



OFFICE OF CAREER DEVELOPMENT
Biomedical Research Education and Training
Vanderbilt University School of Medicine

ANNUAL REPORT
2016-2017

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OUR SCOPE



OUR SUMMARY

Established in 2005, the BRET Office of Career Development provides career and professional development enrichment activities for Vanderbilt University and Vanderbilt University Medical Center graduate students and postdoctoral fellows. The office was recognized in 2013 for its commitment to career development for biomedical sciences PhD students and postdocs through a BEST award, a \$1.2 million, 5-year grant from the NIH Common Fund.

Dr. Kathy Gould oversees the Office of Career Development, Dr. Kim Petrie is the director, Dr. Ashley Brady manages all ASPIRE programs, Kate Stuart is the manager of programs and web initiatives, and Angela Zito is the manager of professional development opportunities. Dr. Roger Chalkley oversees other BRET Office initiatives as well as spearheads the organization of the BEST Consortium, and Dr. D'Anne Duncan is the manager of the BEST Consortium efforts. Dr. Abigail Brown conducts outcome evaluation and research. Dr. Liane Moneta-Koehler assists with BRET outcomes and BEST program initiatives.

Office of Career Development • Biomedical Research Education and Training

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THE ASPIRE PROGRAM

In 2013, the National Institutes of Health Common Fund issued a new funding opportunity entitled “NIH Director’s Biomedical Research Workforce Innovation Award: Broadening Experiences in Scientific Training (BEST) (DP7).” The purpose of this funding opportunity is to “seek, identify, and support bold and innovative approaches to broaden graduate and postdoctoral training, such that training programs reflect the range of career options that trainees (regardless of funding source) ultimately may pursue and that are required for a robust biomedical, behavioral, social, and clinical research enterprise.”

Ten institutions were awarded grants in 2013, including Vanderbilt (Principal Investigators Roger Chalkley, D.Phil., Kathy Gould, PhD, and Kim Petrie, PhD).

VU’s BEST program, called ASPIRE (Augmenting Scholar Preparation and Integration with Research-Related Endeavors), is a three-phase initiative that offers educational programs in career planning and

management to trainees at all stages of their development.

IMPACT provides a solid foundation for first year PhDs on which to begin to build their scientific careers. The ASPIRE Program offers career development toolkits to faculty mentors to help provide a curriculum for these sessions. Postdoc Cafe is a parallel series for postdocs, covering similar topics as well as sessions pertinent to postdoctoral career stage.

EXPLORE targets PhD students in years 2-3 of training as well as postdoctoral fellows. This phase focuses on self-assessment, networking, and planning.

ENHANCE is intended for post-qualifying PhD students and postdoctoral fellows and represents the capstone phase of ASPIRE. This phase includes didactic modules as well as the opportunity to gain hands-on experience.



TRAINEES WE SERVE

The BRET Office of Career Development serves PhD students and postdoctoral fellows in the biomedical sciences. All BRET Office of Career Development events are open to the Vanderbilt community. ASPIRE activities, individual advising appointments, and other resources are specifically designed for BRET PhD graduate students and postdocs.

PHD PROGRAMS SERVED

- Biochemistry
- Biological Sciences
- Biomedical Informatics
- Cancer Biology
- Cell & Developmental Biology
- Cellular & Molecular Pathology
- Chemical & Physical Biology
- Epidemiology
- Hearing & Speech Sciences
- Human Genetics
- Initiative for Maximizing Diversity (IMSD)
- Interdisciplinary Graduate Program (IGP)
- Medical Scientist Training Program (MSTP)
- Microbiology & Immunology
- Molecular Physiology & Biophysics
- Neuroscience
- Pharmacology
- Quantitative and Chemical Biology Program (QCB)

POSTDOCTORAL DEPARTMENTS SERVED

- Allergy, Pulmonary, and Critical Care
- Anesthesiology
- Biochemistry
- Biomedical Informatics
- Biostatistics
- Cardiovascular Medicine
- Cancer Biology
- Cardiac and Thoracic Surgery
- Cell and Developmental Biology
- Clinical Pharmacology
- Dermatology
- Diabetes, Endocrinology, and Metabolism
- Endocrinology and Diabetes
- Epidemiology
- Gastroenterology
- General Internal Medicine
- Genetic Medicine
- Health Policy
- Hearing and Speech Sciences
- Hematology/Oncology
- Infectious Disease
- Pathology, Microbiology, and Immunology
- Molecular Physiology and Biophysics
- Nephrology
- Neurology
- Ophthalmology & Visual Sciences
- Otolaryngology
- Pediatric Cardiology, Endocrinology, Gastroenterology, Infectious Disease, and Nephrology
- Pharmacology
- Psychiatry
- Psychopharmacology
- Radiation Oncology
- Radiology & Radiological Sciences
- Reproductive & Development Biology
- Rheumatology & Immunology
- Section of Surgical Sciences
- Surgical Oncology

664
graduate
students

83%
US Citizens/
permanent residents

~420
postdoctoral
fellows

50%
US Citizens/
permanent residents



KATHY GOULD, PHD

Associate Dean, Biomedical Sciences
Director, Graduate Student Support
Louise B. McGavock Chair and Professor
Department of Cell and Developmental Biology

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RESPONSIBILITIES

- Oversees the strategic initiatives of the Office of Career Development and Vanderbilt's NIH BEST award as co-Principal Investigator
- Co-manages the Biomedical Research Education and Training Office
- Updates and coordinates with the Directors of Graduate Studies for each PhD biomedical program and department chairs regarding student and postdoc training initiatives, career development activities, and policy changes relevant to graduate education
- Provides information and updates for the steering committee for IGP/QCB, organizing appropriate training presentations
- Develops and fosters faculty knowledge and engagement in career development initiatives
- Provides individual counseling to graduate students and postdoctoral fellows
- Develops solicitations for major events and fosters understanding of potential fundraising opportunities
- Represents the BRET Office at national meetings, including AAMC GREAT (Graduate, Research, Education and Training group) and graduate program reviews
- Presents at twice yearly new faculty orientation sessions highlighting BRET services

2016-2017 HIGHLIGHTS

- Helped conceive of and execute the first reunion for Vanderbilt biomedical PhD alumni
- Oversaw outreach to faculty and campus partners about the ASPIRE Program and career development initiatives within the Office of Career Development
- Co-authored a manuscript about the "Business and Management Principles for Scientists" program, funded by the Burroughs Wellcome Fund
- Featured interviewee with Ashley Brady on a Life Science Tennessee, "Life Science FM" podcast
- Received an award for "Business and Management Principles for Scientists" from the Association of American Medical Colleges (AAMC)
- Co-led the ASPIRE Module, "Effective Oral Communication Methods"



KIM PETRIE, PHD

Director, Office of Career Development
Assistant Professor of Medical Education and Administration

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RESPONSIBILITIES

- Oversees the programmatic activities of the Office of Career Development and Vanderbilt's NIH BEST award as co-Principal Investigator
- Stays abreast of, and advises academic deans about, national trends and policies relating to biomedical PhD employment
- Develops and delivers course content, seminars, and workshops for PhD students and postdocs relating to career and professional development
- Provides individual career advising to PhD students and postdocs
- Develops and maintains relationships with employers and alumni
- Collaborates with internal and external evaluators to assess the effectiveness of VU's BEST program

2016-2017 HIGHLIGHTS

- Invited to serve as reviewer for National Science Foundation Research Traineeship Program
- Co-presented a webinar on "Building Professional Relationships" for the American Society for Biochemistry and Molecular Biology (ASBMB)
- Published a peer-reviewed article in *PLoS One* about the role of GREs in predicting graduate student success
- Coauthored an article about graduate student internships for Inside Higher Ed's *Carpe Careers* column
- Invited to chair a session and present about CVs and résumés for the Leadership Alliance, a national consortium of research universities dedicated to enhancing the diversity of the research workforce
- Presented a 1-hour talk about the ASPIRE Module program at the annual National Postdoctoral Association conference
- Helped conceive of and execute the first reunion for Vanderbilt biomedical PhD alumni
- Co-authored a manuscript about the "Business and Management Principles for Scientists" program, funded by the Burroughs Wellcome Fund.



