

WEBVTT

NOTE duration: "00:32:38.101"

NOTE Confidence: 0.93422234

00:00:00.240 --> 00:00:01.520 This is our latest in

NOTE Confidence: 0.93422234

00:00:01.520 --> 00:00:03.139 series of of, presentations

NOTE Confidence: 0.99915045

00:00:03.600 --> 00:00:04.660 on different aspects

NOTE Confidence: 0.9389795

00:00:04.960 --> 00:00:05.759 of the,

NOTE Confidence: 0.98877007

00:00:06.720 --> 00:00:08.880 promotion review process and forms

NOTE Confidence: 0.98877007

00:00:08.880 --> 00:00:10.400 and documents. This is one

NOTE Confidence: 0.98877007

00:00:10.400 --> 00:00:11.700 that I would say probably

NOTE Confidence: 0.89564925

00:00:12.175 --> 00:00:12.994 gives people,

NOTE Confidence: 0.9222234

00:00:13.775 --> 00:00:15.455 the most anxiety in terms

NOTE Confidence: 0.9222234

00:00:15.455 --> 00:00:16.995 of coming up with,

NOTE Confidence: 0.97395927

00:00:17.775 --> 00:00:18.735 people who are going to

NOTE Confidence: 0.97395927

00:00:18.735 --> 00:00:20.994 serve as evaluators or referees

NOTE Confidence: 0.97395927

00:00:21.135 --> 00:00:23.135 for their promotion review. So

NOTE Confidence: 0.97395927

00:00:23.135 --> 00:00:24.529 I'm gonna go through a

NOTE Confidence: 0.97395927

00:00:24.529 --> 00:00:26.050 lot of, kind of detail
NOTE Confidence: 0.97395927

00:00:26.050 --> 00:00:27.009 on this. A lot of
NOTE Confidence: 0.97395927

00:00:27.009 --> 00:00:28.710 this is on our OAPD
NOTE Confidence: 0.97395927

00:00:28.769 --> 00:00:29.269 website.
NOTE Confidence: 0.91614133

00:00:30.130 --> 00:00:31.489 So as you know, our
NOTE Confidence: 0.91614133

00:00:31.489 --> 00:00:33.350 school, like most academic institutions,
NOTE Confidence: 0.91614133

00:00:33.649 --> 00:00:34.149 requires
NOTE Confidence: 0.8623681

00:00:35.010 --> 00:00:37.190 letters of evaluation as important
NOTE Confidence: 0.9583135

00:00:37.625 --> 00:00:39.465 part of the, appointment and
NOTE Confidence: 0.9583135

00:00:39.465 --> 00:00:40.445 promotion process.
NOTE Confidence: 0.9766275

00:00:41.545 --> 00:00:43.485 Our school requires a specific
NOTE Confidence: 0.9766275

00:00:43.545 --> 00:00:45.465 number and a specific types
NOTE Confidence: 0.9766275

00:00:45.465 --> 00:00:47.225 of letters for promotions or
NOTE Confidence: 0.9766275

00:00:47.225 --> 00:00:48.925 for new appointments to advanced
NOTE Confidence: 0.9766275

00:00:48.985 --> 00:00:49.485 rank.
NOTE Confidence: 0.9021632

00:00:50.970 --> 00:00:52.570 Here at at Yale and

NOTE Confidence: 0.9021632

00:00:52.570 --> 00:00:53.550 at a lot of places,

NOTE Confidence: 0.966157

00:00:54.730 --> 00:00:56.250 when candidates are reviewed for

NOTE Confidence: 0.966157

00:00:56.250 --> 00:00:56.750 promotion,

NOTE Confidence: 0.9991535

00:00:57.129 --> 00:00:59.470 they're not allowed to request

NOTE Confidence: 0.95810044

00:01:00.090 --> 00:01:01.949 those letters from referees,

NOTE Confidence: 0.9691889

00:01:03.335 --> 00:01:04.535 in the same way that

NOTE Confidence: 0.9691889

00:01:04.535 --> 00:01:06.215 you might do what or

NOTE Confidence: 0.9691889

00:01:06.215 --> 00:01:07.175 you might have done when

NOTE Confidence: 0.9691889

00:01:07.175 --> 00:01:08.295 you were applying for a

NOTE Confidence: 0.9691889

00:01:08.295 --> 00:01:09.915 job here as a,

NOTE Confidence: 0.9805921

00:01:10.615 --> 00:01:12.935 associate research scientist or assistant

NOTE Confidence: 0.9805921

00:01:12.935 --> 00:01:13.435 professor.

NOTE Confidence: 0.9948876

00:01:14.615 --> 00:01:15.975 You're not allowed to kind

NOTE Confidence: 0.9948876

00:01:15.975 --> 00:01:16.875 of have conversations

NOTE Confidence: 0.99933714

00:01:17.250 --> 00:01:18.230 with these evaluators

NOTE Confidence: 0.987106

00:01:18.610 --> 00:01:19.990 or check-in with them
NOTE Confidence: 0.9928828

00:01:20.370 --> 00:01:21.970 about, whether they're willing to
NOTE Confidence: 0.9928828

00:01:21.970 --> 00:01:23.110 write a letter for you.
NOTE Confidence: 0.9928828

00:01:23.330 --> 00:01:24.209 So it's a little bit
NOTE Confidence: 0.9928828

00:01:24.209 --> 00:01:26.370 different than, sort of letters
NOTE Confidence: 0.9928828

00:01:26.370 --> 00:01:28.550 for a job hiring process.
NOTE Confidence: 0.97349715

00:01:29.745 --> 00:01:31.425 With some exceptions, which I'll
NOTE Confidence: 0.97349715

00:01:31.425 --> 00:01:32.465 describe in a in a
NOTE Confidence: 0.97349715

00:01:32.465 --> 00:01:33.905 few slides, all of your
NOTE Confidence: 0.97349715

00:01:33.905 --> 00:01:34.405 evaluators,
NOTE Confidence: 0.97578734

00:01:35.425 --> 00:01:36.625 should be at or above
NOTE Confidence: 0.97578734

00:01:36.625 --> 00:01:37.665 the rank you are being
NOTE Confidence: 0.97578734

00:01:37.665 --> 00:01:38.565 reviewed for,
NOTE Confidence: 0.992465

00:01:39.505 --> 00:01:41.125 and that's because they're judging
NOTE Confidence: 0.7561404

00:01:41.425 --> 00:01:42.450 you as an
NOTE Confidence: 0.7666418

00:01:43.490 --> 00:01:45.409 more senior expert in the

NOTE Confidence: 0.7666418
00:01:45.409 --> 00:01:45.990 field typically,
NOTE Confidence: 0.915072
00:01:46.610 --> 00:01:47.590 and they're evaluating
NOTE Confidence: 0.8733716
00:01:47.890 --> 00:01:49.110 your standing, your contributions,
NOTE Confidence: 0.91016656
00:01:49.490 --> 00:01:51.009 and your reputation in the
NOTE Confidence: 0.91016656
00:01:51.009 --> 00:01:52.229 field in comparison
NOTE Confidence: 0.9650234
00:01:52.530 --> 00:01:53.890 to other faculty that they
NOTE Confidence: 0.9650234
00:01:53.890 --> 00:01:55.009 may know who are on
NOTE Confidence: 0.9650234
00:01:55.009 --> 00:01:56.369 a similar track or a
NOTE Confidence: 0.9650234
00:01:56.369 --> 00:01:57.990 similar stage in their career.
NOTE Confidence: 0.9593318
00:01:58.435 --> 00:01:59.235 And in order to make
NOTE Confidence: 0.9593318
00:01:59.235 --> 00:01:59.975 that evaluation,
NOTE Confidence: 0.84990174
00:02:00.435 --> 00:02:01.635 they need their first they
NOTE Confidence: 0.84990174
00:02:01.635 --> 00:02:02.355 need to be,
NOTE Confidence: 0.9940944
00:02:02.755 --> 00:02:04.195 kind of at least as
NOTE Confidence: 0.9940944
00:02:04.195 --> 00:02:05.395 expert as all of you
NOTE Confidence: 0.9940944

00:02:05.395 --> 00:02:06.855 are to evaluate that.
NOTE Confidence: 0.98662853

00:02:07.235 --> 00:02:08.455 So if you're being reviewed,
NOTE Confidence: 0.9939553

00:02:09.235 --> 00:02:11.075 for associate professor, it means
NOTE Confidence: 0.9939553

00:02:11.075 --> 00:02:12.375 that all of your evaluators
NOTE Confidence: 0.9875534

00:02:12.675 --> 00:02:14.770 must be associate professors or
NOTE Confidence: 0.89802337

00:02:15.230 --> 00:02:15.970 full professors,
NOTE Confidence: 0.9749222

00:02:16.510 --> 00:02:17.870 with a few exceptions as
NOTE Confidence: 0.9749222

00:02:17.870 --> 00:02:18.830 I said, which I'll cover
NOTE Confidence: 0.9749222

00:02:18.830 --> 00:02:19.810 in a few slides.
NOTE Confidence: 0.9972036

00:02:20.669 --> 00:02:22.990 I can't overstate how important
NOTE Confidence: 0.9972036

00:02:22.990 --> 00:02:24.210 these letters of evaluation
NOTE Confidence: 0.7810974

00:02:24.510 --> 00:02:25.010 are,
NOTE Confidence: 0.9621522

00:02:25.389 --> 00:02:27.150 and choosing the right people
NOTE Confidence: 0.9621522

00:02:27.150 --> 00:02:27.650 and
NOTE Confidence: 0.9985528

00:02:28.145 --> 00:02:29.665 consulting with colleagues in your
NOTE Confidence: 0.9985528

00:02:29.665 --> 00:02:30.724 department about

NOTE Confidence: 0.94057864

00:02:31.504 --> 00:02:33.825 possible people who might serve

NOTE Confidence: 0.94057864

00:02:33.825 --> 00:02:35.125 as expert evaluators

NOTE Confidence: 0.92896414

00:02:35.425 --> 00:02:36.485 of your contributions,

NOTE Confidence: 0.9274211

00:02:37.185 --> 00:02:38.004 to the field.

NOTE Confidence: 0.97342455

00:02:40.490 --> 00:02:41.849 So I'll I'll start by

NOTE Confidence: 0.97342455

00:02:41.849 --> 00:02:44.110 focusing on some important distinction

NOTE Confidence: 0.97342455

00:02:44.169 --> 00:02:45.530 between two different types of

NOTE Confidence: 0.97342455

00:02:45.530 --> 00:02:46.030 letters,

NOTE Confidence: 0.91808975

00:02:46.569 --> 00:02:48.830 which are important to academic

NOTE Confidence: 0.91808975

00:02:48.889 --> 00:02:50.669 reviews, in most universities.

NOTE Confidence: 0.9869115

00:02:51.930 --> 00:02:53.450 This is part of the

NOTE Confidence: 0.9869115

00:02:53.450 --> 00:02:55.550 process I'd say that faculty

NOTE Confidence: 0.9960003

00:02:55.945 --> 00:02:57.405 typically have the most questions

NOTE Confidence: 0.9960003

00:02:57.544 --> 00:02:58.044 about.

NOTE Confidence: 0.99565727

00:02:59.225 --> 00:03:00.445 We made some modifications

NOTE Confidence: 0.9467941

00:03:00.825 --> 00:03:02.264 to these definitions a few
NOTE Confidence: 0.9467941

00:03:02.264 --> 00:03:03.705 years ago to loosen some
NOTE Confidence: 0.9467941

00:03:03.705 --> 00:03:05.544 of the rigidity and the
NOTE Confidence: 0.9467941

00:03:05.544 --> 00:03:06.985 definitions that we had been
NOTE Confidence: 0.9467941

00:03:06.985 --> 00:03:08.125 historically using.
NOTE Confidence: 0.8906585

00:03:08.600 --> 00:03:09.900 And also to be,
NOTE Confidence: 0.9313093

00:03:10.280 --> 00:03:11.880 more consistent with how our,
NOTE Confidence: 0.9313093

00:03:12.200 --> 00:03:14.540 peer institutions have evolved in
NOTE Confidence: 0.9313093

00:03:14.680 --> 00:03:16.220 in thinking about these letters.
NOTE Confidence: 0.9768567

00:03:16.840 --> 00:03:17.819 But in general,
NOTE Confidence: 0.8082258

00:03:18.520 --> 00:03:19.720 non arms length,
NOTE Confidence: 0.99861836

00:03:20.120 --> 00:03:20.620 evaluators
NOTE Confidence: 0.9834583

00:03:21.455 --> 00:03:23.775 have usually worked directly with
NOTE Confidence: 0.9834583

00:03:23.775 --> 00:03:25.715 you, currently or recently
NOTE Confidence: 0.9483047

00:03:26.174 --> 00:03:28.114 in some capacity or collaborated
NOTE Confidence: 0.9483047

00:03:28.254 --> 00:03:30.114 with you, and they're generally

NOTE Confidence: 0.9483047

00:03:30.254 --> 00:03:32.334 gonna be positively biased in

NOTE Confidence: 0.9483047

00:03:32.334 --> 00:03:34.174 favor of your being promoted,

NOTE Confidence: 0.9483047

00:03:34.174 --> 00:03:35.155 which is fine.

NOTE Confidence: 0.9747339

00:03:35.900 --> 00:03:37.120 Arms like the valuator

NOTE Confidence: 0.98510325

00:03:37.739 --> 00:03:39.099 really should have no current

NOTE Confidence: 0.98510325

00:03:39.099 --> 00:03:40.940 or direct relationship with you

NOTE Confidence: 0.98510325

00:03:40.940 --> 00:03:41.440 and

NOTE Confidence: 0.9352394

00:03:41.900 --> 00:03:43.920 they should be considering themselves

NOTE Confidence: 0.9352394

00:03:43.980 --> 00:03:45.760 to be impartial or unbiased

NOTE Confidence: 0.9352394

00:03:45.900 --> 00:03:47.280 judges of your case

NOTE Confidence: 0.8000479

00:03:47.739 --> 00:03:48.400 for promotion.

