
00:35:43.700 --> 00:35:44.980 them, they're set up pretty
NOTE Confidence: 0.96500283
00:35:44.980 --> 00:35:46.420 similar in terms of structure.
NOTE Confidence: 0.96500283
00:35:46.420 --> 00:35:48.200 There's an overview of information.
NOTE Confidence: 0.8895255
00:35:49.140 --> 00:35:50.340 When there's a clock, really
NOTE Confidence: 0.8895255
00:35:50.340 --> 00:35:51.300 tries to help make that
NOTE Confidence: 0.8895255

00:35:51.300 --> 00:35:52.420 very clear. It's a lot
NOTE Confidence: 0.8895255

00:35:52.420 --> 00:35:53.880 of questions about that.
NOTE Confidence: 0.9952108

00:35:55.525 --> 00:35:56.565 And then for each one
NOTE Confidence: 0.9952108

00:35:56.565 --> 00:35:58.105 of the ranks under those,
NOTE Confidence: 0.99781865

00:35:58.405 --> 00:35:59.545 it gives descriptions
NOTE Confidence: 0.99793184

00:35:59.925 --> 00:36:01.305 and some of the mechanical
NOTE Confidence: 0.99287736

00:36:01.605 --> 00:36:03.205 information that may be of
NOTE Confidence: 0.99287736

00:36:03.205 --> 00:36:04.425 help. Okay?
NOTE Confidence: 0.9431711

00:36:05.525 --> 00:36:07.045 One thing Sam referenced is
NOTE Confidence: 0.9431711

00:36:07.045 --> 00:36:07.545 that
NOTE Confidence: 0.9621244

00:36:07.900 --> 00:36:09.340 sometimes as you read kind
NOTE Confidence: 0.9621244

00:36:09.340 --> 00:36:10.940 of the official guidance from
NOTE Confidence: 0.9621244

00:36:10.940 --> 00:36:11.440 faculty
NOTE Confidence: 0.94015735

00:36:11.900 --> 00:36:13.580 handbook and elsewhere, you feel
NOTE Confidence: 0.94015735

00:36:13.580 --> 00:36:14.320 like, gosh.
NOTE Confidence: 0.9432252

00:36:14.940 --> 00:36:15.680 You know,

NOTE Confidence: 0.9782762
00:36:16.060 --> 00:36:17.500 the direct application of that
NOTE Confidence: 0.9782762
00:36:17.500 --> 00:36:18.700 sometimes is a little kind
NOTE Confidence: 0.9782762
00:36:18.700 --> 00:36:20.380 of area to fill between
NOTE Confidence: 0.9782762
00:36:20.380 --> 00:36:21.660 those two bits of information.
NOTE Confidence: 0.9782762
00:36:21.660 --> 00:36:22.695 We've tried to help in
NOTE Confidence: 0.9782762
00:36:22.695 --> 00:36:23.815 terms of filling that a
NOTE Confidence: 0.9782762
00:36:23.815 --> 00:36:24.315 lot.
NOTE Confidence: 0.98796004
00:36:24.775 --> 00:36:25.975 We have something we call
NOTE Confidence: 0.98796004
00:36:25.975 --> 00:36:26.215 the,
NOTE Confidence: 0.9357471
00:36:27.255 --> 00:36:29.095 metrics grid. We click on
NOTE Confidence: 0.9357471
00:36:29.095 --> 00:36:30.955 this here. It goes through
NOTE Confidence: 0.9357471
00:36:31.015 --> 00:36:32.614 each one of the ladder
NOTE Confidence: 0.9357471
00:36:32.614 --> 00:36:33.114 tracks
NOTE Confidence: 0.99451697
00:36:33.575 --> 00:36:35.355 and goes through different aspects
NOTE Confidence: 0.99451697
00:36:35.415 --> 00:36:37.489 of this in terms of,
NOTE Confidence: 0.9970995

00:36:38.030 --> 00:36:40.210 different common clinical scenarios.

NOTE Confidence: 0.9737994

00:36:40.510 --> 00:36:41.710 Sometimes we get questions that

NOTE Confidence: 0.9737994

00:36:41.710 --> 00:36:42.830 are very detailed in terms

NOTE Confidence: 0.9737994

00:36:42.830 --> 00:36:44.510 of looking for numerical answers.