ASHLEY BRADY, PHD

Director of Career Engagement and Strategic Partnerships
ASPIRE Program Manager
Assistant Professor of Medical Education and Administration

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RESPONSIBILITIES

- Manages the ASPIRE Program expansion of professional development programs, workshops, and curricula for biomedical sciences PhD students and postdoctoral fellows. These programs help trainees develop knowledge and skills relevant to a range of research and research-related careers in academia, industry, and government.
- Works with faculty and academic programs to encourage support and participation in BRET Office of Career Development programs and events
- Develops and maintains relationships with employers and alumni in order to foster internship and employment opportunities for trainees and enhance career and professional development programming
- Designs curricular concepts and rationale, structures professional development programs, selects speakers, develops and delivers program content, and oversees program delivery
- Develops and manages ASPIRE Internship and Externship program and evaluation strategy for biomedical sciences PhD students and postdoctoral fellows
- Provides individual career advising to graduate students and postdocs

2016-2017 HIGHLIGHTS

- Continued execution of the Postdoctoral ASPIRE Café for Career Planning, a bi-monthly seminar series targeted to postdoctoral fellows. Hosted a total of 335 attendees at 23 different sessions
- Oversaw trainee-authored and -edited bi-annual newsletter, *BRET: Results and Discussion* highlighting research accomplishments of BRET trainees
- Assisting in the overall execution of the ASPIRE Module Program
- Piloted an ASPIRE Networking Pacing module, a 5-part series designed to prepare participants for networking effectively in everyday life and culminating in group attendance at the annual Life Science Tennessee conference, Fall 2016
- Connected via phone or in-person with approximately 50 potential internal collaborators, alumni and external partners to develop the ASPIRE Internship/Externship program
- Grew the ASPIRE Internship Program, providing 22 internship opportunities to Vanderbilt BRET trainees in a wide variety of career areas.
- Helped execute the first reunion for Vanderbilt biomedical PhD alumni
- Maintained *Internships Outside of ASPIRE* resource for trainees, a BRET-curated database of national internship opportunities
- Served as Faculty Advisor for Life Science Tennessee Academic Alliance and the Editors' Club



KATE STUART

Program Manager

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RESPONSIBILITIES

- Administers all logistics and marketing of the Annual Career Symposium and PhD Career Connections monthly series
- Facilitates, conducts, video-records, and edits “Beyond the Lab” interviews with alumni to share their stories and career paths since completing their PhD
- Manages and maintains all aspects of the BRET Career Development website, including blog posts, front page slideshows, event registrations, and related media (LinkedIn, Twitter job feed, and University Calendar submissions)
- Creates and distributes the e-newsletter mailed every other Monday. The newsletter contains announcements, upcoming events, a career resource spotlight, and current job postings
- Responds to and organizes all BRET Career Development events: employer information sessions, visiting speakers, trainee roundtables, etc
- Implements the weekly CV/Résumé Drop-in Clinic, reviewing trainee documents as presented and advising trainees as needed
- Serves as Staff Advisor for the Vanderbilt University Advanced Degree Consulting Club
- Manages and designs visual output marketing for most initiatives and programs provided by the office, including the annual report
- Oversees Career Development student interns, volunteers, and program committees
- Coordinates the PEO Scholarship advertisement and partnership with the local PEO chapter

2016-2017 HIGHLIGHTS

- Executed the first ever BRET Reunion, celebrating the 25th Anniversary of the Interdisciplinary Graduate Program, with almost 200 alumni and faculty in attendance
- Co-taught 5-session ASPIRE Module, “EQ + IQ=Career Success”
- Created and launched a marketing strategy -- including a monthly e-newsletter -- to engage alumni in preparation for the BRET Reunion
- Conducted 31 Beyond the Lab video alumni interviews, 5 available on YouTube, 26 in production
- Created 23 e-newsletters sent to almost 1500 trainees, alumni, faculty, staff, and campus partners
- Managed committee of trainee volunteers to assist with Annual Career Symposium and BRET Reunion
- Orchestrated the 2017 BRET Annual Career Symposium, “Alumni Career Trajectories: Blaze Your Own Trail,” coordinating logistics, travel for 16 speakers, volunteer committee responsibilities, and marketing efforts. Attended by over 300 graduate students and postdoctoral fellows.
- Coordinated the etiquette event, “Lab to Lunch: Business Savvy for Scientists” which included a full-plated meal with speaker
- Collected and maintained data for evaluation of ASPIRE programming

ANGELA ZITO, M.ED.
Program Manager

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RESPONSIBILITIES

- Plans and coordinates professional development programs for the BRET Office of Career Development and larger BRET office including modules and short courses, workshops and seminars, and additional enhancement opportunities for PhD graduate students and postdoctoral fellows
- Contributes to the development and maintenance of the web presence that supports the BRET Office of Career Development and ASPIRE Program professional development programs

2016-2017 HIGHLIGHTS

- Executed the third annual “Summer Intensive for Entrepreneurship and Commercialization” course
- Assisted in the production of the first ever BRET Reunion as well as the annual BRET Career Symposium

ABIGAIL BROWN, PHD
Director of Outcomes Research

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RESPONSIBILITIES

- Coordinates the awareness and programmatic surveys for the ASPIRE Program
- Analyzes and presents the outcomes for the applicable partners and populations
- Administers a comprehensive online exit questionnaire as well as conducts in-person exit interviews with all graduate students after their dissertation defense
- Administers post-graduation questionnaires to alumni for a retrospective evaluation of graduate student training and career plans
- Maintains ongoing IRB approval for all ASPIRE-related projects

2016-2017 HIGHLIGHTS

- Maintains relationships as the liaison to Windrose, the external data partner for the BEST Consortium
- Administers all NIH surveys to Vanderbilt trainees (entrance and exit surveys) and reports results to NIH
- Designed and administered a one-time survey to gauge faculty awareness of the ASPIRE Program and opinions about trainee career choices
- Designed the BEST consortium-wide faculty survey about faculty awareness as well as opinions of BEST programs and trainee career choices
- Co-authored a manuscript with Liane Moneta-Koehler, Kim Petrie, and Roger Chalkley that details the limited ability of GRE scores to predict biomedical graduate student success, published in *PLoS ONE*
- Co-authored a manuscript about the “Business and Management Principles for Scientists” program, funded by the Burroughs Wellcome Fund
- Helped develop and execute the evaluation strategy for the Burroughs Wellcome Fund grant, which supported the business module programs

ROGER CHALKLEY, D.PHIL.

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Senior Associate Dean for Education in Biomedical Sciences

Professor, Molecular Physiology and Biophysics



RESPONSIBILITIES

- Oversees the activities of the Biomedical Research Education and Training office, including oversight of the Interdisciplinary Graduate Program, graduate student affairs, and minority activities, as well as supporting training grant applications
- Co-Principal Investigator for the Vanderbilt NIH BEST award
- Oversees the Vanderbilt NIH BEST Supplement award, which coordinates the BEST Consortium that consists of the 17 institutions with BEST funding

2016-2017 HIGHLIGHTS

- Co-authored a manuscript with Abigail Brown, Liane Moneta-Koehler, and Kim Petrie that details the limited ability of GRE scores to predict biomedical graduate student success, published in *PLoS ONE*.

