2019-08-01: Designing a Faculty Peer Review Program

The following links were shared during the chat:

- Peer Observation of Teaching as a Faculty Development Tool
- Twelve Tips for Peer Observation of Teaching
- A 360-degree Assessment of Teaching Effectiveness Using a Structured-videorecorded Observed Teaching Exercise for Faculty Development
- The Coach in the Operating Room
  [https://www.newyorker.com/magazine/2011/10/03/personal-best](https://www.newyorker.com/magazine/2011/10/03/personal-best)
- Peer Observation of Teaching Handbook
  [https://www.mededportal.org/publication/9150/#.XUOQR6LNcrw.twitter](https://www.mededportal.org/publication/9150/#.XUOQR6LNcrw.twitter)
- The “Educational Alliance” as a Framework for Reconceptualizing Feedback in Medical Education
Kurt Gilliland, PhD @kogillil9 hours ago
@MedEdChat While I certainly value student feedback, there are incredible advantages to feedback from a peer either in your field or outside of your field better yet. #mededchat

Gary Beck Dallaghan @GLBDallaghan9 hours ago
@kogillil @MedEdChat T1 I agree. There are times I think student feedback may be a bit skewed depending on how well they think they did on an exam. #mededchat

Deb Simpson @debsimpson39 hours ago
T1 the process of peer review if done with respect and dignity focused on #growthmindset supports a strong #CoP #mededchat

MedEd Chat @MedEdChat9 hours ago
T1 This article offers support for peer review of faculty teaching https://t.co/O5jnyTUmBc #mededchat #facdev #meded

Kurt Gilliland, PhD @kogillil9 hours ago
@GLBDallaghan @MedEdChat T1: When I taught high school science 25 years ago, I received excellent feedback from the chair of the science division but even better feedback from my faculty peer mentor who was a seasoned French teacher observing my classes. #mededchat

Gary Beck Dallaghan @GLBDallaghan9 hours ago
RT @MedEdChat: T1 This article offers support for peer review of faculty teaching https://t.co/O5jnyTUmBc #mededchat #facdev #meded

Alliance4ClinEd @Alliance4ClinEd9 hours ago
@kogillil @GLBDallaghan @MedEdChat It didn't bother you to have someone outside your specialty area reviewing your teaching then? #mededchat #meded #facdev

Jennifer Allie @JenniferAllie19 hours ago
RT @MedEdChat: T1 This article offers support for peer review of faculty teaching https://t.co/O5jnyTUmBc #mededchat #facdev #meded

Gary Beck Dallaghan @GLBDallaghan9 hours ago
@debsimpson3 Do you think there is concern by faculty about a peer-review process for #facdev? #mededchat #meded
**Topic 1: What are the benefits of a faculty peer-review program?**

*MedEdChat*: T1 about to come up in a few moments #meded #mededchat

*MedEdChat*: T1 This article offers support for peer review of faculty teaching https://t.co/O5jnyTUmBc #mededchat #facdev #meded

*Kurt Gilliland, PhD* @kogilli9 hours ago @Alliance4ClinEd @GLBDallaghan @MedEdChat T1: I met with her 1 on 1 first to share my objectives, and then she observed and determined if I met my objectives. She also evaluated my style. It was certainly awkward, but there was a great benefit. I was teaching glycolysis to 9th grade girls at a boarding school. #mededchat

*Deb Simpson* @debsimpson39 hours ago T1 My favorite example of peer feedback comes from @Atul_Gawande. Why do we question the need for feedback and coaching in medicine when experts in other professional seek it out! #mededchat https://t.co/Z5cAXXnGYF

*Paul Haidet* @myheroistrane9 hours ago T1: personally, the best thing for me about peer review of teaching is being the peer who does the reviewing. I get so many ideas and learn so much by watching my fellow teachers. #mededchat