NOTE Confidence: 0.9737994

00:36:44.510 --> 00:36:45.790 How many of this? How

NOTE Confidence: 0.9737994

00:36:45.790 --> 00:36:47.390 many of that? And and

NOTE Confidence: 0.9737994

00:36:47.390 --> 00:36:48.585 and there really are not

NOTE Confidence: 0.9737994

00:36:48.825 --> 00:36:50.105 defined answers on a lot

NOTE Confidence: 0.9737994

00:36:50.105 --> 00:36:51.305 of those things because depending

NOTE Confidence: 0.9737994

00:36:51.305 --> 00:36:52.205 on the impact,

NOTE Confidence: 0.9972393

00:36:52.585 --> 00:36:54.185 depending on the scope of

NOTE Confidence: 0.9972393

00:36:54.185 --> 00:36:54.765 the work,

NOTE Confidence: 0.95700264

00:36:55.625 --> 00:36:56.825 people are very different, and

NOTE Confidence: 0.95700264

00:36:56.825 --> 00:36:58.105 we're dealing with people even

NOTE Confidence: 0.95700264

00:36:58.105 --> 00:36:59.724 within tracks of very variable

NOTE Confidence: 0.95700264

00:36:59.785 --> 00:37:00.285 phenotypes.

NOTE Confidence: 0.95759344
00:37:00.984 --> 00:37:02.105 So we try to capture
NOTE Confidence: 0.95759344
00:37:02.105 --> 00:37:03.224 the breadth of that in
NOTE Confidence: 0.95759344
00:37:03.224 --> 00:37:03.964 this document.
NOTE Confidence: 0.98709536
00:37:04.505 --> 00:37:05.760 And then as you come
NOTE Confidence: 0.98709536
00:37:05.760 --> 00:37:06.719 to the lower portion of
NOTE Confidence: 0.98709536
00:37:06.719 --> 00:37:08.500 it, there is some rank
NOTE Confidence: 0.98709536
00:37:08.560 --> 00:37:10.580 specific information as well.
NOTE Confidence: 0.96802646
00:37:12.640 --> 00:37:13.440 I went in the opposite
NOTE Confidence: 0.96802646
00:37:13.440 --> 00:37:14.400 order of Sam. I I
NOTE Confidence: 0.96802646
00:37:14.400 --> 00:37:15.440 started with the latter tracks.
NOTE Confidence: 0.96802646
00:37:15.440 --> 00:37:16.960 He started with the, research
NOTE Confidence: 0.96802646
00:37:16.960 --> 00:37:18.325 ranks. There is information about
NOTE Confidence: 0.96802646
00:37:18.325 --> 00:37:19.285 the research ranks and the
NOTE Confidence: 0.96802646
00:37:19.285 --> 00:37:21.045 different pathways on it here
NOTE Confidence: 0.96802646
00:37:21.045 --> 00:37:22.325 as well as different types
NOTE Confidence: 0.96802646

00:37:22.325 --> 00:37:23.065 of appointments.
NOTE Confidence: 0.9682207

00:37:23.605 --> 00:37:24.425 So please,
NOTE Confidence: 0.98441625

00:37:25.205 --> 00:37:26.005 take a look.
NOTE Confidence: 0.9903081

00:37:26.565 --> 00:37:27.385 Good to familiarize
NOTE Confidence: 0.96397966

00:37:27.844 --> 00:37:28.965 yourself with it and good
NOTE Confidence: 0.96397966

00:37:28.965 --> 00:37:29.925 to know where to come
NOTE Confidence: 0.96397966

00:37:29.925 --> 00:37:31.329 as you need it. There's
NOTE Confidence: 0.96397966

00:37:31.329 --> 00:37:33.410 some overview information about the
NOTE Confidence: 0.96397966

00:37:33.410 --> 00:37:35.750 appointment, reappointments, and promotions
process,
NOTE Confidence: 0.9858146

00:37:36.050 --> 00:37:37.569 very heavily linking back to
NOTE Confidence: 0.9858146

00:37:37.569 --> 00:37:38.790 each one of the tracks.
NOTE Confidence: 0.9285296

00:37:39.730 --> 00:37:41.190 Transfer of track information,
NOTE Confidence: 0.9181566

00:37:41.969 --> 00:37:43.430 if that becomes a consideration,
NOTE Confidence: 0.9181566

00:37:43.594 --> 00:37:45.135 there is some overview information
NOTE Confidence: 0.9181566

00:37:45.275 --> 00:37:47.535 here, and certainly the, department
NOTE Confidence: 0.94961786

00:37:48.075 --> 00:37:49.535 contacts are very important.
NOTE Confidence: 0.98009086

00:37:50.315 --> 00:37:51.515 Comes up, and when it
NOTE Confidence: 0.98009086

00:37:51.515 --> 00:37:52.635 does, you're gonna wanna get
NOTE Confidence: 0.98009086