D'ANNE DUNCAN, PHD

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Associate Director, Broadening Experiences in Scientific Training (BEST)



RESPONSIBILITIES

- Oversees the BEST Consortium initiatives, including multi-institution projects, web and social media efforts, and the annual NIH BEST meetings
- Directs the monthly teleconference for the BEST Consortium institutions, including agenda development
- Manages the BEST Consortium steering committee and sub-committees
- Serves as a liaison between BEST Consortium and professional/scientific societies

2016-2017 HIGHLIGHTS

- Conducted the 2016 Annual NIH BEST Meeting – “Building Program Sustainability through Collaboration” attended by 100+ attendees from the 17 NIH BEST institutions, the NIH, and external professional organizations
- Executed overall program development, logistics, marketing strategy, online presence, and travel award application for the “BEST Practices Workshop,” intended to share best practices and lessons learned from the 17-institution NIH BEST Consortium, in conjunction with the 2017 American Association of Medical Colleges (AAMC) GREAT Group Professional Development Meeting
- Served as a BEST Practices Workshop liaison between the BEST Consortium and the 2017 American Association of Medical Colleges (AAMC) GREAT Group Professional Development Meeting
- Co-wrote grant proposals to procure funds from Burroughs Wellcome Fund and National Institutes of Health to sponsor the BEST Practices Workshop

D'Anne accepted a position at the University of California-San Francisco in the summer of 2017.

LIANE MONETA-KOEHLER, PHD

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Postdoctoral Research Fellow, BRET Outcomes and the BEST Program



RESPONSIBILITIES

- Researches graduate student performance and career outcomes
- Manages the BEST Consortium website

2016-2017 HIGHLIGHTS

- Expanded the website (nihbest.org) to include guides for building a career development program
- Planned a consortium-wide meeting for standardizing data collection
- Co-authored a manuscript with Abigail Brown, Kim Petrie, and Roger Chalkley that details the limited ability of GRE scores to predict biomedical graduate student success, published in *PLoS ONE*.

Liane accepted a new position within Vanderbilt and will begin in the fall of 2017.

Career Exploration and Decision-Making

Providing opportunities to explore careers is paramount to the programming of the Office of Career Development. Many of the foundational activities of the office are focused on this category to instill confidence and facilitate decision-making among current graduate students and postdoctoral fellows.



ANNUAL CAREER SYMPOSIUM ALUMNI CAREER TRAJECTORIES: BLAZING YOUR OWN TRAIL

On June 1st, the 2017 Annual Career Symposium was unlike any other, held in conjunction with the first ever BRET Reunion event. The symposium showcased the variety of career paths Vanderbilt alumni have taken: academic and industry research, medical science liaisons, competitive intelligence, government research and administration, data science, writing, intellectual property, regulatory affairs, and more. 16 speakers addressed the group in either plenary or concurrent sessions. After lunch, an additional 23 alumni joined the speakers for the Networking Huddles: six rotations of small group discussions for attendees to talk with alumni in a more personal setting. The symposium concluded with a large networking reception for all BRET Reunion alumni attendees to mingle with current trainees.

362 Attendees

**222
graduate students**

**118
postdocs**

**22
other (faculty,
alumni, staff)**



Career Exploration and Decision-Making

PHD CAREER CONNECTIONS

PhD Career Connections is a monthly seminar series about career options for PhD scientists. Speakers from a diverse range of exciting scientific careers present their career path and share insights from their professional experiences.

MONTH	TOPIC	Attendance	Speaker
September (9/9/2016)	Medical & Science Writing and Healthcare Communication	22	Karen Venti, PhD, Vice-President, Medical Communications, Gold Star Communications Abby Olena, PhD, Science Communicator, former AAAS Mass Media Fellow
(9/8/2016)	How to Write an Op-Ed, An Interactive Workshop (<i>additional program</i>)	37	Abby Olena, PhD
(9/9/2016)	Gold Star Communications Medical Writer Workshop (<i>additional program</i>)	11	Karen Venti, PhD
September (9/22/2016)	Preclinical Research Services	33	Chris Rogers, PhD, Chief Scientific Officer and Co-Founder, Exemplar Genetics
October (10/14/2016)	Liberal Arts College Faculty	38	Kelli Kazmier, PhD, Assistant Professor, Chemistry, Hillsdale College
November (11/14/2016)	The Teaching and Education Landscape in High Schools	24	Paulianda Jones, PhD, Science Instructor, Ethical Culture Fieldston Upper School
January (1/17/2016)	Career Opportunities in Science Outreach	76	Tiffany Farmer, PhD, Director, Education and Community Outreach, Adventure Science Center
February (2/3/2017)	Forensic Science	63	Eric Warren, PhD, Special Agent/Forensic Scientist, Tennessee Bureau of Investigation Christina Wells, PhD, Special Agent/Forensic Scientist, Tennessee Bureau of Investigation
March (3/1/2017)	From Bench to Wall Street to Business	38	David Reese, PhD, President and CEO, Provista Diagnostics

ADDITIONAL EVENTS

The Office of Career Development conducts other ad hoc seminars and workshops throughout the year. PhD students, postdocs, faculty, staff, and campus partners are welcome to attend.

Date	Topic	Attendance	Speaker
July 15, 2016	An Insider's Look: Applying for AAAS Science & Technology Policy Fellowship	23	Dr. Carlos Faraco, PhD, finalist, 2016 AAAS Science & Technology Policy Fellowship Program
March 2, 2017	PhD & Masters Virtual Career Fair	34	<i>Sponsored by the Graduate Career Consortium</i>

Career Exploration and Decision-Making

ONLINE PRESENCE

Because of the demand and the opportunity to share resources easily, the BRET Office of Career Development maintains a strong web presence to promote upcoming events, job postings, and career resources. Below includes reported numbers for 2016-2017.



CAREER DEVELOPMENT BLOG

Updated daily. Managed by Kate Stuart with contributions from Angela Zito, Kim Petrie, and Ashley Brady.

TOTAL POSTS 395



TWITTER JOB FEED @VUBRETPHDJOBS

JOB POSTINGS 482 FOLLOWERS 231



CAREER DEVELOPMENT NEWSLETTER

Published every other Monday, the newsletter reaches current graduate students and postdocs, program coordinators, faculty, and other key stakeholders. Many alumni request to continue receiving the newsletter to stay connected to the BRET Office.

TOTAL NEWSLETTERS 23 NEWSLETTER AUDIENCE 1513



PATH TO CAREER WEB RESOURCES

From Exploration and Networking, to the search for a Postdoc or a job, the Path to Career page is a helpful resource updated quarterly. Resources include articles, tutorials, and helpful websites to assist with different phases of career development.

BEYOND THE LAB VIDEO SERIES

The Beyond the Lab video series highlights career paths for PhDs. Program manager Kate Stuart interviews alumni about her or his career path, skill development, and other career advice. Five new videos were published this year, with 26 filmed at the BRET Reunion and Annual Career Symposium.

HIGHLIGHTS

- Over 15,000 unique views online
- All publicly available on YouTube
- 43 videos featuring different careers
- 26 in production, to be published in summer 2017
- Partnership with the Vanderbilt Institute of Digital Learning
- Quick links to questions within YouTube summary



Career Exploration and Decision-Making

DIRECT SERVICE DELIVERY

Direct service delivery is an essential element of providing personalized service that is responsive to trainees' needs. Trainee service delivery includes individual advising appointments, CV/Résumé Drop-In Clinic, and email coaching.