NOTE Confidence: 0.9383422

00:03:49.305 --> 00:03:51.165 Having said that, it's always

NOTE Confidence: 0.9383422

00:03:51.224 --> 00:03:52.525 preferable I think

NOTE Confidence: 0.9524239

00:03:53.065 --> 00:03:54.345 for people who might be

NOTE Confidence: 0.9524239

00:03:54.345 --> 00:03:56.205 serving as arms length referees

NOTE Confidence: 0.9524239

00:03:56.345 --> 00:03:57.385 to know who you are.
NOTE Confidence: 0.9524239

00:03:57.385 --> 00:03:58.745 That isn't always the case
NOTE Confidence: 0.9524239

00:03:58.745 --> 00:03:59.705 and it doesn't have to
NOTE Confidence: 0.9524239

00:03:59.705 --> 00:04:00.364 be, but
NOTE Confidence: 0.8827933

00:04:00.825 --> 00:04:02.265 in our experience that people
NOTE Confidence: 0.8827933

00:04:02.265 --> 00:04:03.305 have at least like met
NOTE Confidence: 0.8827933

00:04:03.305 --> 00:04:05.190 you at professional meetings or
NOTE Confidence: 0.8827933

00:04:05.209 --> 00:04:05.709 maybe
NOTE Confidence: 0.8360399

00:04:06.810 --> 00:04:07.194 been on a committee with
NOTE Confidence: 0.8360399

00:04:07.194 --> 00:04:08.810 you, their likelihood of of
NOTE Confidence: 0.8360399

00:04:08.810 --> 00:04:10.010 writing a letter kind of
NOTE Confidence: 0.8360399

00:04:10.010 --> 00:04:11.370 increases and if they they
NOTE Confidence: 0.8360399

00:04:11.370 --> 00:04:12.810 have no idea who you
NOTE Confidence: 0.8360399

00:04:12.810 --> 00:04:13.310 are,
NOTE Confidence: 0.9686221

00:04:13.770 --> 00:04:15.209 but that's fine to include
NOTE Confidence: 0.9686221

00:04:15.209 --> 00:04:16.889 some people who you've never

NOTE Confidence: 0.9686221
00:04:16.889 --> 00:04:17.870 met as well.
NOTE Confidence: 0.98844653
00:04:18.875 --> 00:04:19.915 There are a number of
NOTE Confidence: 0.98844653
00:04:19.915 --> 00:04:20.315 ways,
NOTE Confidence: 0.9994243
00:04:20.795 --> 00:04:22.075 people may know you that
NOTE Confidence: 0.9994243
00:04:22.075 --> 00:04:22.735 do not
NOTE Confidence: 0.68307143
00:04:23.195 --> 00:04:24.495 preclude there being,
NOTE Confidence: 0.94188803
00:04:25.035 --> 00:04:26.955 considered arms length referees and
NOTE Confidence: 0.94188803
00:04:26.955 --> 00:04:28.715 I will spend a little
NOTE Confidence: 0.94188803
00:04:28.715 --> 00:04:29.755 bit more time on that
NOTE Confidence: 0.94188803
00:04:29.755 --> 00:04:30.735 in a few slides.
NOTE Confidence: 0.98433065
00:04:31.820 --> 00:04:33.339 So on our website, we
NOTE Confidence: 0.98433065
00:04:33.339 --> 00:04:34.560 have a bunch of different,
NOTE Confidence: 0.99936944
00:04:35.980 --> 00:04:37.200 files or documents
NOTE Confidence: 0.9155903
00:04:37.820 --> 00:04:38.960 related to this.
NOTE Confidence: 0.9798063
00:04:39.660 --> 00:04:41.100 And before I summarize some
NOTE Confidence: 0.9798063

00:04:41.100 --> 00:04:42.140 of the the definitions of
NOTE Confidence: 0.9798063

00:04:42.140 --> 00:04:43.820 evaluators, I just wanted to
NOTE Confidence: 0.9798063

00:04:43.820 --> 00:04:45.440 make people aware of these.
NOTE Confidence: 0.99458176

00:04:46.115 --> 00:04:46.835 You can go on our
NOTE Confidence: 0.99458176

00:04:46.835 --> 00:04:48.294 website and read these
NOTE Confidence: 0.9258811

00:04:48.595 --> 00:04:50.294 through. I'm I'm gonna summarize
NOTE Confidence: 0.9258811

00:04:50.435 --> 00:04:51.574 some of this today,
NOTE Confidence: 0.99633795

00:04:51.875 --> 00:04:52.755 but I'd say if you're
NOTE Confidence: 0.99633795

00:04:52.755 --> 00:04:53.955 going to be reviewed for
NOTE Confidence: 0.99633795

00:04:53.955 --> 00:04:54.455 promotion
NOTE Confidence: 0.97153616

00:04:54.835 --> 00:04:55.335 for,
NOTE Confidence: 0.93203354

00:04:56.195 --> 00:04:57.475 like for what would be
NOTE Confidence: 0.93203354

00:04:57.475 --> 00:04:59.735 January first two thousand seventeen,
NOTE Confidence: 0.97753865

00:05:00.439 --> 00:05:02.199 I really strongly advise you
NOTE Confidence: 0.97753865

00:05:02.199 --> 00:05:03.159 to review all of the
NOTE Confidence: 0.97753865

00:05:03.159 --> 00:05:04.599 the materials on the website

NOTE Confidence: 0.97753865

00:05:04.599 --> 00:05:05.879 as you start thinking about

NOTE Confidence: 0.97753865

00:05:05.879 --> 00:05:06.839 who's going to be writing

NOTE Confidence: 0.97753865

00:05:06.839 --> 00:05:07.339 letters.

NOTE Confidence: 0.9394041

00:05:08.520 --> 00:05:10.279 The proceed the procedure document

NOTE Confidence: 0.9394041

00:05:10.279 --> 00:05:11.719 we have is is longer.

NOTE Confidence: 0.9394041

00:05:11.719 --> 00:05:13.080 It's a bit more focused

NOTE Confidence: 0.9394041

00:05:13.080 --> 00:05:13.740 on guiding

NOTE Confidence: 0.95496124

00:05:14.235 --> 00:05:15.995 faculty affairs staff with this

NOTE Confidence: 0.95496124

00:05:15.995 --> 00:05:16.975 process but,

NOTE Confidence: 0.9659447

00:05:17.435 --> 00:05:19.435 might be worth, faculty reviewing

NOTE Confidence: 0.9659447

00:05:19.435 --> 00:05:20.095 as well.

NOTE Confidence: 0.9651663

00:05:20.475 --> 00:05:21.854 And then there's a shorter

NOTE Confidence: 0.9651663

00:05:21.995 --> 00:05:23.995 guidance document that helps you

NOTE Confidence: 0.9651663

00:05:23.995 --> 00:05:25.514 decide whether someone might be

NOTE Confidence: 0.9651663

00:05:25.514 --> 00:05:26.875 non arms length or arms

NOTE Confidence: 0.9651663

00:05:26.875 --> 00:05:27.375 length.
NOTE Confidence: 0.93521446

00:05:28.080 --> 00:05:28.960 And then there are three
NOTE Confidence: 0.93521446

00:05:28.960 --> 00:05:30.000 existing forms,
NOTE Confidence: 0.93726176

00:05:30.560 --> 00:05:31.839 that have also been revised
NOTE Confidence: 0.93726176

00:05:31.839 --> 00:05:33.120 which I'll show you parts
NOTE Confidence: 0.93726176

00:05:33.120 --> 00:05:34.740 of and some coming slides.
NOTE Confidence: 0.9229551

00:05:35.760 --> 00:05:37.279 In addition a few years
NOTE Confidence: 0.9229551

00:05:37.279 --> 00:05:37.779 ago,
NOTE Confidence: 0.77282625

00:05:38.560 --> 00:05:39.300 we revised
NOTE Confidence: 0.95575

00:05:40.095 --> 00:05:42.195 these, email letter solicitations
NOTE Confidence: 0.99631494

00:05:42.575 --> 00:05:43.615 that we send out to
NOTE Confidence: 0.99631494

00:05:43.615 --> 00:05:44.115 evaluators,
NOTE Confidence: 0.971811

00:05:45.295 --> 00:05:47.154 that invite people to evaluate
NOTE Confidence: 0.971811

00:05:47.214 --> 00:05:48.175 you on the track and
NOTE Confidence: 0.971811

00:05:48.175 --> 00:05:49.295 the rank that you're being,
NOTE Confidence: 0.971811

00:05:49.535 --> 00:05:51.214 considered for and I'll I'll

NOTE Confidence: 0.971811
00:05:51.214 --> 00:05:52.654 show examples of that in
NOTE Confidence: 0.971811
00:05:52.654 --> 00:05:53.315 a minute.
NOTE Confidence: 0.9484903
00:05:54.800 --> 00:05:56.080 So as I mentioned, there's
NOTE Confidence: 0.9484903
00:05:56.080 --> 00:05:57.760 typically an expectation that a
NOTE Confidence: 0.9484903
00:05:57.760 --> 00:05:58.260 referee,
NOTE Confidence: 0.9472532
00:05:58.800 --> 00:06:00.160 is at or above the
NOTE Confidence: 0.9472532
00:06:00.160 --> 00:06:01.620 rank you are being proposed
NOTE Confidence: 0.9472532
00:06:01.680 --> 00:06:03.300 for for promotion.
NOTE Confidence: 0.97922885
00:06:04.080 --> 00:06:05.520 There are some exceptions to
NOTE Confidence: 0.97922885
00:06:05.520 --> 00:06:06.660 this. For example,
NOTE Confidence: 0.97110236
00:06:07.825 --> 00:06:09.585 leaders at the National Institutes
NOTE Confidence: 0.97110236
00:06:09.585 --> 00:06:10.725 of Health or
NOTE Confidence: 0.9911828
00:06:11.105 --> 00:06:13.525 executive leaders of major organizations
NOTE Confidence: 0.96275914
00:06:13.825 --> 00:06:15.505 in your field or senior
NOTE Confidence: 0.96275914
00:06:15.505 --> 00:06:17.605 scientists at institutes or industry,
NOTE Confidence: 0.9994704

00:06:18.464 --> 00:06:19.585 who do not have a
NOTE Confidence: 0.9994704

00:06:19.585 --> 00:06:20.645 professor appointment
NOTE Confidence: 0.93621075

00:06:21.490 --> 00:06:23.089 are allowed and the guidelines
NOTE Confidence: 0.93621075

00:06:23.089 --> 00:06:24.230 that are on the website,
NOTE Confidence: 0.99383545

00:06:24.930 --> 00:06:26.630 spell this out and indicate
NOTE Confidence: 0.99383545

00:06:26.690 --> 00:06:28.130 that there really shouldn't be
NOTE Confidence: 0.99383545

00:06:28.130 --> 00:06:29.190 more than two
NOTE Confidence: 0.99495506

00:06:29.650 --> 00:06:31.330 of these people for most
NOTE Confidence: 0.99495506

00:06:31.330 --> 00:06:31.830 tracks.
NOTE Confidence: 0.99542993

00:06:39.425 --> 00:06:40.865 There's a couple of documents
NOTE Confidence: 0.99542993

00:06:40.865 --> 00:06:41.904 that are used in the
NOTE Confidence: 0.99542993

00:06:41.904 --> 00:06:42.885 review process
NOTE Confidence: 0.8978687

00:06:43.505 --> 00:06:44.005 that,
NOTE Confidence: 0.9553839

00:06:44.625 --> 00:06:46.805 these two questions appear on.
NOTE Confidence: 0.92872256

00:06:48.110 --> 00:06:49.310 And they are really the
NOTE Confidence: 0.92872256

00:06:49.310 --> 00:06:49.810 overarching

NOTE Confidence: 0.9972646
00:06:50.110 --> 00:06:51.550 principles of what Yale and
NOTE Confidence: 0.9972646
00:06:51.550 --> 00:06:52.690 most other institutions
NOTE Confidence: 0.91977453
00:06:53.150 --> 00:06:54.050 mean by,
NOTE Confidence: 0.99927837
00:06:54.430 --> 00:06:55.170 an impartial
NOTE Confidence: 0.92157996
00:06:55.630 --> 00:06:57.890 or arms length referee versus
NOTE Confidence: 0.9544848
00:06:58.670 --> 00:07:00.430 a non arms length or
NOTE Confidence: 0.9544848
00:07:00.430 --> 00:07:01.650 a favorably
NOTE Confidence: 0.99663603
00:07:01.950 --> 00:07:02.450 biased
NOTE Confidence: 0.9677835
00:07:03.415 --> 00:07:05.495 referee, if you will. The
NOTE Confidence: 0.9677835
00:07:05.495 --> 00:07:07.335 first is, does the referee
NOTE Confidence: 0.9677835
00:07:07.335 --> 00:07:08.695 have a past or present
NOTE Confidence: 0.9677835
00:07:08.695 --> 00:07:10.775 professional or personal relationship with
NOTE Confidence: 0.9677835
00:07:10.775 --> 00:07:11.275 you,
NOTE Confidence: 0.9852459
00:07:11.735 --> 00:07:13.655 that could impact their actual
NOTE Confidence: 0.9852459
00:07:13.655 --> 00:07:15.095 or their perceived ability to
NOTE Confidence: 0.9852459

00:07:15.095 --> 00:07:16.635 provide an impartial review?

NOTE Confidence: 0.9667979

00:07:17.110 --> 00:07:19.270 And then could that referee

NOTE Confidence: 0.9667979

00:07:19.270 --> 00:07:21.030 or perhaps the program where

NOTE Confidence: 0.9667979

00:07:21.030 --> 00:07:21.690 they are,

NOTE Confidence: 0.92379653

00:07:22.310 --> 00:07:24.490 be perceived as benefited benefiting

NOTE Confidence: 0.92379653

00:07:24.550 --> 00:07:26.250 from a successful or unsuccessful

NOTE Confidence: 0.9622431

00:07:26.630 --> 00:07:27.850 outcome of your review?

NOTE Confidence: 0.97420007

00:07:28.870 --> 00:07:30.070 So if either of these

NOTE Confidence: 0.97420007

00:07:30.070 --> 00:07:31.430 questions as you're going through

NOTE Confidence: 0.97420007

00:07:31.430 --> 00:07:32.745 your list you you come

NOTE Confidence: 0.97420007

00:07:32.745 --> 00:07:34.205 up with a yes answer,

NOTE Confidence: 0.991667

00:07:34.745 --> 00:07:35.645 then usually

NOTE Confidence: 0.9249524

00:07:36.025 --> 00:07:36.845 that referee,

NOTE Confidence: 0.9755781

00:07:37.544 --> 00:07:38.585 should be thought of as

NOTE Confidence: 0.9755781

00:07:38.585 --> 00:07:39.945 being a non arm's length

NOTE Confidence: 0.9755781

00:07:39.945 --> 00:07:40.445 referee.