*Gary Beck Dallaghan* @GLBDallaghan @myheroistrane T1 That just gave me a chuckle. :) You're right....it's the same reason I like reviewing for journals. Gets creative juices flowing. #mededchat #meded #facdev

*Kristina Dzara, PhD, MMSc* @kristinadzara9 hours ago RT @MedEdChat: The #mededchat topic & questions will be announced in a moment…for now, please introduce yourselves #meded

*Kristina Dzara, PhD, MMSc* @kristinadzara9 hours ago RT @MedEdChat: If you are tuning in to the #mededchat, remember to use the #mededchat hashtag and try to answer with the Topic numbers (T1,…
Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @MedEdChat: Topic 1: What are the benefits of a faculty peer-review program? #mededchat #facdev #meded

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @MedEdChat: T1 This article offers support for peer review of faculty teaching https://t.co/O5jnyTUmbC #mededchat #facdev #meded

Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @GLBDallaghan: @debsimpson3 Do you think there is concern by faculty about a peer-review process for #facdev? #mededchat #meded

MedEd Chat @MedEdChat 9 hours ago
Topic 2: What types of barriers exist to implement a peer-review program? #mededchat #meded #facdev

Gary Beck Dallaghan @GLBDallaghan 9 hours ago
T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process https://t.co/kZm0ZQwKjX #mededchat #meded #facdev

Kurt Gilliland, PhD @koqillii9 hours ago @debsimpson3 @MedEdChat @Atul_Gawande T1: Agreed! Pro golfers have sports psychologists, and violinists have “coaches,” too. #mededchat

MedEd Chat @MedEdChat 9 hours ago
RT @GLBDallaghan: T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...

Jorge Ganem, MD @jfganem 9 hours ago @debsimpson3 T1 My favorite example of peer #feedback comes from @Atul_Gawande. Why do we question the need for feedback and #coaching...

Gary Beck Dallaghan @GLBDallaghan 9 hours ago @MedEdChat T2 Time is probably one of the biggest #mededchat #facdev #meded

MedEd Chat @MedEdChat 9 hours ago
RT Kristina Dzara, PhD, MMSc @kristinadzara Replying to @GLBDallaghan @debsimpson3 You have to be very open to feedback for it to work; not everyone is that comfortable. For some, it could feel anxiety-provoking. #mededchat

Larry Hurtubise @hur2buzy 9 hours ago
This peer observation handbook on MedEdPORTAL is on3 of my favorite resources: https://t.co/S05MYwoOp1 #mededportal #mededchat
RT @GLBDallaghan: T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt…

RT @GLBDallaghan: T2: I think a big barrier is that it is not already part of the institutional culture. #MedEdChat

RT @hur2buzy: This peer observation handbook on MedEdPORTAL is one of my favorite resources: https://t.co/SO5MYwoOp1 #mededportal #mededchat

RT @myheroistrane: T1: personally, the best thing for me about peer review of teaching is being the peer who does the reviewing. I get so m…

RT @myheroistrane: T2: I think a big barrier is that it is not already part of the institutional culture. #MedEdChat

@abhaydandekar T2- often just simply groundswell and the ability to seek a peer opinion or deliver honest and nurturing feedback. We must develop a culture of peer entrustment #MedEd #mededchat #facdev

@abhaydandekar: T2 Agreed. The other question then is does the anxiety doing this cause people to shy away from it? Or are there other relational issues that may be impediments? #mededchat #meded #facdev

I think it would be nice to have it be dyadic. Can peers watch each other and give feedback. Key is being a little bit vulnerable and embracing a growth mindset. #MedEdChat

@JenniferAllie1 T2 time and support are typically first reasons we hear why we can’t- there’s also some reticence from faculty presuming it’s a negative process/ critique instead of development. Make sure faculty are part of development to minimize these anxieties #mededchat
Paul Haidet @myheroistrane9 hours ago
T2: I sometimes worry that many faculty think they are already good enough and don’t need to work on their teaching craft. We talk about fostering growth mindset among learners; we need to foster the same among teachers. #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara9 hours ago
RT @GLBDallaghan: @kristinadzara @MedEdChat T2 Agreed. The other question then is does the anxiety doing this cause people to shy away from...