INDIVIDUAL ADVISING

Kim Petrie and Ashley Brady provide individual career-advising meetings by appointment. These confidential one-on-one sessions are available for biomedical graduate students and postdoctoral fellows to discuss any aspect of their professional development or job search activities and may include:

- preparing and applying for academic and postdoc positions
- opportunities for scientists outside the academy
- writing CVs, résumés, cover letters, and biosketches
- presentation skills and interview tips
- salary negotiation
- graduate school survival skills

GRADUATE STUDENTS	66
POSTDOCS	59
ALUMNI	8
OTHER	4

Research Instructors, alumni in roles within Vanderbilt.

CV/RÉSUMÉ DROP-IN CLINIC

Each Wednesday, the Office of Career Development hosts an open hour to review CVs, résumés, and cover letters from graduate students and postdocs who bring prepared documents. No appointments are necessary. Trainees can “drop-in” to meet with Kim Petrie, Ashley Brady, or Kate Stuart.

VISITS TO DROP-IN CLINIC 77

CAREER DEVELOPMENT LENDING LIBRARY

The BRET Office of Career Development has a lending library of over 140 career-related books, which include topics such as career options for scientists, the academic and nonacademic job search, self-assessment, and professional skills.

Trainee Professional Development

Networking, skill-building, negotiation, etiquette, and a digital footprint, among many things, are important aspects of a trainees' professional development. Our workshops, seminars, modules, and informal cafés help equip trainees for the next step of their career.

ASPIRE TO CONNECT

Vanderbilt's fourth annual ASPIRE to Connect workshop took place on March 3, 2017. This half-day workshop offers graduate students and postdoctoral fellows practical tips for meeting new people and cultivating authentic connections. This year we welcomed etiquette professional Mary Mitchell to talk about building professional relationships, the finer aspects of networking, and how to offer value in professional settings.



171 Registered

82 graduate students
74 postdocs
15 other (faculty,
alumni, staff)



LAB TO LUNCH: BUSINESS SAVVY FOR SCIENTISTS

On Thursday, December 15, local etiquette coach and speaker Malika Williams taught 60 graduate students and postdocs the fundamentals of dining in a professional setting while practicing during a full three-course meal. Advertised to newly post-qualifying exam graduate students and postdoctoral fellows, the seminar allowed trainees to practice the American standards for dining in an interview or networking setting.



HEADSHOT DAY

A polished online presence is crucial for the image of a new professional. We provided three Headshot Days for our current students and postdocs and made this service available to our alumni during the BRET Reunion. Each trainee is given a 10-minute appointment with photographer Bets Wilson. Participants receive two high-resolution images, professionally edited and retouched to help trainees put their best face forward.

September 15, 2016
December 1, 2016
March 16, 2017
June 2, 2017

Trainee Professional Development

ASPIRE CAFÉ FOR POSTDOCTORAL FELLOWS

Launched in September 2014, the Postdoctoral ASPIRE Café for Career Planning sessions are opportunities for postdocs to explore topics in career development and professionalism. ASPIRE Café sessions are led by Ashley Brady and are offered twice monthly to facilitate ongoing engagement of postdocs. Orientation sessions are interspersed to provide an overview of the ASPIRE program and Office of Career Development resources. Topic sessions address the academic job search in the fall and general professional development in the spring.

Date	Topic	Presenter	Attendance
7/19/16	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	2
7/26/16	Crafting a Compelling Elevator Pitch	Ashley Brady, PhD	8
8/9/16	NIH Career Development (K) awards: Which One is the Right for You?	Abby Brown, PhD	22
8/23/16	Preparing a Faculty Application Package	James Dewar, PhD Chris Wright, DPhil	29
9/13/16	Grant Resources at Vanderbilt	Abby Brown, PhD	8
9/27/16	The K99/R00 Experience: The Grant Application, Job Search and Negotiation; An Awardee Tells All	Magda Grabowska, PhD	22
10/11/16	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	4
11/1/16	Behind the Curtain: An Inside Look at Peer Review of F32 NRSA's	Kim Petrie, PhD	15
11/8/16	What to Expect from a Faculty Position Interview	Todd Graham, PhD Richard O'Brien, PhD Melanie Ohi, PhD	16
11/29/16	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	6
12/13/16	How to Give a Chalk Talk	Anne Kenworthy, PhD Chuck Sanders, PhD Chris Wright, D. Phil.	17
1/10/17	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	4
1/24/17	Mastering the Art of the Job Talk	Ashley Brady, PhD	18
2/14/17	Everyday Networking	Ashley Brady, PhD	11
2/28/17	Project Management 101	Robert Lavieri, PhD Henry Ong, PhD Christine Micheel, PhD	21
3/14/17	Effective Mentoring: Developing your Own Style	Kathy Gould, PhD Chuck Sanders, PhD	24
3/28/17	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	3
4/11/17	Navigating the NIH	David Sweatt, PhD	21
4/25/17	From CV to Resume	Kim Petrie, PhD	21
5/9/17	Who Would You Choose? Hiring Manager Role Play	Kim Petrie, PhD	14
5/23/17	Maximizing your Networking at the BRET 25th Reunion and Career Symposium	Ashley Brady, PhD Kate Stuart	11
6/13/17	Acing the Video Interview	Kathy Gould, PhD	11
6/27/17	Exploring and Preparing for Faculty Careers	Kathy Gould, PhD	27

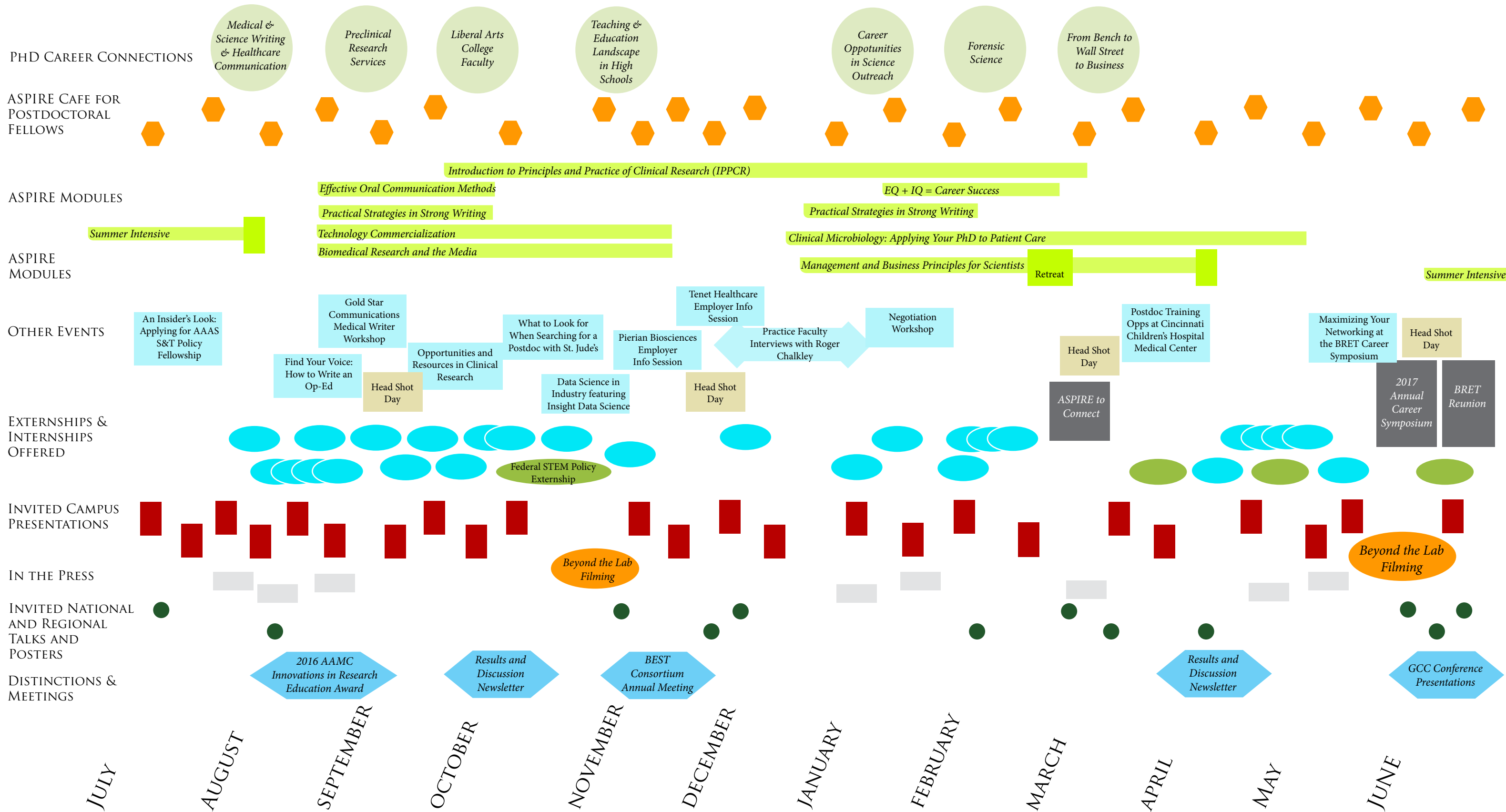
THE YEAR IN REVIEW...