NOTE Confidence: 0.993016
00:07:41.384 --> 00:07:42.685 If both are no,
NOTE Confidence: 0.9560498
00:07:43.225 --> 00:07:45.160 then they're probably an arm's
NOTE Confidence: 0.9560498
00:07:45.160 --> 00:07:46.680 length referee, and if you
NOTE Confidence: 0.9560498
00:07:46.680 --> 00:07:48.360 have any uncertainty about it
NOTE Confidence: 0.9560498
00:07:48.360 --> 00:07:49.240 one way or the other,
NOTE Confidence: 0.9560498
00:07:49.240 --> 00:07:51.820 it's always worth consulting with,
NOTE Confidence: 0.98255527
00:07:52.280 --> 00:07:54.040 faculty colleagues or with our
NOTE Confidence: 0.98255527
00:07:54.040 --> 00:07:55.100 office about,
NOTE Confidence: 0.9988544
00:07:55.720 --> 00:07:57.340 which they may be.
NOTE Confidence: 0.99832714
00:07:59.175 --> 00:08:00.215 So this is a list
NOTE Confidence: 0.99832714
00:08:00.215 --> 00:08:01.835 of the typical characteristics
NOTE Confidence: 0.92028755
00:08:02.135 --> 00:08:04.215 of arms length referees. This
NOTE Confidence: 0.92028755
00:08:04.215 --> 00:08:04.615 this,
NOTE Confidence: 0.9844831
00:08:05.175 --> 00:08:06.715 document is on the website.
NOTE Confidence: 0.8495295
00:08:08.695 --> 00:08:09.915 And generally,
NOTE Confidence: 0.95567787

00:08:11.050 --> 00:08:12.970 arms length evaluators have no
NOTE Confidence: 0.95567787

00:08:12.970 --> 00:08:15.150 current direct relationship with you,
NOTE Confidence: 0.97646606

00:08:15.530 --> 00:08:17.210 and would consider themselves as
NOTE Confidence: 0.97646606

00:08:17.210 --> 00:08:18.250 I said to be impartial
NOTE Confidence: 0.97646606

00:08:18.250 --> 00:08:20.010 or unbiased judges of your
NOTE Confidence: 0.97646606

00:08:20.010 --> 00:08:20.990 case for promotion.
NOTE Confidence: 0.9341449

00:08:22.410 --> 00:08:23.930 As I've mentioned before, it's
NOTE Confidence: 0.9341449

00:08:23.930 --> 00:08:25.835 it's it's usually best if
NOTE Confidence: 0.9341449

00:08:25.835 --> 00:08:27.915 those arms length referees kinda
NOTE Confidence: 0.9341449

00:08:27.915 --> 00:08:28.715 know who you are or
NOTE Confidence: 0.9341449

00:08:28.715 --> 00:08:29.855 maybe have met you,
NOTE Confidence: 0.9355373

00:08:30.475 --> 00:08:32.075 because it increases their chances
NOTE Confidence: 0.9355373

00:08:32.075 --> 00:08:33.115 of writing letter but they
NOTE Confidence: 0.9355373

00:08:33.115 --> 00:08:34.495 don't have to know you.
NOTE Confidence: 0.8792833

00:08:34.875 --> 00:08:35.755 And then so this is
NOTE Confidence: 0.8792833

00:08:35.755 --> 00:08:36.875 really a list of,

NOTE Confidence: 0.9181266
00:08:37.434 --> 00:08:38.875 from the guidance document on
NOTE Confidence: 0.9181266
00:08:38.875 --> 00:08:39.675 the website of,
NOTE Confidence: 0.9621359
00:08:40.500 --> 00:08:42.440 what we consider character typical,
NOTE Confidence: 0.9990458
00:08:43.140 --> 00:08:43.640 characteristics
NOTE Confidence: 0.9622686
00:08:44.020 --> 00:08:45.460 of what could be considered
NOTE Confidence: 0.9622686
00:08:45.460 --> 00:08:47.140 an arm's length referee. So
NOTE Confidence: 0.9622686
00:08:47.140 --> 00:08:48.900 obviously, they if they've never
NOTE Confidence: 0.9622686
00:08:48.900 --> 00:08:49.640 known you
NOTE Confidence: 0.9700333
00:08:50.179 --> 00:08:51.620 or met or trained or
NOTE Confidence: 0.9700333
00:08:51.620 --> 00:08:52.600 worked with you,
NOTE Confidence: 0.93389773
00:08:53.140 --> 00:08:54.705 they'd be arm's length. But
NOTE Confidence: 0.93389773
00:08:54.705 --> 00:08:56.225 there are also many ways
NOTE Confidence: 0.93389773
00:08:56.225 --> 00:08:57.345 in which an arms length
NOTE Confidence: 0.93389773
00:08:57.345 --> 00:08:57.845 referee,
NOTE Confidence: 0.98362654
00:08:58.545 --> 00:09:00.305 may may know you or
NOTE Confidence: 0.98362654

00:09:00.305 --> 00:09:00.705 have,
NOTE Confidence: 0.9925736

00:09:01.265 --> 00:09:02.385 have worked with you in
NOTE Confidence: 0.9925736

00:09:02.385 --> 00:09:03.045 some way,
NOTE Confidence: 0.9910749

00:09:04.305 --> 00:09:05.665 but they'd still be considered
NOTE Confidence: 0.9910749

00:09:05.665 --> 00:09:06.965 impartial. So
NOTE Confidence: 0.9829462

00:09:07.660 --> 00:09:09.120 people who've read your work,
NOTE Confidence: 0.98555857

00:09:09.820 --> 00:09:11.580 people you've interacted with at
NOTE Confidence: 0.98555857

00:09:11.580 --> 00:09:12.080 meetings,
NOTE Confidence: 0.98114806

00:09:12.620 --> 00:09:14.140 people that you've served together
NOTE Confidence: 0.98114806

00:09:14.140 --> 00:09:16.300 on committees, or if you've
NOTE Confidence: 0.98114806

00:09:16.300 --> 00:09:17.740 done peer reviews for an
NOTE Confidence: 0.98114806

00:09:17.740 --> 00:09:19.040 editor of a journal,
NOTE Confidence: 0.89913

00:09:20.915 --> 00:09:22.035 or done other kinds of
NOTE Confidence: 0.89913

00:09:22.035 --> 00:09:22.774 peer reviewing,
NOTE Confidence: 0.87662506

00:09:23.075 --> 00:09:24.135 or participated,
NOTE Confidence: 0.9863755

00:09:24.515 --> 00:09:25.334 you know, as

NOTE Confidence: 0.9007732
00:09:25.795 --> 00:09:27.654 a presenter within a symposium,
NOTE Confidence: 0.9136176
00:09:28.355 --> 00:09:30.115 typically those are gonna be
NOTE Confidence: 0.9136176
00:09:30.115 --> 00:09:32.375 allowable as arm's length referees.
NOTE Confidence: 0.9413162
00:09:33.470 --> 00:09:35.069 If you've co presented with
NOTE Confidence: 0.9413162
00:09:35.069 --> 00:09:36.670 them at meetings or have
NOTE Confidence: 0.9413162
00:09:36.670 --> 00:09:37.870 published with them, then they're
NOTE Confidence: 0.9413162
00:09:37.870 --> 00:09:39.170 not, but just being,
NOTE Confidence: 0.9899855
00:09:39.790 --> 00:09:40.990 kind of working with people
NOTE Confidence: 0.9899855
00:09:40.990 --> 00:09:42.509 in the same space doesn't
NOTE Confidence: 0.9899855
00:09:42.509 --> 00:09:43.329 make someone,
NOTE Confidence: 0.7856951
00:09:43.949 --> 00:09:45.149 non arms length of ref
NOTE Confidence: 0.7856951
00:09:45.309 --> 00:09:45.809 referees.
NOTE Confidence: 0.95790374
00:09:46.635 --> 00:09:47.434 But for the most part,
NOTE Confidence: 0.95790374
00:09:47.434 --> 00:09:48.235 this is gonna be a
NOTE Confidence: 0.95790374
00:09:48.235 --> 00:09:50.575 group that's evaluating you,
NOTE Confidence: 0.97464985

00:09:51.275 --> 00:09:52.255 on your contributions
NOTE Confidence: 0.925635

00:09:52.955 --> 00:09:54.554 based on the documents that
NOTE Confidence: 0.925635

00:09:54.554 --> 00:09:55.835 get sent to them without
NOTE Confidence: 0.925635

00:09:55.835 --> 00:09:58.475 also having knowledge of of
NOTE Confidence: 0.925635

00:09:58.475 --> 00:10:00.075 of of very much knowledge
NOTE Confidence: 0.925635

00:10:00.075 --> 00:10:01.320 of of who you are.
NOTE Confidence: 0.97051173

00:10:01.800 --> 00:10:03.080 So that's why we really
NOTE Confidence: 0.97051173

00:10:03.080 --> 00:10:04.280 emphasize in some of our
NOTE Confidence: 0.97051173

00:10:04.280 --> 00:10:05.020 other talks,
NOTE Confidence: 0.8525008

00:10:05.480 --> 00:10:06.700 you know, high quality,
NOTE Confidence: 0.99645543

00:10:07.240 --> 00:10:07.980 well organized
NOTE Confidence: 0.8724028

00:10:08.840 --> 00:10:10.860 CV and CV part two,
NOTE Confidence: 0.9892486

00:10:11.640 --> 00:10:13.260 and other kinds of documents.
NOTE Confidence: 0.9498554

00:10:14.615 --> 00:10:16.455 Non arms length evaluators have
NOTE Confidence: 0.9498554

00:10:16.455 --> 00:10:18.774 worked directly with you, currently
NOTE Confidence: 0.9498554

00:10:18.774 --> 00:10:20.214 or in the recent past

NOTE Confidence: 0.9498554

00:10:20.214 --> 00:10:21.195 in some capacity.

NOTE Confidence: 0.9466862

00:10:21.575 --> 00:10:22.455 And as I said, they're

NOTE Confidence: 0.9466862

00:10:22.455 --> 00:10:24.295 generally gonna be positively biased

NOTE Confidence: 0.9466862

00:10:24.295 --> 00:10:25.895 in favor of, you're being

NOTE Confidence: 0.9466862

00:10:25.895 --> 00:10:27.420 promoted. They're people that

NOTE Confidence: 0.9571116

00:10:27.740 --> 00:10:29.339 have worked closely with you.

NOTE Confidence: 0.9571116

00:10:29.339 --> 00:10:31.179 Their opinions about you obviously

NOTE Confidence: 0.9571116

00:10:31.179 --> 00:10:32.800 are valuable, but they're typically,

NOTE Confidence: 0.9571116

00:10:33.019 --> 00:10:34.059 you know, gonna write a

NOTE Confidence: 0.9571116

00:10:34.059 --> 00:10:35.440 fairly positive letter.

NOTE Confidence: 0.9377292

00:10:35.980 --> 00:10:37.440 So these are people like,

NOTE Confidence: 0.9377292

00:10:37.579 --> 00:10:38.459 you know, people that you've

NOTE Confidence: 0.9377292

00:10:38.459 --> 00:10:39.839 co authored manuscripts

NOTE Confidence: 0.9735877

00:10:40.220 --> 00:10:41.500 with or if you've co

NOTE Confidence: 0.9735877

00:10:41.500 --> 00:10:42.000 presented

NOTE Confidence: 0.92466027

00:10:42.565 --> 00:10:43.385 a paper,
NOTE Confidence: 0.9295831

00:10:43.925 --> 00:10:46.005 or or or co kind
NOTE Confidence: 0.9295831

00:10:46.005 --> 00:10:47.625 of created a panel discussion,
NOTE Confidence: 0.9720227

00:10:48.645 --> 00:10:50.085 if you've co edited a
NOTE Confidence: 0.9720227

00:10:50.085 --> 00:10:51.385 book with them,
NOTE Confidence: 0.9227948

00:10:52.005 --> 00:10:53.285 if you wrote a book
NOTE Confidence: 0.9227948

00:10:53.285 --> 00:10:56.000 chapter for somebody else, that's
NOTE Confidence: 0.9227948

00:10:56.140 --> 00:10:57.580 that typically is gonna be
NOTE Confidence: 0.9227948

00:10:57.580 --> 00:10:58.780 fine as an arm's length
NOTE Confidence: 0.9227948

00:10:58.780 --> 00:10:59.820 referee, but if you're the
NOTE Confidence: 0.9227948

00:10:59.820 --> 00:11:00.940 co editor of a book
NOTE Confidence: 0.9227948

00:11:00.940 --> 00:11:01.980 or your co author of
NOTE Confidence: 0.9227948

00:11:01.980 --> 00:11:03.360 a chapter obviously
NOTE Confidence: 0.89219826

00:11:03.820 --> 00:11:05.179 that's gonna be non arm's
NOTE Confidence: 0.89219826

00:11:05.179 --> 00:11:05.679 length.
NOTE Confidence: 0.9655931

00:11:06.380 --> 00:11:08.160 Co instructors of courses,

NOTE Confidence: 0.78041923
00:11:10.095 --> 00:11:12.355 research collaborators on grants,
NOTE Confidence: 0.9804278
00:11:13.295 --> 00:11:13.795 supervisors,
NOTE Confidence: 0.97731954
00:11:14.415 --> 00:11:16.495 mentors, mentees, faculty at the
NOTE Confidence: 0.97731954
00:11:16.495 --> 00:11:18.015 same institution. All of these
NOTE Confidence: 0.97731954
00:11:18.015 --> 00:11:18.755 are typically,
NOTE Confidence: 0.7988821
00:11:20.015 --> 00:11:20.515 considered,
NOTE Confidence: 0.87485844
00:11:21.054 --> 00:11:22.355 non arms length
NOTE Confidence: 0.97205335
00:11:24.120 --> 00:11:25.960 referees with some exceptions, which
NOTE Confidence: 0.97205335
00:11:25.960 --> 00:11:27.160 I'll kind of go through
NOTE Confidence: 0.97205335
00:11:27.160 --> 00:11:27.660 now.
NOTE Confidence: 0.9483156
00:11:29.400 --> 00:11:30.840 After I had conducted this
NOTE Confidence: 0.9483156
00:11:30.840 --> 00:11:31.740 peer benchmark
NOTE Confidence: 0.95605403
00:11:32.840 --> 00:11:35.000 peer benchmarking project a few
NOTE Confidence: 0.95605403
00:11:35.000 --> 00:11:35.740 years ago,
NOTE Confidence: 0.9736261
00:11:36.895 --> 00:11:38.355 just to see how other
NOTE Confidence: 0.9736261

00:11:38.495 --> 00:11:40.195 peer institutions were,
NOTE Confidence: 0.9935168

00:11:40.815 --> 00:11:42.655 considering these these letters, you
NOTE Confidence: 0.9935168

00:11:42.655 --> 00:11:43.775 know, and how that's evolved
NOTE Confidence: 0.9935168

00:11:43.775 --> 00:11:45.215 over time. We made some
NOTE Confidence: 0.9935168

00:11:45.215 --> 00:11:45.715 modifications
NOTE Confidence: 0.925818

00:11:46.335 --> 00:11:48.175 to how we consider arms
NOTE Confidence: 0.925818

00:11:48.175 --> 00:11:49.535 length and non arms length
NOTE Confidence: 0.925818

00:11:49.535 --> 00:11:50.035 referees,
NOTE Confidence: 0.9724591

00:11:51.120 --> 00:11:52.080 where we thought we were
NOTE Confidence: 0.9724591

00:11:52.080 --> 00:11:53.360 being maybe a bit too,
NOTE Confidence: 0.9724591

00:11:53.760 --> 00:11:54.260 restrictive.
NOTE Confidence: 0.9454727

00:11:55.040 --> 00:11:56.559 So as again, assuming that
NOTE Confidence: 0.9454727

00:11:56.559 --> 00:11:58.640 those two overarching questions I
NOTE Confidence: 0.9454727

00:11:58.640 --> 00:11:59.620 mentioned before
NOTE Confidence: 0.9554945

00:12:00.080 --> 00:12:01.840 are answered no, meaning the
NOTE Confidence: 0.9554945

00:12:01.840 --> 00:12:04.265 person considers themselves in partial

NOTE Confidence: 0.9554945

00:12:04.265 --> 00:12:05.885 or wouldn't or their institution

NOTE Confidence: 0.9554945

00:12:05.945 --> 00:12:07.725 wouldn't benefit from your promotion.