Deb Simpson @debsimpson39 hours ago
@GLBDallaghan @myheroistrane T1 feedback is about the relationship - it's an alliance - a tango. We all know the impact on learning that happens in a trusted relationship. #mededchat https://t.co/k0TNfsm8qW

Gary Beck Dallaghan @GLBDallaghan9 hours ago
@JenniferAllie1 @MedEdChat Which gets to @debsimpson3 remarking that we need to approach this with a #growthmindset #mededchat #meded#facdev

Annie Massart @Annie_Massart_ 9 hours ago
@MedEdChat T1: Learning from one another! While there are benefits unique to observing a senior, more experienced colleague, there’s an infinite number of ways to teach. I’ve learned plenty from other junior faculty. #MedEdChat #MedEd

Hugh Clements-Jewery @hughseejay9 hours ago
@MedEdChat T2 #mededchat #meded knowing peer evaluations are needed for your colleague to get promoted/tenured.

Paul Haidet @myheroistrane9 hours ago
@kristinadzara You and I are on the same wavelength tonight, Kristina! #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara9 hours ago
@GLBDallaghan @MedEdChat I don’t think there is any one answer. Some faculty will not be receptive. We do need to be sure we have provided our faculty with training on how to give effective feedback such that the focus in this case truly is formative. #MedEdChat

Kristina Dzara, PhD, MMSc @kristinadzara9 hours ago
RT @GLBDallaghan: @JenniferAllie1 @MedEdChat Which gets to @debsimpson3 remarking that we need to approach this with a #growthmindset#mede…

Kurt Gilliland, PhD @kogillil9 hours ago
@GLBDallaghan @kristinadzara @MedEdChat T2: Maybe someone coming up for promotion might fear that constructive feedback would somehow trickle into a promotion package and look negative. #mededchat
Kristina Dzara, PhD, MMSc @kristinadzara 9 hours ago
RT @myheroistrane: T2: I sometimes worry that many faculty think they are already good enough and don’t need to work on their teaching craf...

MedEd Chat @MedEdChat 8 hours ago
RT @debsimpson3: @GLBDallaghan @myheroistrane T1 feedback is about the relationship - it’s an alliance - a tango. We all know the impact on...

Annie Massart @Annie_Massart_ 8 hours ago
@MedEdChat T2: Time. Otherwise, giving feedback. Many are uncomfortable giving feedback to colleagues and some also lack the skills to give useful, low-inference feedback to others. It really requires faculty development efforts outside of the observation process itself. #MedEd#MedEdChat

Jennifer Allie @JenniferAllie1 8 hours ago
RT @debsimpson3: @GLBDallaghan @myheroistrane T1 feedback is about the relationship - it’s an alliance - a tango. We all know the impact on...

Deb Simpson @debsimpson3 8 hours ago
@GLBDallaghan @MedEdChat Indeed how many colleagues do we know who have personal trainers!! They give you plenty of challenge and support. And get paid!! #mededchat https://t.co/KQQKIX7p3k

Sateesh Arja, MD, MPH @ArjaSateesh 8 hours ago
@MedEdChat #mededchat T1 through peer-review we get to learn from others mutually. Peer-review can be a great resource to develop portfolios especially in designing the course, teaching and learning, and assessment domains. We can use to apply fellowships from professional organizations

Gary Beck Dallaghan @GLBDallaghan 8 hours ago
@myheroistrane T2 How do we break through that? I worked with someone who would have scoffed at having someone peer review his teaching. I'm of the mindset that I can always learn something. #mededchat #meded #facdev

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
@myheroistrane When I was getting my PhD in sociology we were required to take a teaching & learning class. As part of it we had to guest teach. One of the two senior teaching assistants for the course watched us and gave feedback. It was part of the course & embedded in the culture. #MedEdChat