Social Media and Web Presence (blog, e-newsletter, Twitter job feed, LinkedIn group, alumni Facebook group)

CV/Resume Drop-In Clinic (every Wednesday)

Individual Coaching Appointments, Email Coaching, Service Delivery

Advising Appointment Drop-In Clinic (every Wednesday and Friday)



Trainee Professional Development

ASPIRE MODULES

The ASPIRE Modules are short, non-credit bearing electives that broaden the training experiences of biomedical sciences trainees. The ASPIRE Modules are optional and open to any biomedical sciences PhD student or postdoctoral fellow who wishes to take them to supplement their research training.

Course Title	Director	Trainees Participating	Frequency and Dates
Summer Intensive for Entrepreneurship and Commercialization	John Bers, PhD, MBA, Ed.D., <i>Adjoint Professor of Engineering Management, Vanderbilt University School of Engineering</i>	15	6 hours a week, 6 weeks June 6-July 28, 2016
Technology Commercialization	Mike Villalobos, PhD, <i>Manager, Vanderbilt Center for Technology Transfer and Commercialization</i> Tom Utley, PhD, <i>Licensing Officer, Vanderbilt Center for Technology Transfer and Commercialization</i>	25	7 sessions September 26- November 14, 2016
Introduction to the Principles and Practice of Clinical Research (IPPCR)	NIH Clinical Center (VU BRET Office served as a registered remote site)	20	Twice weekly September 12, 2016- April 14, 2017
Biomedical Research and the Media	Wayne Wood, MLAS, <i>Executive Director of New Media Productions, VUMC News and Public Affairs</i>	5 (capped)	8 sessions September 21- November 30, 2016
Effective Oral Communication Methods	Bruce Damon, PhD, <i>Associate Professor, Radiology and Radiological Sciences and Biomedical Engineering</i> Kathy Gould, PhD, <i>Associate Dean, Biomedical Sciences</i>	8	4 sessions October 13- November 17, 2016
Clinical Microbiology: Applying Your PhD to Patient Care	Jonathan Schmitz, MD, PhD, <i>Instructor, Pathology, Microbiology, and Immunology</i> Jennifer Colby, PhD, DABCC, <i>Associate Director, Clinical Chemistry & Assistant Professor, Pathology, Microbiology, and Immunology</i>	5 (capped)	<i>Individual Rotations</i> Spring 2017
Practical Strategies for Strong Writing	Gary Jaeger, PhD, <i>Director, The Writing Studio, Vanderbilt University</i> Jeffrey Shenton, PhD, <i>Assistant Director, The Writing Studio, Vanderbilt University</i>	23 (Fall session) 26 (Spring session)	2 Fall sessions September 27 and October 4, 2016 2 Spring sessions January 24 and January 31, 2017
Business and Management Principles for Scientists	Joe Rando, MBA, <i>Associate Professor of the Practice, Managerial Studies, Vanderbilt University</i>	20	2 hours/week 10 weeks January 13-April 6, 2017
EQ + IQ = Career Success	David Sacks, PhD, HSP, <i>Psychologist for Graduate and Professional Students and Postdoctoral Fellowsm Psychological and Counseling Center</i> Kate Stuart, <i>Program Manager, Office of Career Development</i>	19	5 sessions February 1- March 1, 2017

Trainee Professional Development

NETWORKING PACING

Led by Ashley Brady in Fall 2016, the ASPIRE Networking Pacing Workshop was designed to help trainees incorporate networking into their everyday activities. The pilot workshop was comprised of five, one-hour interactive sessions and was attended by ten graduate students and postdocs in the biomedical sciences. The workshop broke down the networking process into approachable steps, real-world examples were provided, and peer feedback was shared. The sessions covered networking in professional life, making a positive first impression, entering and exiting conversations, elevator pitches, advance preparation, and follow-up strategies. The workshop culminated in a real-world exercise -- networking at the annual Life Science Tennessee conference in Nashville.



ADDITIONAL PROGRAMS

Occasionally, our office will sponsor or provide professional development programs on an as-needed basis.

Date	Topic	Presenter	Attendance
January 26, 2017	Negotiation Workshop	Elliott Kruse, PhD, Postdoctoral Research Fellow, Owen School of Management	88
May 23, 2017	Maximizing Your Networking at the BRET 25th Reunion and Career Symposium for Graduate Students (postdocs were offered similar programming at ASPIRE Café)	Ashley Brady, PhD Kate Stuart	30

Employer Relations and Workforce Development

Enhanced partnerships with companies and organizations leads to exciting opportunities for our trainees! Externships, internships, and company visits provide many meaningful experiences. The work of Employer Relations and Workforce Development includes:

- Meetings with potential and current employer contacts
- Serving on committees to represent Vanderbilt needs
- Speaking at conferences and invited talks
- Hosting employer information sessions
- Providing guidance and support to companies and organizations wishing to host externships, internships, and site visits as a means to connect to our trainees

MEETINGS WITH EMPLOYERS AND ORGANIZATIONS 54

Conversations with local companies, organizations, and contacts can center around ways external partners can engage with us, such as having them speak about their careers, give an information session about their company, advertise job opportunities to our trainees, or host an intern.

PARTNERSHIPS

Dr. Brady serves on the Work Force Development Committee, Life Science Tennessee.

Dr. Brady and Dr. Petrie were invited by the National Association of Clinical Research Professionals (ACRP) to participate in their CRA Steering Committee conference call focused on identifying new talent for careers in clinical research. Attendees included ACRP leadership and staff and representatives from several clinical research organizations and pharmaceutical companies.

EMPLOYER INFORMATION SESSIONS

Exposure to trainees, marketing their company, and building relationships for future talent management are just a few reasons that employers find Vanderbilt BRET Career Development information sessions to be such great opportunities.