NOTE Confidence: 0.990462

00:12:08.985 --> 00:12:10.684 Assuming those answers are no,

NOTE Confidence: 0.990462

00:12:10.825 --> 00:12:12.505 if the only relationships that

NOTE Confidence: 0.990462

00:12:12.505 --> 00:12:13.965 you've had with referees

NOTE Confidence: 0.99065006

00:12:14.585 --> 00:12:16.125 are as co contributors

NOTE Confidence: 0.9964653

00:12:16.505 --> 00:12:17.005 to

NOTE Confidence: 0.95746815

00:12:17.390 --> 00:12:19.230 kind of large either multi

NOTE Confidence: 0.95746815

00:12:19.230 --> 00:12:21.730 authored projects or multi contributor

NOTE Confidence: 0.9632732

00:12:22.590 --> 00:12:24.510 guidance documents or things like

NOTE Confidence: 0.9632732

00:12:24.510 --> 00:12:25.010 that,

NOTE Confidence: 0.9930757

00:12:25.950 --> 00:12:27.710 and you're one of more

NOTE Confidence: 0.9930757

00:12:27.710 --> 00:12:29.630 than twenty five contributors to

NOTE Confidence: 0.9930757

00:12:29.630 --> 00:12:30.130 that,

NOTE Confidence: 0.96022135

00:12:30.955 --> 00:12:31.995 that they they can be

NOTE Confidence: 0.96022135

00:12:31.995 --> 00:12:33.775 considered an arms length referee.
NOTE Confidence: 0.96022135

00:12:33.915 --> 00:12:35.035 We do see this as
NOTE Confidence: 0.96022135

00:12:35.035 --> 00:12:37.195 people particularly are are engaged
NOTE Confidence: 0.96022135

00:12:37.195 --> 00:12:39.755 in large collaborative research projects
NOTE Confidence: 0.96022135

00:12:39.755 --> 00:12:40.975 or large collaborative
NOTE Confidence: 0.9959679

00:12:41.275 --> 00:12:42.575 consensus guideline
NOTE Confidence: 0.99599105

00:12:43.275 --> 00:12:45.275 development. If that's your only
NOTE Confidence: 0.99599105

00:12:45.275 --> 00:12:45.775 relationship
NOTE Confidence: 0.9225277

00:12:46.429 --> 00:12:47.950 with them, they can can
NOTE Confidence: 0.9225277

00:12:47.950 --> 00:12:49.630 be considered at arms length,
NOTE Confidence: 0.9225277

00:12:49.870 --> 00:12:50.829 even though your name is
NOTE Confidence: 0.9225277

00:12:50.829 --> 00:12:51.870 sort of appearing in the
NOTE Confidence: 0.9225277

00:12:51.870 --> 00:12:53.010 same author list.
NOTE Confidence: 0.94621575

00:12:53.550 --> 00:12:54.750 So we we we call
NOTE Confidence: 0.94621575

00:12:54.750 --> 00:12:56.290 that limited in scope,
NOTE Confidence: 0.9488605

00:12:57.149 --> 00:12:58.589 and usually it means that

NOTE Confidence: 0.9488605

00:12:58.589 --> 00:12:59.649 they can do an impartial

NOTE Confidence: 0.9488605

00:12:59.709 --> 00:13:00.209 review.

NOTE Confidence: 0.9729963

00:13:00.725 --> 00:13:02.325 The other allowance we make,

NOTE Confidence: 0.9729963

00:13:02.565 --> 00:13:03.785 are for certain relationships

NOTE Confidence: 0.9192635

00:13:05.045 --> 00:13:06.905 which otherwise would be considered

NOTE Confidence: 0.9192635

00:13:06.965 --> 00:13:09.045 non arms length but because

NOTE Confidence: 0.9192635

00:13:09.045 --> 00:13:10.905 there's they they are distant

NOTE Confidence: 0.9192635

00:13:10.965 --> 00:13:11.705 in time,

NOTE Confidence: 0.9718825

00:13:12.645 --> 00:13:14.405 that we will consider them,

NOTE Confidence: 0.9718825

00:13:14.645 --> 00:13:16.260 arms length referees for a

NOTE Confidence: 0.9718825

00:13:16.340 --> 00:13:17.960 certain number of of categories.

NOTE Confidence: 0.9724204

00:13:18.660 --> 00:13:20.260 So in general, if ten

NOTE Confidence: 0.9724204

00:13:20.260 --> 00:13:21.960 or more years have elapsed,

NOTE Confidence: 0.9434559

00:13:22.980 --> 00:13:25.059 since you have served in

NOTE Confidence: 0.9434559

00:13:25.059 --> 00:13:26.100 one of these this is

NOTE Confidence: 0.9434559

00:13:26.100 --> 00:13:27.300 that same non arms length
NOTE Confidence: 0.9434559

00:13:27.300 --> 00:13:28.740 referee list as before but
NOTE Confidence: 0.9434559

00:13:28.740 --> 00:13:30.040 I bolded in italics
NOTE Confidence: 0.9937729

00:13:30.825 --> 00:13:32.205 the categories where
NOTE Confidence: 0.97479564

00:13:32.745 --> 00:13:34.684 if you've had this relationship
NOTE Confidence: 0.97479564

00:13:34.825 --> 00:13:35.945 with them, but it's greater
NOTE Confidence: 0.97479564

00:13:35.945 --> 00:13:37.245 than ten years ago,
NOTE Confidence: 0.9977298

00:13:37.545 --> 00:13:38.684 they can be considered,
NOTE Confidence: 0.9316274

00:13:40.425 --> 00:13:41.325 arms length.
NOTE Confidence: 0.99687976

00:13:42.265 --> 00:13:43.645 The ones that are unbolded
NOTE Confidence: 0.9833206

00:13:44.120 --> 00:13:45.079 are ones that, you know,
NOTE Confidence: 0.9833206

00:13:45.079 --> 00:13:46.519 once someone has served in
NOTE Confidence: 0.9833206

00:13:46.519 --> 00:13:47.959 that role for you or
NOTE Confidence: 0.9833206

00:13:47.959 --> 00:13:49.240 has had that relationship with
NOTE Confidence: 0.9833206

00:13:49.240 --> 00:13:50.519 you, they they are always
NOTE Confidence: 0.9833206

00:13:50.519 --> 00:13:52.120 gonna be considered non arm's

NOTE Confidence: 0.9833206
00:13:52.120 --> 00:13:52.620 length.
NOTE Confidence: 0.9494421
00:13:53.240 --> 00:13:54.540 A thesis or,
NOTE Confidence: 0.96441305
00:13:55.240 --> 00:13:57.480 advisor from your graduate school
NOTE Confidence: 0.96441305
00:13:57.480 --> 00:13:59.100 or from your medical school
NOTE Confidence: 0.967012
00:13:59.454 --> 00:14:00.975 has a vested interest in
NOTE Confidence: 0.967012
00:14:00.975 --> 00:14:02.495 your success, and so they
NOTE Confidence: 0.967012
00:14:02.495 --> 00:14:04.575 are always gonna be, considered
NOTE Confidence: 0.967012
00:14:04.575 --> 00:14:05.615 non arms length. You can
NOTE Confidence: 0.967012
00:14:05.615 --> 00:14:06.995 use them, but they're they're
NOTE Confidence: 0.967012
00:14:07.054 --> 00:14:08.095 not gonna be thought of
NOTE Confidence: 0.967012
00:14:08.095 --> 00:14:08.834 as being,
NOTE Confidence: 0.9985229
00:14:09.454 --> 00:14:09.954 impartial.
NOTE Confidence: 0.97314674
00:14:15.520 --> 00:14:16.980 So this is a form,
NOTE Confidence: 0.97314674
00:14:17.280 --> 00:14:18.820 that we send out,
NOTE Confidence: 0.97360474
00:14:19.680 --> 00:14:21.360 when we solicit letters of
NOTE Confidence: 0.97360474

00:14:21.360 --> 00:14:21.860 evaluation.
NOTE Confidence: 0.99262875

00:14:22.800 --> 00:14:23.680 And if you're going up
NOTE Confidence: 0.99262875

00:14:23.680 --> 00:14:24.980 for associate professor,
NOTE Confidence: 0.97070736

00:14:25.685 --> 00:14:27.365 your department will do that
NOTE Confidence: 0.97070736

00:14:27.365 --> 00:14:28.425 letter solicitation.
NOTE Confidence: 0.99098164

00:14:28.805 --> 00:14:29.765 If you're going up for
NOTE Confidence: 0.99098164

00:14:29.765 --> 00:14:30.265 professor,
NOTE Confidence: 0.7974698

00:14:31.925 --> 00:14:33.625 the school does it. Our,
NOTE Confidence: 0.8863335

00:14:34.005 --> 00:14:35.125 see you know Karen and
NOTE Confidence: 0.8863335

00:14:35.125 --> 00:14:36.404 Ingrid are both on the
NOTE Confidence: 0.8863335

00:14:36.404 --> 00:14:37.225 call today.
NOTE Confidence: 0.98133945

00:14:37.940 --> 00:14:39.140 They will be the ones
NOTE Confidence: 0.98133945

00:14:39.140 --> 00:14:40.420 who are doing that on
NOTE Confidence: 0.98133945

00:14:40.420 --> 00:14:41.640 behalf of the Dean.
NOTE Confidence: 0.9660133

00:14:42.420 --> 00:14:43.620 But when we send those
NOTE Confidence: 0.9660133

00:14:43.620 --> 00:14:45.540 requests out, there's a form

NOTE Confidence: 0.9660133
00:14:45.540 --> 00:14:47.560 that, we ask all evaluators
NOTE Confidence: 0.99536693
00:14:47.940 --> 00:14:49.960 to complete in addition to
NOTE Confidence: 0.9736922
00:14:50.420 --> 00:14:52.065 providing the letter. This is
NOTE Confidence: 0.9736922
00:14:52.065 --> 00:14:53.345 just a portion of the
NOTE Confidence: 0.9736922
00:14:53.345 --> 00:14:53.845 form.
NOTE Confidence: 0.98478884
00:14:54.305 --> 00:14:55.105 But as you can see
NOTE Confidence: 0.98478884
00:14:55.105 --> 00:14:56.545 it leads off with those
NOTE Confidence: 0.98478884
00:14:56.545 --> 00:14:57.045 two
NOTE Confidence: 0.924386
00:14:57.665 --> 00:14:59.765 foundational questions which help,
NOTE Confidence: 0.9771535
00:15:00.385 --> 00:15:01.985 think through whether someone is
NOTE Confidence: 0.9771535
00:15:01.985 --> 00:15:03.825 impartial or or or or
NOTE Confidence: 0.9771535
00:15:03.825 --> 00:15:05.365 could be perceived as benefiting
NOTE Confidence: 0.9771535
00:15:05.425 --> 00:15:06.325 from your advancement.
NOTE Confidence: 0.9889811
00:15:07.160 --> 00:15:09.100 And then it essentially lists
NOTE Confidence: 0.9889811
00:15:09.240 --> 00:15:10.759 most of those items that
NOTE Confidence: 0.9889811

00:15:10.759 --> 00:15:11.880 I had on those two
NOTE Confidence: 0.9889811

00:15:11.880 --> 00:15:12.860 prior forms
NOTE Confidence: 0.9522653

00:15:13.480 --> 00:15:14.300 and asks,
NOTE Confidence: 0.9973626

00:15:14.839 --> 00:15:16.620 the referee to check off
NOTE Confidence: 0.95654315

00:15:17.079 --> 00:15:18.600 relationships that may have had
NOTE Confidence: 0.95654315

00:15:18.600 --> 00:15:19.339 with you.
NOTE Confidence: 0.96965826

00:15:19.745 --> 00:15:20.545 And you can see in
NOTE Confidence: 0.96965826

00:15:20.545 --> 00:15:22.305 the, parentheses for these two
NOTE Confidence: 0.96965826

00:15:22.305 --> 00:15:24.305 sample items how we try
NOTE Confidence: 0.96965826

00:15:24.305 --> 00:15:25.764 to get at this issue
NOTE Confidence: 0.96965826

00:15:25.824 --> 00:15:26.324 of,
NOTE Confidence: 0.9811365

00:15:26.945 --> 00:15:28.065 someone who maybe has had
NOTE Confidence: 0.9811365

00:15:28.065 --> 00:15:30.005 a limited in scope relationship
NOTE Confidence: 0.9811365

00:15:30.144 --> 00:15:30.884 with you,
NOTE Confidence: 0.97192967

00:15:31.505 --> 00:15:33.125 or has had a,
NOTE Confidence: 0.91814834

00:15:34.010 --> 00:15:35.450 essentially a non arm's length

NOTE Confidence: 0.91814834

00:15:35.450 --> 00:15:36.910 relationship with you, but

NOTE Confidence: 0.99187

00:15:37.290 --> 00:15:38.410 that goes back greater than

NOTE Confidence: 0.99187

00:15:38.410 --> 00:15:39.770 ten years. So these are

NOTE Confidence: 0.99187

00:15:39.770 --> 00:15:40.890 just a couple of sample

NOTE Confidence: 0.99187

00:15:40.890 --> 00:15:42.510 items. So we really,

NOTE Confidence: 0.9761447

00:15:43.210 --> 00:15:45.050 not all referees will send

NOTE Confidence: 0.9761447

00:15:45.050 --> 00:15:46.350 this back to us, unfortunately.

NOTE Confidence: 0.9746288

00:15:46.875 --> 00:15:48.075 And so sometimes we have

NOTE Confidence: 0.9746288

00:15:48.075 --> 00:15:49.195 to kinda read through their

NOTE Confidence: 0.9746288

00:15:49.195 --> 00:15:50.475 letter to make sure that

NOTE Confidence: 0.9746288

00:15:50.475 --> 00:15:51.835 they don't say something that

NOTE Confidence: 0.9746288

00:15:51.835 --> 00:15:52.335 would,

NOTE Confidence: 0.97127783

00:15:52.795 --> 00:15:54.395 make us question whether they

NOTE Confidence: 0.97127783

00:15:54.395 --> 00:15:55.755 are arm's length or not.