MedEd Chat @MedEdChat 8 hours ago
RT @kristinadzara: @myheroistrane When I was getting my PhD in sociology we were required to take a teaching & learning class. As part of i…
Abhay Dandekar @abhaydandekar 8 hours ago  
@debsimpson3 @GLBDallaghan @MedEdChat  This where weaving a peer mentoring and coaching requirement into promotion would be helpful  #MedEd #mededchat #facdev

Deb Simpson @debsimpson3 38 hours ago  
@kogillil @GLBDallaghan @kristinadzara @MedEdChat  Worry more about someone who doesn’t get a friendly peer review or two before submitting.  #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago  
@GLBDallaghan @myheroistrane  Is part of their professional identity being an educator? If not, they may not be thinking about improving in this area.  @GLBDallaghan, your professional identity IS educator & scholar hence intrinsic motivation to improve & understanding of benefit to self & learners.  #MedEdChat

Gary Beck Dallaghan @GLBDallaghan 8 hours ago  
T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of being judged.  https://t.co/hqQFDLns4W  #mededchat #meded #facdev

MedEd Chat @MedEdChat 8 hours ago  
RT @GLBDallaghan: T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of being judged…

Teresa Hartman @thartman2u 8 hours ago  
RT @GLBDallaghan: T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of being…

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago  
@debsimpson3 @kogillil @GLBDallaghan @MedEdChat  I try to make it a practice to have someone outside the research team read a paper prior to submission. It is quite valuable.  #MedEdChat

Teresa Hartman @thartman2u 8 hours ago  
RT @hur2buzy: This peer observation handbook on MedEdPORTAL is one of my favorite resources:  https://t.co/SO5MYwoOp1  #mededportal#mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago  
@kogillil @GLBDallaghan @MedEdChat  Imposter syndrome?  #MedEdChat

Teresa Hartman @thartman2u 8 hours ago  
RT @GLBDallaghan: T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt…
Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @GLBDallaghan: @myheroistrane T2 How do we break through that? I worked with someone who would have scoffed at having someone peer revie...

Paul Haidet @myheroistrane8 hours ago
@Annie_Massart_ @MedEdChat It's so interesting that we usually think of feedback as telling someone stuff. I find that asking questions can be as powerful: “how did you decide to do xxx? When did you start down that path?”... etc. Sometimes, good feedback can be about holding the space. #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @myheroistrane: @kristinadzara You and I are on the same wavelength tonight, Kristina! #mededchat

Klodiana Kolomitro @Klodiana238 hours ago
RT @debsimpson3: @GLBDallaghan @myheroistrane T1 feedback is about the relationship - it’s an alliance - a tango. We all know the impact on...

MedEd Chat @MedEdChat8 hours ago
Well, again the hour is flying by...One more topic to come in just a minute #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @MedEdChat: Well, again the hour is flying by...One more topic to come in just a minute #mededchat

MedEd Chat @MedEdChat8 hours ago
Topic 3: How could peer-review be used in promotion and tenure processes? #mededchat #meded #facdev

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@myheroistrane @Annie_Massart_ @MedEdChat That's very true. I think having an understanding of why someone chose to teach a topic a certain way is also helpful. #mededchat #meded #facdev

Eric Holmboe @boedudley8 hours ago
RT @debsimpson3: T1 My favorite example of peer #feedback comes from @Atul_Gawande. Why do we question the need for feedback and #coaching...