Date	Company/Event	Attendees	Speaker
September 30, 2016	Opportunities & Resources in Clinical Research	50	Jim Kremidas , Executive Director, Association of Clinical Research Professionals (ACRP)
October 5, 2016	What to Look for When Searching for a Postdoc Position: a Perspective from St. Jude's Research Hospital	48	Linda Harris, PhD , Director, Postdoctoral Talent Acquisition, St. Jude Children's Research Hospital
October 13, 2016	Data Science in Industry featuring Insight Data Science	105	Katie Amrine, PhD , Program Director and Data Scientist, Insight Data Science
November 11, 2016	Pierian Biosciences Employer Information Session	32	Matt Westfall, PhD , Director, Assay Development and Laboratory Operations, Pierian Biosciences
November 29, 2016	Tenet Healthcare Employer Information Session	60	Ryan Delahanty, PhD , Data Scientist Spencer Jones, PhD , Data Scientist, Health Science Researcher

Employer Relations and Workforce Development

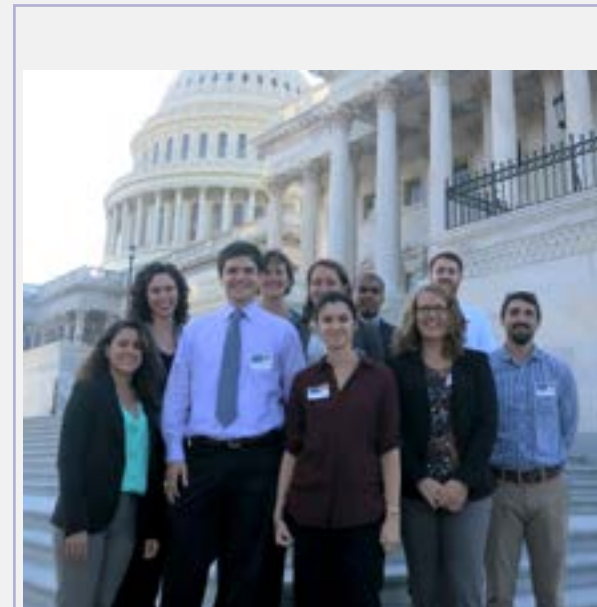
ASPIRE EXTERNSHIPS

As part of the ASPIRE program, trainees are provided opportunities to shadow professionals at work. ASPIRE Externships provide a unique perspective of the work environment that cannot be gleaned from a seminar or internet research. Insight from externships helps trainees customize their future professional development activities. ASPIRE travel scholarships are available to help offset travel expenses associated with participating in an externship. Externships typically provide:

- 1-3 day job shadowing/site visit
- Opportunities to meet with company representatives and industry professionals
- Chance to engage in a small project

14 PhD students and postdocs completed externships with:

- The American Association for the Advancement of Science, "Catalyzing Advocacy in Science and Engineering," April 2017, Washington, DC (1 graduate student)
- American Association for Clinical Chemistry, shadowing the Annual National Meeting (1 postdoc)
- American Society for Chemical Biology, Keck Graduate Institute: Managing Science in the Biotech Industry Intensive Course (1 graduate student)
- The Vanderbilt Office of Federal Relations, Federal STEM Policy Externship, detailed below (11)



For the third year in a row, the VU Office of Federal Relations hosted the FEDERAL STEM POLICY EXTERNSHIP

- 9 graduate students and 2 postdocs funded by ASPIRE travel scholarships
- Two-day experience in DC
- Presenters included government agencies, congressional staffers, professional societies, and advocacy organizations
- Topics included history of federal funding for research, federal budget process and case study exercises, role of the Office of Science and Technology Policy and other professional organizations, panels with AAAS Fellows and Capitol Hill staffers, and a networking reception with Vanderbilt alumni living in Washington, DC.



INTERNSHIPS

As part of the ASPIRE program, trainees are offered the opportunity to conduct an internship and gain hands-on experience with a project in a professional work environment. Internships can be part-time or full-time, if the student takes a leave of absence. ASPIRE travel scholarships are available to help offset travel expenses that may be associated with participating in an internship. This year, 31 trainees participated (19 students, 12 postdocs) in internships. In total, we had 47 trainees apply for these 19 positions, indicating broad interest for the program.

Internship Opportunity	Role/Title	Deadline
Gold Star Communications	Medical Writer	August 2016
Alzheimer's Association Mid-South Chapter	Advocacy Ambassador & Congressional Team Member (4 internships)	August 2016
Belmont University Teaching Internship	Teaching Intern, General Biology	August 2016
Next GxDx	Clinical Development Analyst	September 2016
Next GxDx	Product Development Analyst	September 2016
Tuberous Sclerosis Alliance	International Conference Program and PFDD Coordinator	September 2016
Life Science Tennessee	Conference Intern	September 2016
VUMC VANTAGE Core (Vanderbilt Technologies for Advanced Genomics)	Next Generation Sequencing Intern	September 2016
Adventure Science Center	TWISTER Intern (2 internships)	October 2016
Fisk University Teaching Internship	Teaching Intern, Biochemistry II	October 2016
Life Science Tennessee	Policy Intern	December 2016
Fisk University Teaching Internship	Teaching Intern, Developmental Biology	January 2017
American Heart Association - Greater Nashville	Advocacy Intern	January 2017
TriStar Health Partners	Market Research Analyst	February 2017
axialHealthcare	Research Data Scientist (3 internships)	February 2017
BioTN Foundation, Inc	Enterprise Development Intern	April 2017
Health Research Alliance	HRA Members' Meeting Program Coordinator	April 2017
SyBBURE Searle Undergraduate Program (Vanderbilt campus)	Scientific Advisor (4 internships)	May 2017
Pendant Biosciences	Business Development Intern (2 internships)	May 2017



INTERNSHIP SPOTLIGHT



Graduate student Peter Kropp participated in the Fisk University Teaching Internship under the mentorship of Brian Nelms, PhD, Assistant Professor of Biology. During this experience, Peter delivered several guest lectures, organized and led laboratory sessions, and observed undergraduate teaching. In the post-class evaluation, Peter received direct feedback from the students he taught:

"Peter was a great teacher and I enjoyed him in our class."

"[Peter] very quickly integrated into a group of students he had never seen before. He obviously was experienced in all the pertinent information and was able to disseminate it effectively and concisely."

"He was very approachable from day one, which was great."



Above, Congressman Cooper, third from left, talks with ASPIRE interns serving as Advocacy Ambassador Congressional Team Members with the Alzheimer's Association Mid-South Chapter. Eric Husted, PhD, Vanderbilt faculty (far left) serves as the Advocacy Ambassador for Davidson County. At right, Life Science Tennessee policy intern Celestial Jones-Paris, fourth from left, meets with Senator Lamar Alexander who was honored with a 2017 Edwin C. Whitehead Award for Medical Research Advocacy.



INTERNSHIPS OUTSIDE OF ASPIRE

In addition to the ASPIRE Internships created and managed by our program, the ASPIRE Program curates a list of established programs nationwide. "Internships Outside of ASPIRE" is a downloadable Excel file that can be searched and filtered by career area, deadline, or location. Trainees apply directly to the host organization, and the career development office is happy to assist in developing the application and providing support around other logistical considerations. At the end of the 2017 academic year, 93 opportunities were featured, and the list continues to grow.



Employer Relations and Workforce Development



ASPIRE ON THE ROAD

ASPIRE on the Road is an initiative aimed at broadening the training experiences of biomedical PhD graduate students and postdocs by organizing site visits to companies and organizations to help our trainees make well-informed career decisions.

The inaugural ASPIRE on the Road was an October 18, 2016 visit to Fisk University in Nashville. Graduate students and postdoctoral fellows spent a half-day on Fisk's campus to learn about teaching-focused academic faculty careers, hear from key leadership at Fisk, observe a class, meet with faculty members over lunch, and tour the campus, classrooms, and labs.

12 TRAINEES PARTICIPATED.

National Career Development Research and Best Practices

Career and professional development trends and best practices are constantly changing. To continue to provide outstanding services and be at the forefront of graduate and postdoctoral career development, we cultivate partnerships and engage in our professional organizations to share our work.

PARTNERSHIPS

The BRET Office of Career Development maintains many relationships with external partners at the local and national level:

- NIH BEST Consortium
- The Graduate Career Consortium
- Burroughs Wellcome Fund
- Life Science Tennessee

Vanderbilt serves as the organizing center to coordinate BEST Consortium activities through an administrative supplement.