NOTE Confidence: 0.97127783

00:15:56.075 --> 00:15:57.515 So this form kinda goes

NOTE Confidence: 0.97127783

00:15:57.515 --> 00:15:58.955 out. And, obviously, a a
NOTE Confidence: 0.97127783

00:15:58.955 --> 00:16:00.555 nonarm's length person is gonna
NOTE Confidence: 0.97127783

00:16:00.555 --> 00:16:01.689 be checking off, you know,
NOTE Confidence: 0.97127783

00:16:01.689 --> 00:16:03.110 a number of these boxes.
NOTE Confidence: 0.9659166

00:16:05.970 --> 00:16:07.329 One of the other, I
NOTE Confidence: 0.9659166

00:16:07.329 --> 00:16:08.149 think important
NOTE Confidence: 0.9916847

00:16:08.529 --> 00:16:10.230 changes that we made,
NOTE Confidence: 0.92948717

00:16:11.410 --> 00:16:12.850 to the guidelines for the
NOTE Confidence: 0.92948717

00:16:12.850 --> 00:16:14.529 led letters, a few years
NOTE Confidence: 0.92948717

00:16:14.529 --> 00:16:15.029 ago.
NOTE Confidence: 0.95571536

00:16:15.404 --> 00:16:17.005 For years, for for as
NOTE Confidence: 0.95571536

00:16:17.005 --> 00:16:18.685 long as Julie Buchanan has
NOTE Confidence: 0.95571536

00:16:18.685 --> 00:16:19.185 been
NOTE Confidence: 0.9346471

00:16:19.565 --> 00:16:21.964 been running the office we've
NOTE Confidence: 0.9346471

00:16:21.964 --> 00:16:23.584 had guide we had guidelines
NOTE Confidence: 0.9793245

00:16:24.605 --> 00:16:25.725 that would allow you to

NOTE Confidence: 0.9793245
00:16:25.725 --> 00:16:26.925 have some of your non
NOTE Confidence: 0.9793245
00:16:26.925 --> 00:16:28.524 arms length letter writers be
NOTE Confidence: 0.9793245
00:16:28.524 --> 00:16:30.204 from other departments than your
NOTE Confidence: 0.9793245
00:16:30.204 --> 00:16:31.779 own but you were not
NOTE Confidence: 0.9793245
00:16:31.779 --> 00:16:33.000 allowed to have,
NOTE Confidence: 0.9940384
00:16:33.699 --> 00:16:35.560 referees from your own department.
NOTE Confidence: 0.8928367
00:16:36.100 --> 00:16:37.139 And kind of based on
NOTE Confidence: 0.8928367
00:16:37.139 --> 00:16:38.600 that, peer benchmarking,
NOTE Confidence: 0.9724916
00:16:39.860 --> 00:16:41.300 sort of project that I
NOTE Confidence: 0.9724916
00:16:41.300 --> 00:16:43.300 did. We found that, a
NOTE Confidence: 0.9724916
00:16:43.300 --> 00:16:44.920 lot of our peer institutions
NOTE Confidence: 0.91218287
00:16:45.300 --> 00:16:46.475 were were
NOTE Confidence: 0.9752561
00:16:47.574 --> 00:16:49.574 allowing a certain number from
NOTE Confidence: 0.9752561
00:16:49.574 --> 00:16:51.654 people who worked directly with
NOTE Confidence: 0.9752561
00:16:51.654 --> 00:16:53.595 you and and particularly
NOTE Confidence: 0.9744275

00:16:54.055 --> 00:16:54.555 for
NOTE Confidence: 0.9481925

00:16:55.255 --> 00:16:57.514 faculty who have significant clinical,
NOTE Confidence: 0.9905447

00:16:58.055 --> 00:16:58.875 or educational
NOTE Confidence: 0.9484434

00:16:59.255 --> 00:16:59.755 responsibilities.
NOTE Confidence: 0.90600735

00:17:01.230 --> 00:17:03.070 And that's because sometimes though
NOTE Confidence: 0.90600735

00:17:03.070 --> 00:17:03.890 your external
NOTE Confidence: 0.9967156

00:17:04.270 --> 00:17:05.010 letter writers
NOTE Confidence: 0.8626199

00:17:05.470 --> 00:17:06.530 at other institutions
NOTE Confidence: 0.93559784

00:17:07.150 --> 00:17:08.109 and they'll say it right
NOTE Confidence: 0.93559784

00:17:08.109 --> 00:17:09.470 in their letter, I I
NOTE Confidence: 0.93559784

00:17:09.470 --> 00:17:10.350 don't have,
NOTE Confidence: 0.98103493

00:17:10.830 --> 00:17:12.109 I I I I'm not
NOTE Confidence: 0.98103493

00:17:12.109 --> 00:17:13.810 able to evaluate their clinical
NOTE Confidence: 0.98103493

00:17:13.950 --> 00:17:15.090 skills or
NOTE Confidence: 0.9687359

00:17:15.465 --> 00:17:16.825 other than seeing them present
NOTE Confidence: 0.9687359

00:17:16.825 --> 00:17:18.345 at a conference once, I

NOTE Confidence: 0.9687359
00:17:18.345 --> 00:17:20.285 really can't evaluate their teaching.
NOTE Confidence: 0.99300516
00:17:20.984 --> 00:17:22.905 So so opening this up
NOTE Confidence: 0.99300516
00:17:22.905 --> 00:17:24.445 a little bit to evaluations
NOTE Confidence: 0.9981369
00:17:24.744 --> 00:17:26.345 from faculty who know you
NOTE Confidence: 0.9981369
00:17:26.345 --> 00:17:27.965 really well from your department
NOTE Confidence: 0.95623344
00:17:28.505 --> 00:17:30.205 was really important for,
NOTE Confidence: 0.99818456
00:17:30.590 --> 00:17:31.810 for some of the tracks.
NOTE Confidence: 0.9988611
00:17:32.350 --> 00:17:33.010 The restriction
NOTE Confidence: 0.9796474
00:17:33.470 --> 00:17:33.970 against,
NOTE Confidence: 0.9606639
00:17:36.190 --> 00:17:38.050 letters from within your department
NOTE Confidence: 0.9606639
00:17:38.190 --> 00:17:39.550 still is the case if
NOTE Confidence: 0.9606639
00:17:39.550 --> 00:17:40.430 you're going up on the
NOTE Confidence: 0.9606639
00:17:40.430 --> 00:17:42.130 clinician scientist investigator
NOTE Confidence: 0.94469476
00:17:42.430 --> 00:17:43.755 or traditional track.
NOTE Confidence: 0.97122127
00:17:44.635 --> 00:17:45.915 And and also if you're
NOTE Confidence: 0.97122127

00:17:45.915 --> 00:17:47.035 going up on the research
NOTE Confidence: 0.97122127

00:17:47.035 --> 00:17:48.815 ranks or the adjunct ranks,
NOTE Confidence: 0.9723517

00:17:49.355 --> 00:17:50.475 those you can have them
NOTE Confidence: 0.9723517

00:17:50.475 --> 00:17:52.155 from people outside your department
NOTE Confidence: 0.9723517

00:17:52.155 --> 00:17:53.515 but not from within the
NOTE Confidence: 0.9723517

00:17:53.515 --> 00:17:54.015 department.
NOTE Confidence: 0.92045116

00:17:55.435 --> 00:17:56.955 However, for faculty again who
NOTE Confidence: 0.92045116

00:17:56.955 --> 00:17:58.815 have significant clinical or educational
NOTE Confidence: 0.9819227

00:17:59.330 --> 00:18:00.690 responsibilities and and we think
NOTE Confidence: 0.9819227

00:18:00.690 --> 00:18:01.890 of those as being either
NOTE Confidence: 0.9819227

00:18:01.890 --> 00:18:03.750 on the academic clinician track
NOTE Confidence: 0.8927784

00:18:04.210 --> 00:18:06.050 or the clinician educator scholar
NOTE Confidence: 0.8927784

00:18:06.050 --> 00:18:06.550 track.
NOTE Confidence: 0.9628299

00:18:07.090 --> 00:18:09.010 We encourage people to get,
NOTE Confidence: 0.9628299

00:18:09.330 --> 00:18:10.070 to have
NOTE Confidence: 0.92318624

00:18:10.450 --> 00:18:12.369 a maximum of two of

NOTE Confidence: 0.92318624
00:18:12.369 --> 00:18:13.810 these letters of the non
NOTE Confidence: 0.92318624
00:18:13.810 --> 00:18:15.244 arms length letters,
NOTE Confidence: 0.96828026
00:18:15.705 --> 00:18:17.305 being from colleagues who are
NOTE Confidence: 0.96828026
00:18:17.305 --> 00:18:18.845 gonna comment on your,
NOTE Confidence: 0.99458086
00:18:19.305 --> 00:18:20.845 clinical and or educational
NOTE Confidence: 0.9984216
00:18:21.225 --> 00:18:21.725 skills.
NOTE Confidence: 0.9756382
00:18:22.185 --> 00:18:23.725 So for those two tracks,
NOTE Confidence: 0.9480592
00:18:24.425 --> 00:18:26.585 ladder tracks and for our
NOTE Confidence: 0.9480592
00:18:26.585 --> 00:18:28.285 voluntary clinical tracks,
NOTE Confidence: 0.998547
00:18:29.190 --> 00:18:30.390 you can have a couple
NOTE Confidence: 0.998547
00:18:30.390 --> 00:18:31.850 of these letters from,
NOTE Confidence: 0.99811035
00:18:32.549 --> 00:18:33.830 from from folks in your
NOTE Confidence: 0.99811035
00:18:33.830 --> 00:18:34.330 department.
NOTE Confidence: 0.9866365
00:18:35.590 --> 00:18:36.549 They have to they have
NOTE Confidence: 0.9866365
00:18:36.549 --> 00:18:37.850 to meet those other criteria
NOTE Confidence: 0.9866365

00:18:37.909 --> 00:18:38.869 of being at a higher
NOTE Confidence: 0.9866365

00:18:38.869 --> 00:18:40.630 rank though. That's an important
NOTE Confidence: 0.9866365

00:18:40.630 --> 00:18:42.070 piece of this. The other
NOTE Confidence: 0.9866365

00:18:42.070 --> 00:18:43.030 piece of this, which is
NOTE Confidence: 0.9866365

00:18:43.030 --> 00:18:44.445 sometimes we encourage people to
NOTE Confidence: 0.9866365

00:18:44.445 --> 00:18:45.904 think carefully about
NOTE Confidence: 0.98196363

00:18:46.205 --> 00:18:47.725 these folks is if they
NOTE Confidence: 0.98196363

00:18:47.725 --> 00:18:49.184 write a letter of evaluation
NOTE Confidence: 0.97235245

00:18:50.125 --> 00:18:51.965 for you, they shouldn't be
NOTE Confidence: 0.97235245

00:18:51.965 --> 00:18:53.884 the one who's advising you
NOTE Confidence: 0.97235245

00:18:53.884 --> 00:18:54.784 on who,
NOTE Confidence: 0.9882035

00:18:56.044 --> 00:18:57.965 to select as referees on
NOTE Confidence: 0.9882035

00:18:57.965 --> 00:18:59.005 this form that I'll go
NOTE Confidence: 0.9882035

00:18:59.005 --> 00:19:00.065 over in a minute.
NOTE Confidence: 0.9972242

00:19:00.480 --> 00:19:02.559 And they should really not
NOTE Confidence: 0.9972242

00:19:02.559 --> 00:19:03.380 be participating

NOTE Confidence: 0.9942543
00:19:04.000 --> 00:19:04.980 in the department
NOTE Confidence: 0.9109825
00:19:05.359 --> 00:19:05.859 committee
NOTE Confidence: 0.98317856
00:19:06.640 --> 00:19:08.400 discussion and vote about your
NOTE Confidence: 0.98317856
00:19:08.400 --> 00:19:08.900 case.
NOTE Confidence: 0.8890723
00:19:10.320 --> 00:19:10.820 Their,
NOTE Confidence: 0.99578106
00:19:11.280 --> 00:19:13.040 their letter really is the
NOTE Confidence: 0.99578106
00:19:13.040 --> 00:19:14.500 most important evaluation
NOTE Confidence: 0.966137
00:19:14.880 --> 00:19:16.054 and it's it's given a
NOTE Confidence: 0.966137
00:19:16.054 --> 00:19:16.835 lot of weight.
NOTE Confidence: 0.99868965
00:19:17.215 --> 00:19:18.575 But for them to also
NOTE Confidence: 0.99868965
00:19:18.575 --> 00:19:20.255 be contributing to the committee
NOTE Confidence: 0.99868965
00:19:20.255 --> 00:19:20.755 discussion,
NOTE Confidence: 0.9678624
00:19:22.575 --> 00:19:24.095 it this sort of, kind
NOTE Confidence: 0.9678624
00:19:24.095 --> 00:19:25.555 of adds to it. So
NOTE Confidence: 0.9678624
00:19:25.695 --> 00:19:26.494 they can be in the
NOTE Confidence: 0.9678624

00:19:26.494 --> 00:19:26.994 meeting,
NOTE Confidence: 0.9763463

00:19:27.615 --> 00:19:28.815 and, you know, they can
NOTE Confidence: 0.9763463

00:19:28.815 --> 00:19:29.695 kinda be there for that,
NOTE Confidence: 0.9763463

00:19:29.695 --> 00:19:30.810 but they're they're really not
NOTE Confidence: 0.9763463

00:19:30.810 --> 00:19:32.650 supposed to be contributing or
NOTE Confidence: 0.9763463

00:19:32.650 --> 00:19:33.790 or voting on that.
NOTE Confidence: 0.9697534

00:19:36.330 --> 00:19:37.610 So I'm just gonna walk
NOTE Confidence: 0.9697534

00:19:37.610 --> 00:19:39.290 through a couple of the
NOTE Confidence: 0.9697534

00:19:39.290 --> 00:19:40.570 forms and this is one
NOTE Confidence: 0.9697534

00:19:40.570 --> 00:19:41.470 that you will,
NOTE Confidence: 0.9423239

00:19:42.090 --> 00:19:43.310 is is on our website
NOTE Confidence: 0.9423239

00:19:43.370 --> 00:19:44.515 and you would kind of
NOTE Confidence: 0.9423239

00:19:44.515 --> 00:19:45.335 review carefully,
NOTE Confidence: 0.98426414

00:19:46.195 --> 00:19:48.595 depending on which track and
NOTE Confidence: 0.98426414

00:19:48.595 --> 00:19:49.815 rank you are being,
NOTE Confidence: 0.9977828

00:19:50.755 --> 00:19:51.734 reviewed for.

NOTE Confidence: 0.98643726
00:19:52.035 --> 00:19:53.155 Again, we did make a
NOTE Confidence: 0.98643726
00:19:53.155 --> 00:19:55.734 couple of relatively minor changes
NOTE Confidence: 0.98643726
00:19:55.955 --> 00:19:56.455 to
NOTE Confidence: 0.98728204
00:19:56.770 --> 00:19:57.809 the number and types of
NOTE Confidence: 0.98728204
00:19:57.809 --> 00:19:58.309 evaluation
NOTE Confidence: 0.9548308
00:19:58.770 --> 00:19:59.970 required for some of the
NOTE Confidence: 0.9548308
00:19:59.970 --> 00:20:00.470 tracks.
NOTE Confidence: 0.97787553
00:20:00.850 --> 00:20:01.970 But I'm just gonna I'll
NOTE Confidence: 0.97787553
00:20:01.970 --> 00:20:03.570 start out with these three
NOTE Confidence: 0.97787553
00:20:03.570 --> 00:20:05.090 tracks which we sometimes call
NOTE Confidence: 0.97787553
00:20:05.090 --> 00:20:06.790 the research intensive tracks.
NOTE Confidence: 0.9987917
00:20:07.570 --> 00:20:09.109 We did not make any
NOTE Confidence: 0.9985007
00:20:09.585 --> 00:20:10.085 changes
NOTE Confidence: 0.97241277
00:20:10.465 --> 00:20:11.744 from how we've had this
NOTE Confidence: 0.97241277
00:20:11.744 --> 00:20:12.965 for a number of years,
NOTE Confidence: 0.9777107

00:20:13.424 --> 00:20:14.885 to the number of referees
NOTE Confidence: 0.9777107

00:20:15.025 --> 00:20:15.924 that are solicited.
NOTE Confidence: 0.97367233

00:20:16.705 --> 00:20:18.544 How many the minimum number
NOTE Confidence: 0.97367233

00:20:18.544 --> 00:20:20.385 of arms length versus non
NOTE Confidence: 0.97367233

00:20:20.385 --> 00:20:21.744 arms length that we need
NOTE Confidence: 0.97367233

00:20:21.744 --> 00:20:23.025 depending on if you're going
NOTE Confidence: 0.97367233

00:20:23.025 --> 00:20:24.484 up for associate professor
NOTE Confidence: 0.9657823

00:20:25.030 --> 00:20:26.630 or for full professor. So
NOTE Confidence: 0.9657823

00:20:26.630 --> 00:20:27.850 as you can see for
NOTE Confidence: 0.9657823

00:20:27.910 --> 00:20:28.869 for all three of these
NOTE Confidence: 0.9657823

00:20:28.869 --> 00:20:30.410 tracks for full professor,
NOTE Confidence: 0.9601965

00:20:31.750 --> 00:20:32.790 we still need,
NOTE Confidence: 0.9671307

00:20:33.270 --> 00:20:34.090 six referees,
NOTE Confidence: 0.9936527

00:20:34.869 --> 00:20:36.090 that we would solicit
NOTE Confidence: 0.8843827

00:20:36.630 --> 00:20:37.990 that would be recommended by
NOTE Confidence: 0.8843827

00:20:37.990 --> 00:20:40.304 your department usually in consultation

NOTE Confidence: 0.9904797

00:20:40.684 --> 00:20:41.424 with you.

