

OFFICE OF CAREER DEVELOPMENT

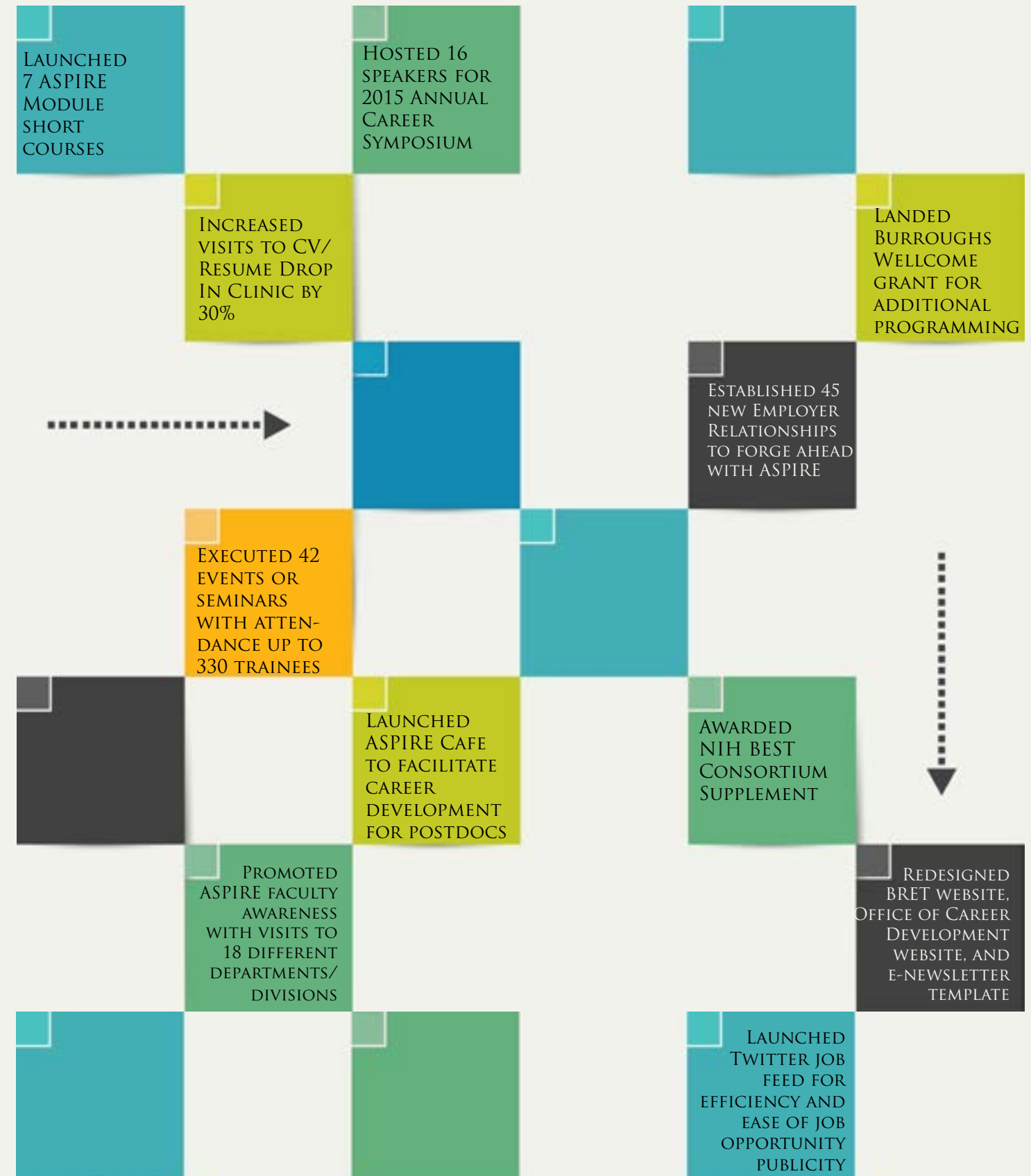
Biomedical Research Education and Training

ANNUAL REPORT
2014-2015



TABLE OF CONTENTS

HIGHLIGHTS FROM 2014-2015	2
PURPOSE AND EXECUTIVE SUMMARY	3
TRAINEES WE SERVE	4
FACULTY AND STAFF	5
PHD CAREER CONNECTIONS	10
OTHER EVENTS	11
ANNUAL CAREER SYMPOSIUM	12
ONLINE PRESENCE	13
OTHER INITIATIVES	14
OPPORTUNITY WORKSHEETS FOR TRAINEES	15
THE ASPIRE PROGRAM	17
FACULTY OUTREACH	18
EMPLOYER ENGAGEMENT	18
IN THE PRESS	18
ASPIRE MODULES	19
ASPIRE CAFE FOR POSTDOCTORAL FELLOWS	20
ASPIRE TO CONNECT	21
ASPIRE TO PLAN	22
BEYOND THE LAB	22
ASPIRE EXTERNSHIPS	23
LOOKING AHEAD	24



PURPOSE AND EXECUTIVE SUMMARY



From left to right,
Dr. Abby Brown,
Dr. D'Anne Duncan,
Dr. Roger Chalkley,
Dr. Kim Petrie, Dr.
Kathy Gould, Dr.
Ashley Brady, and
Kate Stuart.

Established in 2005, the BRET Office of Career Development provides career and professional development enrichment activities for VUMC 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 Career Development office, Dr. Kim Petrie is the director, Dr. Ashley Brady manages all ASPIRE programs, and Kate Stuart is the manager of programs and web initiatives. 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. Abby Brown conducts outcome evaluation and research.