Kim Petrie serves on two committees of the Graduate Career Consortium, a national organization of PhD and postdoc career advisors from research universities across the US and Canada. As a Governance Committee member, she helps oversee organizational bylaws and run elections. As a Benchmarking Committee member, Kim helps develop, administer, and analyze the member survey, providing data to benchmark career development services and inform best practices.

Additional note:

The BRET Office of Career Development partnered with the Vanderbilt Graduate School and Meharry Medical College to submit a proposal to host the GCC 2018 annual conference at Vanderbilt and Meharry. The proposal was accepted, but subsequently declined after the state of California banned state-sponsored travel to Tennessee.

NATIONAL DISTINCTIONS

Vanderbilt received Second Prize in the AAMC Innovations in Research Education Award for the development of the ASPIRE Module: "Business and Management Principles for Scientists." Kathy Gould was recognized as the primary recipient. The Association of American Medical Colleges (AAMC) announced three recipients of the 2016 AAMC Innovations in Research Education Award. GREAT (Graduate Research, Education, and Training) Group is the AAMC's professional development group for the faculty and administrative leaders of biomedical PhD, MD-PhD, and postdoctoral programs.

Kim Petrie also served as a panelist for the National Science Foundation Research Trainee Program (NRT) award.

ASPIRE ADVISORY COMMITTEE

<p>The ASPIRE Program Advisory Committee consists of ten external advisors from various industries and six Vanderbilt faculty and trainees. The Advisory Committee will meet this year in September 2017.</p>	<p>ROB CARNAHAN DALE EDGAR EFRAIN GARCIA KEN HOLROYD DANIEL HUTCHESON BRIAN LADEN LORENA INFANTE LARA KEVIN LEE</p>	<p>INES MACIAS-PEREZ ALAN MARNETT RICHARD O'BRIEN STEVE ROBERDS KEENAN TAYLOR LAURIE VANDERVEEN NANCY WALL CHRIS WRIGHT</p>
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National Career Development Research and Best Practices

IN THE PRESS

The BRET Office of Career Development and the ASPIRE Program were highlighted in various media outlets, both at the local and national level.



"Program helps Ph.D. Students find non-academic careers"
 VUMC Reporter/Research News at Vanderbilt
 August 2016
 By Courtney Bricker-Anthony
<https://news.vanderbilt.edu/2016/08/18/program-helps-ph-d-students-find-non-academic-careers/>



"Building Professional Relationships: Advice for the Human Scientist"
 American Society for Biochemistry and Molecular Biology
 Webinar
 August 2016
 featuring Kim Petrie
 co-presented with Dr. Stephanie Watts, Dr. Erin Adams, and Julie Rojewski



"Episode 6 of Life Science.FM"
 Life Science Tennessee Podcast
 By David Shifrin
 Featuring Kathy Gould and Ashley Brady
 January 2017



"Build a Career Development Program: Courses on Professional Skills"
 BEST Consortium Website featured tutorial
 nihbest.org
 Spring 2017



"Not Just for Undergrads"
 Internships are not a standard part of PhD training, especially in the biomedical sciences, but the tide is shifting
 Inside Higher Ed
 May 2017
 Kim Petrie and Ashley Brady



"New BEST Career Development Resources" and *"Inside Higher Ed: Unionization, Gender Gaps, Flexible Mentors, Internships"*
 GREATMail newsletter highlight
 Group on Graduate Research, Education, and Training
 May 2017

**ASBMB
 National Webinar**
"Building Professional Relationships: Advice for the Human Scientist"
 Kim Petrie, co-panelist

August 2016

Life Science.FM
 Life Science TN Podcast
 by David Shifrin
 Episode 6: Featuring Kathy Gould & Ashley Brady

January 2017

Inside Higher Ed
"Not Just for Undergrads: Internships are not a standard part of PhD training, but the tide is shifting."
 Ashley Brady and Kim Petrie

May 2017

National Career Development Research and Best Practices



INVITED NATIONAL AND REGIONAL TALKS

"Your Plan, Your Résumé, Your Pitch"
 Leadership Alliance Annual Conference
 New Haven, CT
 July 2016
 Kim Petrie

"Vanderbilt ASPIRE Program"
 Wayne State Midwest Regional meeting (abstract)
 August 2016
 ASPIRE Team

"Vanderbilt University ASPIRE Program"
 Innovative Industry-Academic Partnerships
 CSBI Workforce Development Best Practice Session
 Council of State Bioscience Associations (CSBA)
 Coalition of State Bioscience Institutes
 November 2016
 Ashley Brady

"NIH Broadening Experiences in Scientific Training Program (BEST)"
 Graduate Career Consortium regional meeting
 Baltimore, MD
 December 2016
 Kim Petrie



CONFERENCE POSTER PRESENTATIONS

"Vanderbilt Postdoctoral Fellows Go to Washington"
 National Postdoctoral Association annual meeting
 San Francisco, CA
 March 2017
 Kim Petrie

"ASPIRE Networking-Pacing Workshop: Broadening the Training of PhD Students and Postdoctoral Scholars"
 Graduate Career Consortium annual meeting
 Houston, TX
 June 2017
 Ashley Brady

"Enhancing Trainee Career Development through Elective Modules"
 Graduate Career Consortium regional meeting
 Baltimore, MD
 December 2016
 Kim Petrie

"Student Centers and Services"
 Enhancing Diversity in Graduate Education Program
 Campus Visit with California State Polytechnic University
 February 2017
 (panel presentation)
 Ashley Brady

"Elective Modules to Broaden Training Experiences for Postdoctoral Scientists"
 National Postdoctoral Association annual meeting
 San Francisco, CA
 March 2017
 (1 of 23 people selected from over 100 proposals)
 Kim Petrie

"Building University Partnerships"
 NIH BEST Consortium monthly teleconference
 April 2017
 (teleconference presentation)
 Ashley Brady and Kim Petrie

"Vanderbilt Graduate Students and Postdoctoral Fellows Go to Washington"
 Graduate Career Consortium annual meeting
 Houston, TX
 June 2017
 Kim Petrie

"EQ + IQ = Career Success"
 Graduate Career Consortium annual meeting
 Houston, TX
 June 2017
 Kate Stuart

Campus Partnerships & Faculty Outreach

The BRET Office of Career Development strives to maintain partnerships with departments and programs across campus. Speaking opportunities, serving in University roles, and providing resources are the many ways we partner. Some of these campus partners include:

- The Wond'ry
- Vanderbilt Center for Science Outreach
- Vanderbilt Center for Student Professional Development
- Vanderbilt Center for Teaching
- Vanderbilt Center for Technology Transfer & Commercialization
- Vanderbilt Creative Services
- Vanderbilt Editors' Club
- Vanderbilt Graduate Development Network
- Vanderbilt Graduate School
- Vanderbilt Institute for Digital Learning
- Vanderbilt International Student and Scholar Services
- Vanderbilt Managerial Studies Program
- Vanderbilt Office of Federal Relations
- Vanderbilt Office of Public Affairs
- Vanderbilt Postdoctoral Affairs
- Vanderbilt Postdoctoral Association
- Vanderbilt Research Cores and Shared Resources
- Vanderbilt School of Engineering
- Vanderbilt University Advanced Degree Consulting Club
- Vanderbilt University Psychological & Counseling Center
- Vanderbilt Writing Studio

CAMPUS SERVICE

Dr. Kim Petrie serves in the following roles:

- BRET representative, Graduate Development Network, Vanderbilt University

Dr. Ashley Brady serves in the following roles:

- Faculty Advisor, Life Science Tennessee Academic Alliance
- Faculty Advisor, Editors' Club
- BRET Office of Career Development representative, Vanderbilt Postdoctoral Association (VPA)

Kate Stuart serves in the following role for the below trainee organization:

- Staff Advisor, Vanderbilt University Advanced Degree Consulting Club

MARKETING SERVICES DEPARTMENT-WIDE

Each month, Kate Stuart provides an updated slide of upcoming Career Development opportunities to each of the 10 graduate student departments to be presented at their "Works in Progress" monthly seminars. This additional publicity provides visibility at the departmental level, while also showing departmental support.