NOTE Confidence: 0.97039753

00:20:42.524 --> 00:20:43.884 Most departments do it that

NOTE Confidence: 0.97039753

00:20:43.884 --> 00:20:45.005 way. You know, the the

NOTE Confidence: 0.97039753

00:20:45.005 --> 00:20:46.445 chair or some other leader

NOTE Confidence: 0.97039753

00:20:46.445 --> 00:20:47.345 or your mentor,

NOTE Confidence: 0.97306216

00:20:48.284 --> 00:20:49.804 might have some ideas about

NOTE Confidence: 0.97306216

00:20:49.804 --> 00:20:50.845 who would be good people

NOTE Confidence: 0.97306216

00:20:50.845 --> 00:20:52.440 to write letters about you,

NOTE Confidence: 0.97306216

00:20:52.440 --> 00:20:53.559 but you can have input

NOTE Confidence: 0.97306216

00:20:53.559 --> 00:20:55.320 into that. And if they

NOTE Confidence: 0.97306216

00:20:55.320 --> 00:20:57.720 suggested someone that you know

NOTE Confidence: 0.97306216

00:20:57.720 --> 00:20:59.480 would just not write a

NOTE Confidence: 0.97306216

00:20:59.480 --> 00:21:01.080 fair or positive letter, you

NOTE Confidence: 0.97306216

00:21:01.080 --> 00:21:02.200 can tell them I really

NOTE Confidence: 0.97306216

00:21:02.200 --> 00:21:03.400 would rather you not include

NOTE Confidence: 0.97306216

00:21:03.400 --> 00:21:04.520 that person. So you have
NOTE Confidence: 0.97306216

00:21:04.520 --> 00:21:05.659 input into this.
NOTE Confidence: 0.99295765

00:21:06.005 --> 00:21:07.125 But there are there are
NOTE Confidence: 0.99295765

00:21:07.125 --> 00:21:08.565 supposed to be a number
NOTE Confidence: 0.99295765

00:21:08.565 --> 00:21:10.185 of referees that your department,
NOTE Confidence: 0.908495

00:21:10.885 --> 00:21:12.325 recommends and all of those
NOTE Confidence: 0.908495

00:21:12.325 --> 00:21:12.825 department,
NOTE Confidence: 0.9984113

00:21:13.685 --> 00:21:14.185 recommended
NOTE Confidence: 0.9112506

00:21:14.485 --> 00:21:16.085 referees are should be arms
NOTE Confidence: 0.9112506

00:21:16.085 --> 00:21:16.585 length.
NOTE Confidence: 0.97695696

00:21:17.685 --> 00:21:19.320 So we solicit six of
NOTE Confidence: 0.97695696

00:21:19.320 --> 00:21:20.679 those and then we also
NOTE Confidence: 0.97695696

00:21:20.679 --> 00:21:22.700 solicit six that you would
NOTE Confidence: 0.95461

00:21:23.000 --> 00:21:25.260 be primarily responsible for identifying.
NOTE Confidence: 0.96411884

00:21:26.520 --> 00:21:28.119 And we ask, for two
NOTE Confidence: 0.96411884

00:21:28.119 --> 00:21:29.799 arms length and and four

NOTE Confidence: 0.96411884
00:21:29.799 --> 00:21:31.484 arms length letters. And then
NOTE Confidence: 0.96411884
00:21:31.484 --> 00:21:33.405 to complete, the review for
NOTE Confidence: 0.96411884
00:21:33.405 --> 00:21:34.845 professor, we need a minimum
NOTE Confidence: 0.96411884
00:21:34.845 --> 00:21:35.744 of eight back,
NOTE Confidence: 0.94953716
00:21:36.765 --> 00:21:38.545 with, six of those being,
NOTE Confidence: 0.86286724
00:21:39.565 --> 00:21:40.465 arms length.
NOTE Confidence: 0.96546835
00:21:41.405 --> 00:21:43.405 We have, haven't and and
NOTE Confidence: 0.96546835
00:21:43.405 --> 00:21:44.225 don't require
NOTE Confidence: 0.9709805
00:21:44.539 --> 00:21:45.899 quite as many letters for
NOTE Confidence: 0.9709805
00:21:45.899 --> 00:21:46.799 associate professor,
NOTE Confidence: 0.94117594
00:21:47.659 --> 00:21:48.399 term reviews.
NOTE Confidence: 0.9229538
00:21:48.859 --> 00:21:50.000 So it's somewhat,
NOTE Confidence: 0.9606307
00:21:50.619 --> 00:21:52.380 less onerous for for those
NOTE Confidence: 0.9606307
00:21:52.380 --> 00:21:54.000 reviews. But again, we also
NOTE Confidence: 0.9606307
00:21:54.140 --> 00:21:56.159 for these research intensive tracks,
NOTE Confidence: 0.9276221

00:21:56.460 --> 00:21:57.440 we do need,
NOTE Confidence: 0.8974057

00:21:58.535 --> 00:21:59.815 a good balance of arms
NOTE Confidence: 0.8974057

00:21:59.815 --> 00:22:01.355 length and non arms length
NOTE Confidence: 0.8974057

00:22:01.494 --> 00:22:01.994 referees.
NOTE Confidence: 0.9606129

00:22:04.775 --> 00:22:05.975 And then for what we
NOTE Confidence: 0.9606129

00:22:05.975 --> 00:22:07.595 sometimes call the clinically intensive
NOTE Confidence: 0.9606129

00:22:07.734 --> 00:22:09.975 tracks, clinician, educator, scholar, and
NOTE Confidence: 0.9606129

00:22:09.975 --> 00:22:11.115 academic clinician,
NOTE Confidence: 0.9869463

00:22:11.920 --> 00:22:13.859 we for the professor reviews,
NOTE Confidence: 0.96095866

00:22:15.359 --> 00:22:16.580 we also require,
NOTE Confidence: 0.9550252

00:22:17.440 --> 00:22:19.040 that the department supply us
NOTE Confidence: 0.9550252

00:22:19.040 --> 00:22:20.740 with six arms length referees
NOTE Confidence: 0.9550252

00:22:20.800 --> 00:22:22.240 and then five arms length
NOTE Confidence: 0.9550252

00:22:22.240 --> 00:22:24.020 referees for associate professors.
NOTE Confidence: 0.98803836

00:22:24.800 --> 00:22:25.920 Just like the three other
NOTE Confidence: 0.98803836

00:22:25.920 --> 00:22:26.420 tracks.

NOTE Confidence: 0.9873449

00:22:26.875 --> 00:22:28.395 The modification that we made

NOTE Confidence: 0.9873449

00:22:28.395 --> 00:22:29.835 a few years ago were

NOTE Confidence: 0.9873449

00:22:29.835 --> 00:22:30.494 on the,

NOTE Confidence: 0.97401774

00:22:30.875 --> 00:22:32.315 letters that you as the

NOTE Confidence: 0.97401774

00:22:32.315 --> 00:22:34.154 candidate would be recommending in

NOTE Confidence: 0.97401774

00:22:34.154 --> 00:22:35.355 terms of how many arms

NOTE Confidence: 0.97401774

00:22:35.355 --> 00:22:37.135 length versus non arms length.

NOTE Confidence: 0.94892836

00:22:38.315 --> 00:22:40.050 We didn't change that for

NOTE Confidence: 0.94892836

00:22:40.050 --> 00:22:42.150 the clinician educator scholar professor.

NOTE Confidence: 0.94892836

00:22:42.370 --> 00:22:43.970 So just like for the

NOTE Confidence: 0.94892836

00:22:43.970 --> 00:22:46.070 research intensive tracks, we require

NOTE Confidence: 0.99885416

00:22:46.930 --> 00:22:48.470 a similar amount of

NOTE Confidence: 0.9228479

00:22:48.850 --> 00:22:50.290 arms length and non arms

NOTE Confidence: 0.9228479

00:22:50.290 --> 00:22:50.790 length

NOTE Confidence: 0.93178064

00:22:51.810 --> 00:22:53.570 referees that are suggested and

NOTE Confidence: 0.93178064

00:22:53.570 --> 00:22:54.070 received.
NOTE Confidence: 0.8914998
00:22:54.725 --> 00:22:56.885 For the associate professor, we've
NOTE Confidence: 0.8914998
00:22:56.885 --> 00:22:58.085 kind of reduced the number
NOTE Confidence: 0.8914998
00:22:58.085 --> 00:22:59.385 of arms length
NOTE Confidence: 0.8862075
00:22:59.765 --> 00:23:01.285 and increase the number of
NOTE Confidence: 0.8862075
00:23:01.285 --> 00:23:02.725 non arms length that from
NOTE Confidence: 0.8862075
00:23:02.725 --> 00:23:03.225 before
NOTE Confidence: 0.89106447
00:23:04.005 --> 00:23:06.105 for the associate professor reviews
NOTE Confidence: 0.89106447
00:23:06.325 --> 00:23:08.010 and then reduce them somewhat
NOTE Confidence: 0.89106447
00:23:08.170 --> 00:23:09.070 further for
NOTE Confidence: 0.9292961
00:23:09.609 --> 00:23:11.310 the arms length referee requirements
NOTE Confidence: 0.9292961
00:23:11.609 --> 00:23:12.990 for the academic clinician
NOTE Confidence: 0.8993987
00:23:13.609 --> 00:23:15.130 reviews. Just, you know, based
NOTE Confidence: 0.8993987
00:23:15.130 --> 00:23:16.109 on our experience,
NOTE Confidence: 0.99055475
00:23:17.369 --> 00:23:17.869 those
NOTE Confidence: 0.96911114
00:23:18.650 --> 00:23:20.650 letters sometimes can be quite

NOTE Confidence: 0.96911114

00:23:20.650 --> 00:23:21.630 hard to get

NOTE Confidence: 0.96767926

00:23:21.934 --> 00:23:23.775 for academic clinicians, particularly if

NOTE Confidence: 0.96767926

00:23:23.775 --> 00:23:25.234 they're academic clinicians who,

NOTE Confidence: 0.9554271

00:23:25.695 --> 00:23:26.734 you know, because there's no

NOTE Confidence: 0.9554271

00:23:26.734 --> 00:23:27.234 scholarship,

NOTE Confidence: 0.766286

00:23:27.855 --> 00:23:28.355 requirement.

NOTE Confidence: 0.9704622

00:23:28.815 --> 00:23:30.415 Their their work has not

NOTE Confidence: 0.9704622

00:23:30.415 --> 00:23:31.775 gotten out into the field

NOTE Confidence: 0.9704622

00:23:31.775 --> 00:23:32.734 in the same way that

NOTE Confidence: 0.9704622

00:23:32.734 --> 00:23:34.174 it has for other faculty.

NOTE Confidence: 0.9704622

00:23:34.174 --> 00:23:35.775 So the arms length referees

NOTE Confidence: 0.9704622

00:23:35.775 --> 00:23:36.275 for

NOTE Confidence: 0.91006947

00:23:36.690 --> 00:23:37.730 academic clinician reviews,

NOTE Confidence: 0.965399

00:23:39.169 --> 00:23:39.970 can be a little bit

NOTE Confidence: 0.965399

00:23:39.970 --> 00:23:41.010 more challenged. So we did

NOTE Confidence: 0.965399

00:23:41.010 --> 00:23:41.909 some modification
NOTE Confidence: 0.95685303

00:23:42.210 --> 00:23:43.649 on those, but we we
NOTE Confidence: 0.95685303

00:23:43.649 --> 00:23:45.409 still do, and you can
NOTE Confidence: 0.95685303

00:23:45.409 --> 00:23:47.169 see for associate professor, we
NOTE Confidence: 0.95685303

00:23:47.169 --> 00:23:48.850 need six letters and two
NOTE Confidence: 0.95685303

00:23:48.850 --> 00:23:50.230 of them have to be,
NOTE Confidence: 0.8989006

00:23:50.609 --> 00:23:51.590 arm's length.
NOTE Confidence: 0.9538295

00:23:55.545 --> 00:23:57.065 And then just, just because
NOTE Confidence: 0.9538295

00:23:57.065 --> 00:23:58.665 I know we we typically
NOTE Confidence: 0.9538295

00:23:58.665 --> 00:23:59.865 get a fair number of
NOTE Confidence: 0.9538295

00:23:59.865 --> 00:24:01.705 folks on these seminars who
NOTE Confidence: 0.9538295

00:24:01.705 --> 00:24:03.005 are on the research ranks,
NOTE Confidence: 0.8918505

00:24:04.265 --> 00:24:05.485 for research
NOTE Confidence: 0.9022882

00:24:05.820 --> 00:24:07.500 adjunct and voluntary ranks or
NOTE Confidence: 0.9022882

00:24:07.500 --> 00:24:08.539 what we sometimes call the
NOTE Confidence: 0.9022882

00:24:08.539 --> 00:24:09.679 non ladder ranks,

NOTE Confidence: 0.97476363

00:24:10.460 --> 00:24:12.220 we essentially just tried to

NOTE Confidence: 0.97476363

00:24:12.220 --> 00:24:13.519 make the number consistent

NOTE Confidence: 0.99489003

00:24:13.820 --> 00:24:15.419 across all three of those

NOTE Confidence: 0.99489003

00:24:15.419 --> 00:24:15.919 ranks.

NOTE Confidence: 0.98509467

00:24:17.179 --> 00:24:18.779 So for the senior ranks,

NOTE Confidence: 0.98509467

00:24:18.779 --> 00:24:19.600 whether that's

NOTE Confidence: 0.92532885

00:24:19.924 --> 00:24:21.784 senior research scientist professor,

NOTE Confidence: 0.92383885

00:24:22.085 --> 00:24:23.784 adjunct, or clinical professor,

NOTE Confidence: 0.95425767

00:24:24.325 --> 00:24:25.865 we ask that the departments,

NOTE Confidence: 0.88857925

00:24:26.725 --> 00:24:29.125 departments recommend four arms length

NOTE Confidence: 0.88857925

00:24:29.125 --> 00:24:30.105 and that the candidate,

NOTE Confidence: 0.89047664

00:24:31.205 --> 00:24:32.965 can recommend three arms length

NOTE Confidence: 0.89047664

00:24:32.965 --> 00:24:34.560 or non arms length.