00:37:52.635 --> 00:37:53.135 information
NOTE Confidence: 0.9889933

00:37:53.755 --> 00:37:55.135 about things like leaves,
NOTE Confidence: 0.99918115

00:37:55.594 --> 00:37:56.494 term extensions,
NOTE Confidence: 0.9081896

00:37:57.960 --> 00:38:00.120 different later phases of, career,
NOTE Confidence: 0.8736381

00:38:00.520 --> 00:38:01.020 processes.
NOTE Confidence: 0.9889015

00:38:01.320 --> 00:38:03.239 That information is here. And
NOTE Confidence: 0.9889015

00:38:03.239 --> 00:38:03.980 then finally,
NOTE Confidence: 0.9827481

00:38:04.600 --> 00:38:05.719 just to set the stage
NOTE Confidence: 0.9827481

00:38:05.719 --> 00:38:07.560 for our future workshops, there's
NOTE Confidence: 0.9827481

00:38:07.560 --> 00:38:09.080 information about the process of
NOTE Confidence: 0.9827481

00:38:09.080 --> 00:38:10.520 documents, the things that Sam
NOTE Confidence: 0.9827481

00:38:10.520 --> 00:38:11.719 pointed out that we'll be
NOTE Confidence: 0.9827481

00:38:11.719 --> 00:38:12.540 going through

NOTE Confidence: 0.97648335

00:38:12.945 --> 00:38:15.045 in the, workshops to come,

NOTE Confidence: 0.97648335

00:38:15.265 --> 00:38:16.625 the timeline that he talked

NOTE Confidence: 0.97648335

00:38:16.625 --> 00:38:17.125 about,

NOTE Confidence: 0.9913123

00:38:17.585 --> 00:38:19.125 things such as the CV,

NOTE Confidence: 0.9761317

00:38:19.825 --> 00:38:22.085 samples of scholarship, teaching evaluations,

NOTE Confidence: 0.9761317

00:38:22.305 --> 00:38:23.364 letters of evaluations,

NOTE Confidence: 0.9993768

00:38:23.905 --> 00:38:25.585 all these different pieces that

NOTE Confidence: 0.9993768

00:38:25.585 --> 00:38:26.485 come together

NOTE Confidence: 0.9988136

00:38:26.969 --> 00:38:27.710 to form

NOTE Confidence: 0.9809846

00:38:28.090 --> 00:38:30.270 the, different points of appointments,

NOTE Confidence: 0.9809846

00:38:30.330 --> 00:38:31.550 promotions, and reappointments.

NOTE Confidence: 0.9577605

00:38:32.090 --> 00:38:33.130 Each one of those, again,

NOTE Confidence: 0.9577605

00:38:33.130 --> 00:38:34.489 heavily cross linked in the

NOTE Confidence: 0.9577605

00:38:34.489 --> 00:38:35.390 track information.

NOTE Confidence: 0.8999981

00:38:35.770 --> 00:38:37.369 I think probably your best

NOTE Confidence: 0.8999981

00:38:37.369 --> 00:38:39.450 overview if you're gonna start

NOTE Confidence: 0.8999981

00:38:39.450 --> 00:38:40.190 with what

NOTE Confidence: 0.85472804

00:38:40.674 --> 00:38:41.575 track you're in,

NOTE Confidence: 0.9861138

00:38:41.875 --> 00:38:42.994 start taking a look there,

NOTE Confidence: 0.9861138

00:38:42.994 --> 00:38:44.275 and that will help jump

NOTE Confidence: 0.9861138

00:38:44.275 --> 00:38:45.154 you over to each of

NOTE Confidence: 0.9861138

00:38:45.154 --> 00:38:46.055 the other pieces.

NOTE Confidence: 0.9468883

00:38:46.355 --> 00:38:47.394 But you can also come

NOTE Confidence: 0.9468883

00:38:47.394 --> 00:38:48.594 to the mall directly as

NOTE Confidence: 0.9468883

00:38:48.594 --> 00:38:49.094 well.

NOTE Confidence: 0.98235804

00:38:50.035 --> 00:38:51.474 So that's really an overview

NOTE Confidence: 0.98235804

00:38:51.474 --> 00:38:52.994 of of where all those

NOTE Confidence: 0.98235804

00:38:52.994 --> 00:38:54.914 pieces are that come together

NOTE Confidence: 0.98235804

00:38:54.914 --> 00:38:55.164 to,

NOTE Confidence: 0.99917364

00:38:55.790 --> 00:38:56.690 form the information

NOTE Confidence: 0.9938232

00:38:56.989 --> 00:38:57.489 that,

NOTE Confidence: 0.97706217

00:38:57.790 --> 00:38:58.849 Sam laid out.