TRAINING GRANT PARTNERSHIPS

19 Training Grants supported this year's Annual Career Symposium, "Alumni Career Trajectories: Blaze Your Own Trail," which brought 16 alumni speakers from across the nation to the Vanderbilt campus in June 2017. Pooling training grant support with support from the institution provides an efficient way to bring broader career and professional development learning experiences to our trainee population.

Campus Partnerships & Faculty Outreach

INVITED INTERNAL PRESENTATIONS

The BRET Office of Career Development presents a number of invited talks throughout the academic year for varying audiences and classrooms around campus.

07
2016

"Leveraging LinkedIn"
Vanderbilt Summer Science Academy
Kim Petrie

"Introduction to NRSAs"
Cell and Developmental Biology Department
Kim Petrie

08
2016

"BRET Office of Career Development Resources"
Graduate Student Forum
Kathy Gould

"Career Planning and the Postdoctoral Application Process"
3 separate talks to Cell and Developmental Biology Department, Molecular Pathology and Biophysics Department, and the Cellular, Biochemical and Molecular Sciences Training Grant
Kathy Gould

09
2016

"Career Planning and Engagement with Trainees"
"Supporting Team Science" Conference
Ashley Brady

10
2016

"Career Planning, Part 1"
Neuroscience seminar, Course 325
Kim Petrie

"Career Planning, Part 2"
Neuroscience seminar, Course 325
Kim Petrie

11
2016

"NIH National Research Service Awards"
Neuroscience seminar, Course 325
Kim Petrie

"Fellowships and Funding"
Pharmacology seminar, Course 322
Kim Petrie

12
2016

"Etiquette Express"
Biochemistry Student Association
Kate Stuart

"Your Career Starts Here: Career Planning for PhD Students"
IGP IMPACT seminar
Kim Petrie

01
2017

"Your CV, Your Resume, Your Pitch"
Clinical Pharmacology Fellows Program
Kim Petrie

"Behind the Curtain: An Inside Look at Peer Review of Fellowships"
Pharmacology seminar, Course 322
Kim Petrie

02
2017

"BRET Office of Career Development Teaching Resources for Students"
Biochemistry Student Association
Ashley Brady

"BRET Office of Career Development Resources"
Fisk Vanderbilt Master's to PhD Bridge Program
Ashley Brady

03
2017

"CV's and Biosketches"
Vanderbilt IGP IMPACT Sessions (2)
Ashley Brady

"BRET Office of Career Development: What We Do"
Graduate Program Coordinators monthly meeting
Kate Stuart

04
2017

"Creativity in the Shadows: Working Beyond the Tenure Track" panel
Women in the Academy series
Margaret Cuninggim Women's Center
Kim Petrie

05
2017

"Identifying Funding Resources"
Masters in Public Health, Course 5517
Ashley Brady

"Effective Mentoring"
Junior Faculty Development seminar
Faculty Affairs
Kathy Gould

06
2017

"BRET Career Development and the ASPIRE Program"
Morning of Discovery, BRET Reunion
Ashley Brady

Alumni Relations & Outcomes and Development

The Office of Career Development serves as the main contact for biomedical trainees once they leave Vanderbilt. Beyond asking alumni to volunteer their time at career exploration or professional development events, the office facilitates connections to current trainees. Furthermore, access to alumni helps us better understand career outcomes and informs our career programs and advice to current trainees.

RESULTS AND DISCUSSION NEWSLETTER

The Results and Discussion BRET Newsletter highlights the research accomplishments and activities of our PhD graduate students and postdoctoral fellows. Twice yearly, current trainees write, edit, and design the newsletter which is then distributed to alumni, faculty, parents of trainees, employer contacts, and current graduate students and postdoctoral fellows.

The newsletter features an alumni spotlight, a faculty profile, events of note, and current trainee achievements.

Newsletters are published in the spring and fall each year. Issue 5 was published in April 2017.



LINKEDIN GROUP

The office facilitates interactions between alumni and current trainees by maintaining a LinkedIn group for current and former biomedical PhD students and postdoctoral fellows.

CURRENT MEMBERS 1007



FACEBOOK GROUP

The office provides a forum for interactions between alumni, current trainees, and BRET office staff by maintaining a Facebook group for current and former biomedical PhD Students and postdoctoral fellows. This group was created in October 2016 to provide a virtual location for alumni to learn more about the BRET Reunion.

CURRENT MEMBERS 279



CAREER STORIES

The Basic Sciences division within the Vanderbilt University School of Medicine publishes a monthly newsletter called, "Basically Speaking," highlighting Career Stories of former PhD students and postdoctoral trainees. With the assistance of the Office of Career Development, Carol Rouser, MD, PhD, has completed interviews with four alumni and will continue to feature alumni throughout the newsletter series.

Alumni Relations & Outcomes and Development

BRET REUNION

Approximately 1350 PhD degrees in the biomedical sciences have been awarded by Vanderbilt since the inception of the Interdisciplinary Graduate Program in 1992. To reconnect with alumni amassing over the intervening 25 years, the BRET Office of Career Development conceived, developed, and hosted a two-day reunion event coupled with the annual career symposium.

The reunion aimed to:

- 1) Engaging alumni in new career development programming and presenting them with mechanisms through which they might partner with us to provide career advice, externships, internships, and even jobs
- 2) Informing PhD alumni of research discovery at VU and future directions of Vanderbilt and biomedical training programs
- 3) Reconnecting with as many alumni as possible in order to better track career outcomes and provide current trainees, institutional leadership, and funding agencies with up-to-date career outcome information
- 4) Jump-starting philanthropic efforts targeted at supporting PhD trainee career development and graduate student research.

The reunion featured an alumni party for all faculty and registrants, presentations from institutional leaders, three-minute thesis talks by current students, professional headshots for alumni, filming of Beyond the Lab alumni video interviews, tours of campus and new buildings, departmental research forums and receptions, and informal gatherings of individual labs with their alumni.



Schedule of Events

June 1, 2017
Annual Career Symposium Networking Reception (3:00-4:15pm)

Alumni Party (6:00-9:00pm)

June 2, 2017
Morning of Discovery (9:00am-noon)

Alumni Walkabout featuring department open houses, facility tours, and other offerings (noon-4:00pm)

Pictured far above, alumni from the incoming class of 1996, above alumni at the career symposium networking reception. At far left, Dean Larry Marnett speaking at the Morning of Discovery, and left, the Cell and Developmental Biology open house at the Alumni Walkabout. Photos by Steve Green and Susan Walker.

LOOKING AHEAD TO 2017-2018

The Burroughs-Wellcome Fund-GREAT group meeting, “Broadening Experiences in Scientific Training (BEST) Practices Workshop,” will be held on September 6-7. The Office of Career Development will attend and share best practices with non-BEST awardee institutions.

The ASPIRE Advisory Committee will meet in the fall to advise the program about future directions.

The Beyond the Lab series will kickoff as a podcast series, while also providing the original videos on YouTube.

ASPIRE Café for Postdoctoral Fellows will continue with a new date and time.

The ASPIRE Networking-Pacing Workshop will build on the successful pilot and become an ASPIRE module.



OFFICE OF CAREER DEVELOPMENT
BIOMEDICAL RESEARCH EDUCATION AND TRAINING
VANDERBILT UNIVERSITY SCHOOL OF MEDICINE
ANNUAL REPORT
2016-2017