NOTE Confidence: 0.9503172

00:24:34.960 --> 00:24:36.080 And then for those senior

NOTE Confidence: 0.9503172

00:24:36.080 --> 00:24:38.160 ranks we require four letters

NOTE Confidence: 0.9503172

00:24:38.160 --> 00:24:38.900 come back,
NOTE Confidence: 0.8856648

00:24:39.840 --> 00:24:40.880 one of which has to
NOTE Confidence: 0.8856648

00:24:40.880 --> 00:24:42.100 be arms length.
NOTE Confidence: 0.9602868

00:24:42.720 --> 00:24:43.760 And then for the mid
NOTE Confidence: 0.9602868

00:24:43.760 --> 00:24:44.260 ranks,
NOTE Confidence: 0.903604

00:24:44.720 --> 00:24:47.600 research scientist, associate professor adjunct,
NOTE Confidence: 0.903604

00:24:47.600 --> 00:24:49.804 and associate clinical professor.
NOTE Confidence: 0.9737012

00:24:50.265 --> 00:24:52.265 We do solicit arm's length
NOTE Confidence: 0.9737012

00:24:52.265 --> 00:24:53.865 referees, but we can move
NOTE Confidence: 0.9737012

00:24:53.865 --> 00:24:55.304 forward with a review as
NOTE Confidence: 0.9737012

00:24:55.304 --> 00:24:56.345 long as we have three
NOTE Confidence: 0.9737012

00:24:56.345 --> 00:24:57.705 letters come back that are
NOTE Confidence: 0.9737012

00:24:57.705 --> 00:24:59.225 either arm's length or non
NOTE Confidence: 0.9737012

00:24:59.225 --> 00:25:00.044 arm's length.
NOTE Confidence: 0.95383674

00:25:01.559 --> 00:25:03.100 And again, for the voluntary
NOTE Confidence: 0.95383674

00:25:03.240 --> 00:25:03.740 clinical

NOTE Confidence: 0.9204333
00:25:05.080 --> 00:25:05.580 ranks,
NOTE Confidence: 0.55673194
00:25:06.359 --> 00:25:06.760 the,
NOTE Confidence: 0.96793365
00:25:07.160 --> 00:25:08.440 they can a couple of
NOTE Confidence: 0.96793365
00:25:08.440 --> 00:25:09.400 them can be from your
NOTE Confidence: 0.96793365
00:25:09.400 --> 00:25:10.780 own from your own department.
NOTE Confidence: 0.9984627
00:25:12.755 --> 00:25:14.135 So this is a piece
NOTE Confidence: 0.9984627
00:25:14.195 --> 00:25:14.695 of
NOTE Confidence: 0.9378502
00:25:15.235 --> 00:25:16.994 one of the important forms
NOTE Confidence: 0.9378502
00:25:16.994 --> 00:25:18.994 that we have people fill
NOTE Confidence: 0.9378502
00:25:18.994 --> 00:25:19.955 out. I'd say this is
NOTE Confidence: 0.9378502
00:25:19.955 --> 00:25:21.255 probably a form that
NOTE Confidence: 0.768683
00:25:21.635 --> 00:25:22.135 creates,
NOTE Confidence: 0.9624816
00:25:22.515 --> 00:25:24.195 you know, some anxiety for
NOTE Confidence: 0.9624816
00:25:24.195 --> 00:25:25.575 faculty to create.
NOTE Confidence: 0.8763805
00:25:26.059 --> 00:25:27.340 It really is one that
NOTE Confidence: 0.8763805

00:25:27.340 --> 00:25:28.780 you should you know find
NOTE Confidence: 0.8763805

00:25:28.780 --> 00:25:29.980 a couple of colleagues in
NOTE Confidence: 0.8763805

00:25:29.980 --> 00:25:30.480 your,
NOTE Confidence: 0.97225493

00:25:31.100 --> 00:25:32.540 more senior colleagues in your
NOTE Confidence: 0.97225493

00:25:32.540 --> 00:25:33.660 department to kind of help
NOTE Confidence: 0.97225493

00:25:33.660 --> 00:25:35.020 you think through who would
NOTE Confidence: 0.97225493

00:25:35.020 --> 00:25:35.520 be
NOTE Confidence: 0.7993431

00:25:36.619 --> 00:25:37.760 good people for
NOTE Confidence: 0.83152723

00:25:38.380 --> 00:25:39.820 to be listed as your
NOTE Confidence: 0.83152723

00:25:39.820 --> 00:25:40.320 referees.
NOTE Confidence: 0.9671811

00:25:41.465 --> 00:25:42.984 And on this form you
NOTE Confidence: 0.9671811

00:25:42.984 --> 00:25:44.765 list the names, ranks,
NOTE Confidence: 0.95167124

00:25:45.225 --> 00:25:45.725 institutions,
NOTE Confidence: 0.8823733

00:25:46.665 --> 00:25:47.484 email addresses,
NOTE Confidence: 0.9645223

00:25:50.025 --> 00:25:51.225 and other kinds of contact
NOTE Confidence: 0.9645223

00:25:51.225 --> 00:25:51.725 information

NOTE Confidence: 0.9938892
00:25:52.345 --> 00:25:53.725 for all of your referees.
NOTE Confidence: 0.99033546
00:25:54.559 --> 00:25:56.240 In the fifth column of
NOTE Confidence: 0.99033546
00:25:56.240 --> 00:25:56.900 the table,
NOTE Confidence: 0.99726003
00:25:57.359 --> 00:25:59.059 we would ask you
NOTE Confidence: 0.899311
00:25:59.440 --> 00:26:01.679 to describe any relationship you
NOTE Confidence: 0.899311
00:26:01.679 --> 00:26:03.119 have with the potential referee.
NOTE Confidence: 0.899311
00:26:03.119 --> 00:26:04.580 So if it's arms length,
NOTE Confidence: 0.899311
00:26:04.640 --> 00:26:05.679 I don't think even think
NOTE Confidence: 0.899311
00:26:05.679 --> 00:26:07.035 you have to complete that.
NOTE Confidence: 0.948323
00:26:08.155 --> 00:26:09.195 But if it if it
NOTE Confidence: 0.948323
00:26:09.195 --> 00:26:10.895 is someone that is arm's
NOTE Confidence: 0.948323
00:26:10.955 --> 00:26:11.455 length
NOTE Confidence: 0.8789418
00:26:12.234 --> 00:26:12.734 because,
NOTE Confidence: 0.9784611
00:26:14.715 --> 00:26:15.855 there's been that,
NOTE Confidence: 0.9727572
00:26:16.234 --> 00:26:17.695 they they meet that criteria
NOTE Confidence: 0.9727572

00:26:17.755 --> 00:26:19.035 because it's been greater than

NOTE Confidence: 0.9727572

00:26:19.035 --> 00:26:21.059 ten years, Sometimes putting that

NOTE Confidence: 0.9727572

00:26:21.059 --> 00:26:22.580 explanation in there is a

NOTE Confidence: 0.9727572

00:26:22.820 --> 00:26:24.100 is is helpful. So you

NOTE Confidence: 0.9727572

00:26:24.100 --> 00:26:24.840 might say,

NOTE Confidence: 0.9914709

00:26:25.540 --> 00:26:27.880 this was a secondary mentor

NOTE Confidence: 0.9914709

00:26:28.020 --> 00:26:28.760 of mine,

NOTE Confidence: 0.96593046

00:26:29.540 --> 00:26:30.040 from,

NOTE Confidence: 0.9127562

00:26:30.500 --> 00:26:32.119 from medical school.

NOTE Confidence: 0.99344844

00:26:33.140 --> 00:26:34.885 Or this person taught a

NOTE Confidence: 0.99344844

00:26:34.885 --> 00:26:36.005 course that I was in

NOTE Confidence: 0.99344844

00:26:36.005 --> 00:26:37.225 when I was in graduate

NOTE Confidence: 0.99344844

00:26:37.285 --> 00:26:38.725 school and it was fifteen

NOTE Confidence: 0.99344844

00:26:38.725 --> 00:26:40.325 years ago. So you would

NOTE Confidence: 0.99344844

00:26:40.325 --> 00:26:41.865 include that within there.

NOTE Confidence: 0.95398045

00:26:43.765 --> 00:26:45.365 The other thing which isn't

NOTE Confidence: 0.95398045
00:26:45.365 --> 00:26:46.804 on this form is we

NOTE Confidence: 0.95398045
00:26:46.804 --> 00:26:47.785 ask people,

NOTE Confidence: 0.97771484
00:26:48.820 --> 00:26:50.500 I would say particularly on

NOTE Confidence: 0.97771484
00:26:50.500 --> 00:26:52.360 the clinically intensive tracks,

NOTE Confidence: 0.99963117
00:26:53.060 --> 00:26:53.560 to

NOTE Confidence: 0.99362546
00:26:53.860 --> 00:26:56.100 include an optional list of

NOTE Confidence: 0.99362546
00:26:56.100 --> 00:26:57.800 referees that we can solicit

NOTE Confidence: 0.99362546
00:26:58.020 --> 00:26:58.520 if,

NOTE Confidence: 0.99113977
00:26:59.140 --> 00:27:00.500 we don't get enough come

NOTE Confidence: 0.99113977
00:27:00.500 --> 00:27:02.119 back in our initial solicitation.

NOTE Confidence: 0.94159204
00:27:03.765 --> 00:27:05.625 That sometimes happens and

NOTE Confidence: 0.96390885
00:27:06.005 --> 00:27:07.525 so we really ask people

NOTE Confidence: 0.96390885
00:27:07.525 --> 00:27:08.025 upfront

NOTE Confidence: 0.96371603
00:27:08.405 --> 00:27:10.325 in addition to the the

NOTE Confidence: 0.96371603
00:27:10.325 --> 00:27:12.165 minimum required that you you

NOTE Confidence: 0.96371603

00:27:12.165 --> 00:27:14.085 have for this department section

NOTE Confidence: 0.96371603

00:27:14.085 --> 00:27:15.465 and the candidate section

NOTE Confidence: 0.9729261

00:27:15.900 --> 00:27:16.640 on that,

NOTE Confidence: 0.9971784

00:27:16.940 --> 00:27:19.100 last page of an optional

NOTE Confidence: 0.9971784

00:27:19.100 --> 00:27:19.600 list

NOTE Confidence: 0.9475421

00:27:19.900 --> 00:27:21.440 is include some additional,

NOTE Confidence: 0.9413388

00:27:22.220 --> 00:27:23.580 arms length and non arms

NOTE Confidence: 0.9413388

00:27:23.580 --> 00:27:25.340 length referees, particularly the arms

NOTE Confidence: 0.9413388

00:27:25.340 --> 00:27:26.540 length ones. If you can

NOTE Confidence: 0.9413388

00:27:26.540 --> 00:27:27.820 come up with some additional

NOTE Confidence: 0.9413388

00:27:27.820 --> 00:27:28.320 names,

NOTE Confidence: 0.833182

00:27:28.859 --> 00:27:29.900 because again for the

NOTE Confidence: 0.9242242

00:27:30.784 --> 00:27:31.744 I'd say particularly for the

NOTE Confidence: 0.9242242

00:27:31.744 --> 00:27:33.744 academic clinician and clinician educator

NOTE Confidence: 0.9242242

00:27:33.744 --> 00:27:35.585 scholar tracks, sometimes those can

NOTE Confidence: 0.9242242

00:27:35.585 --> 00:27:36.164 be harder

NOTE Confidence: 0.99438256
00:27:37.105 --> 00:27:38.385 to get people to respond
NOTE Confidence: 0.99438256
00:27:38.385 --> 00:27:39.345 to. So if we have
NOTE Confidence: 0.99438256
00:27:39.345 --> 00:27:40.164 some extras,
NOTE Confidence: 0.99887896
00:27:40.705 --> 00:27:42.544 then our office or your
NOTE Confidence: 0.99887896
00:27:42.544 --> 00:27:43.984 department can go out for
NOTE Confidence: 0.99887896
00:27:43.984 --> 00:27:45.664 those right away. Some some
NOTE Confidence: 0.99887896
00:27:45.664 --> 00:27:46.164 departments
NOTE Confidence: 0.96500546
00:27:46.690 --> 00:27:48.230 just go out for everything
NOTE Confidence: 0.96500546
00:27:48.290 --> 00:27:49.730 that's on on the list
NOTE Confidence: 0.96500546
00:27:49.730 --> 00:27:50.470 right away,
NOTE Confidence: 0.98787063
00:27:51.890 --> 00:27:52.850 in hopes that, you know,
NOTE Confidence: 0.98787063
00:27:52.850 --> 00:27:53.970 we'll get enough back to
NOTE Confidence: 0.98787063
00:27:53.970 --> 00:27:55.010 be able to move forward
NOTE Confidence: 0.98787063
00:27:55.010 --> 00:27:56.770 for that. We went to
NOTE Confidence: 0.98787063
00:27:56.770 --> 00:27:58.210 that a couple years ago
NOTE Confidence: 0.98787063

00:27:58.210 --> 00:27:59.990 because we were finding that
NOTE Confidence: 0.96773267

00:28:00.815 --> 00:28:02.335 if we didn't have it,
NOTE Confidence: 0.96773267

00:28:02.335 --> 00:28:03.935 our going back to the
NOTE Confidence: 0.96773267

00:28:03.935 --> 00:28:05.375 department and saying could you
NOTE Confidence: 0.96773267

00:28:05.375 --> 00:28:06.734 talk to the faculty member
NOTE Confidence: 0.96773267

00:28:06.734 --> 00:28:07.615 to see if they've got
NOTE Confidence: 0.96773267

00:28:07.615 --> 00:28:08.895 some more names and and
NOTE Confidence: 0.96773267

00:28:08.895 --> 00:28:10.015 doing that back and forth
NOTE Confidence: 0.96773267

00:28:10.015 --> 00:28:11.395 just added to the anxiety
NOTE Confidence: 0.96773267

00:28:11.455 --> 00:28:12.435 level because
NOTE Confidence: 0.9585695

00:28:13.020 --> 00:28:14.140 because, you know, the the
NOTE Confidence: 0.9585695

00:28:14.140 --> 00:28:16.140 faculty member knew, you know,
NOTE Confidence: 0.9585695

00:28:16.140 --> 00:28:17.200 know knew that
NOTE Confidence: 0.97852105

00:28:17.660 --> 00:28:18.700 the list that they had
NOTE Confidence: 0.97852105

00:28:18.700 --> 00:28:20.460 provided had not really,
NOTE Confidence: 0.9954977

00:28:20.859 --> 00:28:22.380 generated all that they needed.