Annie Massart @Annie_Massart_8 hours ago
@myheroistrane @MedEdChat I agree completely! I start with "Tell me how that felt? What went well? What would you do differently?" People have good insight into their strengths and weaknesses. When you let them identify weaknesses, you let them open the door to hearing feedback. #MedEd#MedEdChat
Deb Simpson @debsimpson3 8 hours ago
T3 isn’t P&T at its best an example of a super high stakes judgment aka feedback by one’s peer? #mededchat

Gary Beck Dallaghan @GBDallaghan8 hours ago
@MedEdChat T3 I could see incorporating this into my educator portfolio to demonstrate my efforts to improve myself. I could see this could cause some concern that it would negatively impact promotion #mededchat #facdev

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @MedEdChat: Topic 3: How could peer-review be used in promotion and tenure processes? #mededchat #meded #facdev

Paul Haidet @myheroistrane8 hours ago
@kristinadzara @GBDallaghan Good point. I would add that if faculty at an academic institution don’t have at least part of their identity defined by the teaching mission, then we are not hiring well. #MedEdchat

Gary Beck Dallaghan @GBDallaghan8 hours ago
@debsimpson3 T3 It is. But so much of that is based on what you’ve done.....not how you are doing in the moment with an eye on helping you to improve. #mededchat #facdev

Annie Massart @Annie_Massart_8 hours ago
@MedEdChat I worry that making this part of an evaluation for one’s job would decrease the likelihood of participation. It would also decrease the frequency of formative feedback. No one wants to keep their colleague from promotion. #MedEd #MedEdChat

Sateesh Arja, MD, MPH @ArjaSateesh8 hours ago
@MedEdChat #MedEdchat T2 resistance from faculty and having an institutional strategy are the issues in implementing. Even though we are a small school initially we got resistance from faculty. Once they understand it is going smooth #meded

Jennifer Allie @JenniferAllie18 hours ago
RT @myheroistrane: @kristinadzara @GBDallaghan Good point. I would add that if faculty at an academic institution don’t have at least part…

Kurt Gilliland, PhD @kogillil8 hours ago
@GBDallaghan @MedEdChat T3: Some faculty who simply have occasional cameo appearances might have difficulty collecting evaluations compared to others. Peer evaluation could help. #MedEdchat

S. Scott-Vernaglia @ScottVernaglia8 hours ago
@MedEdChat T3: I think it could go a long way for clinician educators who don’t publish a great deal. It could be something one chooses to include in their portfolio (making it safe), but for those who are the beloved teachers, it would be a nice way to demonstrate that #MedEdChat
Sateesh Arja, MD, MPH @ArjaSateesh 8 hours ago
RT @myheroistrane: @Annie_Massart_ @MedEdChat It’s so interesting that we usually think of feedback as telling someone stuff. I find that a…

Alliance4ClinEd @Alliance4ClinEd 8 hours ago
@Annie_Massart_ @MedEdChat T2 That's true. I know of an instance where peer review of teaching was introduced and the faculty began doing a "you scratch my back I'll scratch yours" approach to the evals. They were worthless. #mededchat #facdev

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
@myheroistrane @GLBDallaghan Agree but we both know that is not always the case. #MedEdChat

S. Scott-Vernaglia @ScottVernaglia 8 hours ago
@Alliance4ClinEd @Annie_Massart_ @MedEdChat That's really disconcerting #MedEdChat

Sateesh Arja, MD, MPH @ArjaSateesh 8 hours ago
@MedEdChat #Mededchat T3 once institution develops the strategy for peer-review, it should be a common practice to submit the portfolio at the time of evaluation and promotion. Peer-review should be part of portfolio development. #Meded

Paul Haidet @myheroistrane 8 hours ago
@Annie_Massart_ @MedEdChat Yes, and sometimes one’s own inner voice is the source of true wisdom. Peers can help hold the space and ask gentle, honest, open questions to unlock the wisdom. #MedEdchat

MedEd Chat @MedEdChat 8 hours ago
RT @ArjaSateesh: @MedEdChat #Mededchat T3 once institution develops the strategy for peer-review, it should be a common practice to submit…

Paul Haidet @myheroistrane 8 hours ago
@kristinadzara @GLBDallaghan Yup. We need to work as a community to change that. #MedEdchat

MedEd Chat @MedEdChat 8 hours ago
We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat

Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
RT @MedEdChat: We have about 5 more minutes left in our discussion. Please feel free to give some final thoughts #meded #mededchat
Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @myheroistrane: @kristinadzara @GLBDallaghan Yup. We need to work as a community to change that. #MedEdchat

Gary Beck Dallaghan @GLBDallaghan8 hours ago
@MedEdChat @UNC_SOM Academy of Educators is striving to get something like this off the ground. This discussion has been really helpful to consider benefits and barriers to implementation. #mededchat #facdev

Paul Haidet @myheroistrane8 hours ago
@Alliance4ClinEd @Annie_Massart_ @MedEdChat Every system is perfectly designed to get the results it gets. If administrators or others turn a peer review program into widgets, this is what can happen. Gotta resist bean counting here. #MedEdchat

MedEd Chat @MedEdChat8 hours ago
RT @myheroistrane: @Alliance4ClinEd @Annie_Massart_ @MedEdChat Every system is perfectly designed to get the results it gets. If administr...

Abhay Dandekar @abhaydandekar8 hours ago
@MedEdChat Peer review can build a strong sense of professional community and help combat physician burnout - let’s strive to build more of this! #MedEd #mededchat #favdev #physicianwellness

MedEd Chat @MedEdChat8 hours ago
Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat

Sateesh Arja, MD, MPH @ArjaSateesh8 hours ago
RT @abhaydandekar: @MedEdChat Peer review can build a strong sense of professional community and help combat physician burnout - let’s stri...

Deb Simpson @debsimpson38 hours ago
In difficult discussions like peer feedback be it for teaching, promotion, or peer review of a paper that can really hurt and threaten one’s identity, I always try to remember that it is a teaching opportunity - provide guidance to someone who has tried really hard!! #mededchat

MedEd Chat @MedEdChat8 hours ago
That's a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoKroXx on the Resources page. Thanks everyone for participating! #meded

Kristina Dzara, PhD, MMSc @kristinadzara8 hours ago
RT @MedEdChat: Join us again next week at 9 pm Thursday. Don't forget to suggest topics by DM or email #meded #mededchat
Kristina Dzara, PhD, MMSc @kristinadzara 8 hours ago
RT @GLBDallaghan: @MedEdChat @UNC_SOM Academy of Educators is striving to get something like this off the ground. This discussion has been...

MedEdBot @MedEdBot 8 hours ago
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MedEdBot @MedEdBot 8 hours ago
RT @MedEdChat: That's a wrap...I will post the #mededchat transcript tomorrow morning on https://t.co/mJivoKroXx on the Resources page. Tha...

GREPAR TOULOUSE @GreparToulouse 2 hours ago
RT @GLBDallaghan: T2 How would faculty feel about this novel idea? Using a recording would at least cut down on some of the feeling of bein...

Jimmie Leppink @JimmieLeppink an hour ago
RT @GLBDallaghan: T1 This is another one of those great 12 tips articles about how to prepare to participate in a peer teaching process htt...

MedNerd Barbie @dinkjardine an hour ago
RT @debsimpson3: In difficult discussions like peer feedback be it for teaching, promotion, or peer review of a paper that can really hurt...
Top 10 by Mentions

@MedEdChat 60
@GLBDallaghan 36
@myheroistrane 21
@debsimpson3 16
@kristinadzara 10
@Annie_Massart 8
@kogillil 6
@Atul_Gawande 5
@Alliance4ClinEd 5
@abhaydandekar 2

Top 10 by Tweets

@kristinadzara 26
@MedEdChat 25
@GLBDallaghan 15
@myheroistrane 8
@kogillil 7
@debsimpson3 7
Top 10 by Impressions

@MedEdChat 177.9K
@kristinadzara 105.6K
@GLBDallaghan 17.7K
@myheroistrane 10.6K
@MedEdBot 6.0K
@debsimpson3 4.1K
@kogillil 3.8K
@boedudley 3.8K
@ScottVernaglia 3.2K
@thartman2u 3.0K