NOTE Confidence: 0.9954977
00:28:22.380 --> 00:28:22.880 So
NOTE Confidence: 0.9797968
00:28:23.180 --> 00:28:24.940 the optional names allows us
NOTE Confidence: 0.9797968
00:28:24.940 --> 00:28:26.060 to just kind of do
NOTE Confidence: 0.9797968
00:28:26.060 --> 00:28:27.340 that and move forward with
NOTE Confidence: 0.9797968
00:28:27.340 --> 00:28:27.900 that without,
NOTE Confidence: 0.99882853
00:28:28.565 --> 00:28:30.825 adding to the anxiety level.
NOTE Confidence: 0.978841
00:28:33.045 --> 00:28:35.065 And then, just last slide
NOTE Confidence: 0.978841
00:28:35.125 --> 00:28:35.625 to,
NOTE Confidence: 0.9423943
00:28:36.085 --> 00:28:37.285 before we kinda open it
NOTE Confidence: 0.9423943
00:28:37.285 --> 00:28:38.265 up for questions.
NOTE Confidence: 0.9735052
00:28:39.125 --> 00:28:40.985 When we send out the
NOTE Confidence: 0.9735052
00:28:41.045 --> 00:28:41.545 solicitation
NOTE Confidence: 0.99932283
00:28:41.924 --> 00:28:43.065 letter with that
NOTE Confidence: 0.99918777
00:28:44.110 --> 00:28:44.610 evaluator
NOTE Confidence: 0.93744665
00:28:45.150 --> 00:28:46.830 relationship form that had all
NOTE Confidence: 0.93744665

00:28:46.909 --> 00:28:47.950 has has all the check
NOTE Confidence: 0.93744665

00:28:47.950 --> 00:28:48.450 boxes.
NOTE Confidence: 0.88885736

00:28:48.990 --> 00:28:50.530 We in that solicitation
NOTE Confidence: 0.97890186

00:28:50.909 --> 00:28:53.090 letter, it is specific
NOTE Confidence: 0.95122325

00:28:53.789 --> 00:28:54.830 to the rank and the
NOTE Confidence: 0.95122325

00:28:54.830 --> 00:28:56.510 track. So there's there's different
NOTE Confidence: 0.95122325

00:28:56.510 --> 00:28:57.674 templates. I think we have
NOTE Confidence: 0.95122325

00:28:57.674 --> 00:28:58.554 all Julie, I think we
NOTE Confidence: 0.95122325

00:28:58.554 --> 00:28:59.434 have all of these on
NOTE Confidence: 0.95122325

00:28:59.434 --> 00:29:00.955 the website. So people are
NOTE Confidence: 0.95122325

00:29:00.955 --> 00:29:02.315 interested in it. You may
NOTE Confidence: 0.95122325

00:29:02.315 --> 00:29:03.434 have you may have to,
NOTE Confidence: 0.97727144

00:29:04.315 --> 00:29:05.534 sign in with your NetID.
NOTE Confidence: 0.97727144

00:29:05.595 --> 00:29:06.554 I can't remember if it's
NOTE Confidence: 0.97727144

00:29:06.554 --> 00:29:07.054 behind,
NOTE Confidence: 0.95189315

00:29:08.394 --> 00:29:09.830 that sign in. But you

NOTE Confidence: 0.95189315
00:29:09.830 --> 00:29:10.870 can see what goes out
NOTE Confidence: 0.95189315
00:29:10.870 --> 00:29:12.070 and I think some and
NOTE Confidence: 0.95189315
00:29:12.070 --> 00:29:13.430 again, I would encourage people
NOTE Confidence: 0.95189315
00:29:13.430 --> 00:29:14.810 to look at those letters,
NOTE Confidence: 0.9580053
00:29:15.670 --> 00:29:17.610 these template letters because,
NOTE Confidence: 0.9988361
00:29:18.310 --> 00:29:19.430 this is what is going
NOTE Confidence: 0.9988361
00:29:19.430 --> 00:29:20.950 to be asked of your
NOTE Confidence: 0.9988361
00:29:20.950 --> 00:29:21.450 evaluators.
NOTE Confidence: 0.9413045
00:29:22.035 --> 00:29:23.075 So I just put up
NOTE Confidence: 0.9413045
00:29:23.075 --> 00:29:24.355 this one which is for
NOTE Confidence: 0.9413045
00:29:24.355 --> 00:29:25.975 professor on the clinician educator
NOTE Confidence: 0.9413045
00:29:26.035 --> 00:29:27.015 scholar track.
NOTE Confidence: 0.9985128
00:29:27.875 --> 00:29:29.315 So you can see that
NOTE Confidence: 0.9985128
00:29:29.315 --> 00:29:31.095 we're really asking for
NOTE Confidence: 0.96328485
00:29:31.475 --> 00:29:33.475 for things that are really
NOTE Confidence: 0.96328485

00:29:33.475 --> 00:29:35.635 focused on all three mission
NOTE Confidence: 0.96328485

00:29:35.635 --> 00:29:36.135 areas.
NOTE Confidence: 0.91151863

00:29:37.370 --> 00:29:39.130 Since the clinician educator scholar
NOTE Confidence: 0.91151863

00:29:39.130 --> 00:29:40.649 track people have to excel
NOTE Confidence: 0.91151863

00:29:40.649 --> 00:29:41.690 in all three of those
NOTE Confidence: 0.91151863

00:29:41.690 --> 00:29:42.190 areas.
NOTE Confidence: 0.9800599

00:29:42.809 --> 00:29:43.929 And I also put this
NOTE Confidence: 0.9800599

00:29:43.929 --> 00:29:45.549 one up there just because,
NOTE Confidence: 0.9910804

00:29:47.289 --> 00:29:48.649 when one's going up for
NOTE Confidence: 0.9910804

00:29:48.649 --> 00:29:50.350 professor on this track
NOTE Confidence: 0.9985832

00:29:50.804 --> 00:29:52.245 you can see that the
NOTE Confidence: 0.9985832

00:29:52.245 --> 00:29:53.544 scholarship criteria
NOTE Confidence: 0.99950486

00:29:54.565 --> 00:29:56.024 is listed first
NOTE Confidence: 0.9414007

00:29:56.565 --> 00:29:58.325 and we just want people
NOTE Confidence: 0.9414007

00:29:58.325 --> 00:29:59.284 to be aware of that
NOTE Confidence: 0.9414007

00:29:59.284 --> 00:30:00.164 when people are going up

NOTE Confidence: 0.9414007
00:30:00.164 --> 00:30:01.784 for professor on this particular
NOTE Confidence: 0.9414007
00:30:01.924 --> 00:30:02.424 track
NOTE Confidence: 0.94891244
00:30:03.710 --> 00:30:06.110 scholarship and being having a
NOTE Confidence: 0.94891244
00:30:06.110 --> 00:30:08.290 national reputation for your scholarship
NOTE Confidence: 0.9661478
00:30:08.670 --> 00:30:10.370 is really an important consideration.
NOTE Confidence: 0.92230517
00:30:11.070 --> 00:30:12.590 And in ways that's not
NOTE Confidence: 0.92230517
00:30:12.750 --> 00:30:14.030 it's a little bit different
NOTE Confidence: 0.92230517
00:30:14.030 --> 00:30:14.990 when people are going up
NOTE Confidence: 0.92230517
00:30:14.990 --> 00:30:16.510 for associate professor on the
NOTE Confidence: 0.92230517
00:30:16.510 --> 00:30:17.630 c e on that clinician
NOTE Confidence: 0.92230517
00:30:17.630 --> 00:30:18.675 educator scholar
NOTE Confidence: 0.946826
00:30:19.155 --> 00:30:20.515 track. There as long as
NOTE Confidence: 0.946826
00:30:20.515 --> 00:30:21.795 you're sort of you've got
NOTE Confidence: 0.946826
00:30:21.795 --> 00:30:22.535 some trajectory,
NOTE Confidence: 0.99413985
00:30:23.715 --> 00:30:25.235 and I think scholarship in
NOTE Confidence: 0.99413985

00:30:25.235 --> 00:30:27.815 that template is listed third
NOTE Confidence: 0.93570226

00:30:28.435 --> 00:30:29.655 in that. So people,
NOTE Confidence: 0.90929425

00:30:30.355 --> 00:30:31.555 referees are asked to talk
NOTE Confidence: 0.90929425

00:30:31.555 --> 00:30:32.535 about your clinical
NOTE Confidence: 0.9410264

00:30:32.840 --> 00:30:33.740 excellence, your educational
NOTE Confidence: 0.87643343

00:30:34.120 --> 00:30:35.480 excellence and and then your
NOTE Confidence: 0.87643343

00:30:35.480 --> 00:30:35.980 scholarly,
NOTE Confidence: 0.938415

00:30:37.560 --> 00:30:38.860 you know, excellence.
NOTE Confidence: 0.96955556

00:30:39.240 --> 00:30:41.080 For professor, it gets flipped
NOTE Confidence: 0.96955556

00:30:41.080 --> 00:30:42.280 a bit. So they still
NOTE Confidence: 0.96955556

00:30:42.280 --> 00:30:43.560 need to be commenting on
NOTE Confidence: 0.96955556

00:30:43.560 --> 00:30:46.060 your clinical and educational excellence.
NOTE Confidence: 0.95704854

00:30:47.365 --> 00:30:48.885 But scholarship really gets a
NOTE Confidence: 0.95704854

00:30:48.885 --> 00:30:50.245 lot of weight in these
NOTE Confidence: 0.95704854

00:30:50.245 --> 00:30:52.345 professor CES track reviews.
NOTE Confidence: 0.8993638

00:30:53.125 --> 00:30:54.645 They'll they'll all they're also

NOTE Confidence: 0.8993638
00:30:54.645 --> 00:30:56.165 asked to comment on,
NOTE Confidence: 0.9994288
00:30:57.525 --> 00:30:59.684 any leadership or administrative roles
NOTE Confidence: 0.9994288
00:30:59.684 --> 00:31:00.505 that you have
NOTE Confidence: 0.94229686
00:31:00.830 --> 00:31:02.590 and also comment on,
NOTE Confidence: 0.6863905
00:31:03.230 --> 00:31:04.450 your professionalism
NOTE Confidence: 0.9386823
00:31:05.070 --> 00:31:05.570 and
NOTE Confidence: 0.8148779
00:31:06.350 --> 00:31:07.730 ethics and any
NOTE Confidence: 0.9148894
00:31:08.590 --> 00:31:10.770 professional conduct issues that hardly
NOTE Confidence: 0.9148894
00:31:10.830 --> 00:31:11.890 ever comes up
NOTE Confidence: 0.9168962
00:31:12.590 --> 00:31:13.810 in a letter of evaluation.
NOTE Confidence: 0.90852034
00:31:14.804 --> 00:31:15.304 Usually
NOTE Confidence: 0.99402475
00:31:15.605 --> 00:31:16.644 the people who agree to
NOTE Confidence: 0.99402475
00:31:16.644 --> 00:31:17.865 write a letter for you
NOTE Confidence: 0.94583356
00:31:18.485 --> 00:31:19.304 are writing
NOTE Confidence: 0.94278854
00:31:20.965 --> 00:31:23.044 rather glowingly about you or
NOTE Confidence: 0.94278854

00:31:23.044 --> 00:31:24.725 at least positively if not
NOTE Confidence: 0.94278854

00:31:24.725 --> 00:31:25.225 glowingly.
NOTE Confidence: 0.9617092

00:31:26.884 --> 00:31:28.345 It's pretty rare
NOTE Confidence: 0.9690609

00:31:29.270 --> 00:31:30.470 for us to see a
NOTE Confidence: 0.9690609

00:31:30.470 --> 00:31:31.450 letter that
NOTE Confidence: 0.998415

00:31:31.909 --> 00:31:32.409 is
NOTE Confidence: 0.9184087

00:31:33.909 --> 00:31:35.929 just quite negative about someone.
NOTE Confidence: 0.9184087

00:31:36.149 --> 00:31:37.210 I'd say we
NOTE Confidence: 0.9906156

00:31:38.070 --> 00:31:38.570 see
NOTE Confidence: 0.9744124

00:31:39.029 --> 00:31:40.630 maybe two of those a
NOTE Confidence: 0.9744124

00:31:40.630 --> 00:31:42.490 year. It's really unusual.
NOTE Confidence: 0.9871623

00:31:43.685 --> 00:31:44.185 Most
NOTE Confidence: 0.9063077

00:31:44.565 --> 00:31:45.065 academics,
NOTE Confidence: 0.9372593

00:31:45.605 --> 00:31:46.985 I think have the decency.
NOTE Confidence: 0.9989053

00:31:47.285 --> 00:31:48.745 If they don't think highly
NOTE Confidence: 0.96359783

00:31:49.285 --> 00:31:50.885 of you, they're just gonna

NOTE Confidence: 0.96359783

00:31:50.885 --> 00:31:52.425 decline writing the letter.

NOTE Confidence: 0.9418554

00:31:53.045 --> 00:31:54.725 They'll usually say I'm too

NOTE Confidence: 0.9418554

00:31:54.725 --> 00:31:55.765 busy to do this or

NOTE Confidence: 0.9418554

00:31:55.765 --> 00:31:57.545 whatever. But it's it's,

NOTE Confidence: 0.98935837

00:31:58.679 --> 00:32:00.279 it's it's helpful that they

NOTE Confidence: 0.98935837

00:32:00.279 --> 00:32:01.419 do that because

NOTE Confidence: 0.98397154

00:32:01.880 --> 00:32:03.720 a really damning letter is

NOTE Confidence: 0.98397154

00:32:03.720 --> 00:32:05.240 is is a problem. We

NOTE Confidence: 0.98397154

00:32:05.240 --> 00:32:06.679 do get letters that come

NOTE Confidence: 0.98397154

00:32:06.679 --> 00:32:07.179 back,

NOTE Confidence: 0.9233388

00:32:08.279 --> 00:32:08.779 where,

NOTE Confidence: 0.96491075

00:32:09.639 --> 00:32:11.080 you know, it's not like

NOTE Confidence: 0.96491075

00:32:11.080 --> 00:32:12.840 flat out negative, but there's

NOTE Confidence: 0.96491075

00:32:12.840 --> 00:32:13.659 a bit of

NOTE Confidence: 0.8498136

00:32:14.415 --> 00:32:15.455 a sort of damning with

NOTE Confidence: 0.8498136

00:32:15.455 --> 00:32:16.435 faint praise,
NOTE Confidence: 0.9867331

00:32:16.815 --> 00:32:18.255 as and sometimes we get
NOTE Confidence: 0.9867331

00:32:18.255 --> 00:32:19.775 those that that come back
NOTE Confidence: 0.9867331

00:32:19.775 --> 00:32:22.015 where the evaluator just doesn't
NOTE Confidence: 0.9867331

00:32:22.015 --> 00:32:23.295 seem to have, you know,
NOTE Confidence: 0.9867331

00:32:23.295 --> 00:32:24.995 the ability to speak glowingly.
NOTE Confidence: 0.98991144

00:32:26.256 --> 00:32:27.136 Most of the letters that
NOTE Confidence: 0.98991144

00:32:27.136 --> 00:32:28.096 come back are gonna be
NOTE Confidence: 0.98991144

00:32:28.096 --> 00:32:29.776 really positive and and help
NOTE Confidence: 0.98991144

00:32:29.776 --> 00:32:30.996 people with their promotions.