The BRET Office of Career Development offers the following services:

- The ASPIRE Program activities, which are funded by the NIH BEST grant program.
- An annual day-long career symposium.
- Organized monthly seminars about career options and professional skills.
- An e-newsletter every other Monday, highlighting professional development articles and job opportunities.
- Career planning assistance to individual students and postdocs through confidential, one-on-one career development sessions and the weekly CV/Résumé Drop-In Clinic.
- An expansive online presence that includes a website, a blog, an event calendar, a Twitter job feed, and comprehensive resources for every stage of the career development journey.

The BRET Office of Career Development works closely with many other internal campus partners and organizations:

- Vanderbilt Postdoctoral Association
- Vanderbilt Medical Alumni Association
- Vanderbilt Center for Teaching
- Vanderbilt Graduate School
- Vanderbilt Editors' Club
- Vanderbilt University Advanced Degree Consulting Club
- Vanderbilt Graduate Development Network

External partners include:

- NIH BEST Consortium
- Graduate Career Consortium
- Life Science Tennessee

Office of Career Development • Biomedical Research Education and Training
340 Light Hall • 2215 Garland Avenue • Nashville, Tennessee 37232-0301
bret.career.development@vanderbilt.edu • 615-875-8981

TRAINEES WE SERVE

The BRET Office of Career Development serves PhD students and postdoctoral fellows in the biomedical sciences at Vanderbilt University School of Medicine and the Vanderbilt University Medical Center.

All BRET Office of Career Development events are open to the VU 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
- Cardiovascular Medicine
- Cancer Biology
- Cardiac and Thoracic Surgery
- Cell and Developmental Biology
- Clinical Pharmacology
- Diabetes, Endocrinology, and Metabolism
- Endocrinology and Diabetes
- Gastroenterology
- General Internal Medicine
- Genetic Medicine
- 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 and Development Biology
- Rheumatology & Immunology
- Section of Surgical Sciences
- Surgical Oncology



757
graduate
students

~500
postdoctoral
fellows



KATHY GOULD, PHD

Associate Dean, Biomedical Sciences
 Director, Graduate Student Support
 Director, the Vanderbilt International Scholar Program
 Louise B. McGavock Chair
 Professor of Cell and Developmental Biology

kathy.gould@vanderbilt.edu



KIM PETRIE, PHD

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

kim.petrie@vanderbilt.edu

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
- Develops and fosters faculty knowledge and engagement in career development initiatives
- Provides individual counseling to graduate students
- Engages with the Development office and the Vanderbilt Medical Alumni Association to develop solicitations for major events and foster understanding of potential fundraising opportunities
- Represents the BRET Office at national meetings, including GREAT (Graduate, Research, Education and Training group) and AAU (Association of American Universities), and graduate program reviews

HIGHLIGHTS

- Promoted and educated faculty and campus partners about the ASPIRE Program and career development initiatives within the Office of Career Development
- Was awarded Burroughs-Wellcome Fellowship grant, Business Training for Scientists
- Planned and launched Summer Business Intensive, a non-credit bearing course for Summer 2015
- Interviewed by NatureJobs about graduate and postdoc career development
- Revised and updated Postdoc IDP forms in January 2015
- Co-author FASEB Paper (in revision) *The Origin and Implementation of the Broadening Experiences in Scientific Training (BEST) Programs: An NIH Common Fund Initiative*

PRESENTATIONS

- Council of Graduate Schools meeting to talk about BEST program as it relates to innovations in graduate education
- ASPIRE awareness and collection of 200 faculty surveys from 18 different departments/divisions

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

HIGHLIGHTS

- Developed and taught ASPIRE to Plan, a short course on career development and planning for biomedical sciences PhD students and postdoctoral fellows. 4-1.5 hour sessions.
- Collaborated with Vanderbilt Graduate School, Vanderbilt School of Engineering, Vanderbilt Center for Student Professional Development, and Vanderbilt Office of Federal Relations (OFR) to develop and execute a 2-day science policy workshop for VU students and postdocs. The *Federal STEM Policy and Advocacy: An Inside the Beltway Look* was hosted by OFR in their Washington, D.C. office and featured speakers from government agencies and advocacy groups. The ASPIRE program financially sponsored graduate students and postdocs to attend.
- Collaborated to create "Summer Business Intensive for Entrepreneurship and Innovation" course that was funded by the Burroughs Wellcome grant awarded in early Summer 2015
- Assisted in the development of Postdoc IDP forms
- Invited to serve on the following national committees and advisory boards:
 - Institutional Policy Survey Report Committee, National Postdoctoral Association
 - Co-chair for the Graduate Career Consortium Governance Committee
 - *Enhancing the Research and Educational Environment at US Universities*, Research Administrator's Advisory Committee convened by AAAS, the FBI, and Gryphon Scientific

CONFERENCE PRESENTATIONS AND INVITED TALKS

- "Careers after the lab: What should I do next, and how?" Vanderbilt Program in Molecular Medicine Annual Retreat, June 2015
- "Campus Collaboration: STEM Policy & Advocacy: An Inside the Beltway Look," Graduate Career Consortium annual meeting, New York, NY, June 2015, co-presented with Dr. Ruth Schemmer

INTERNAL PRESENTATIONS AND CLASSROOM TEACHING

- NRSA Seminar, Chemical-Biology Interface Program, September, 2014
- "Leveraging LinkedIn," VUWiSE
- "Résumé 101," January and February, 2015
- "CVs and Biosketches," Clinical Pharmacology Fellows, February 24, 2015
- "Leveraging LinkedIn," ASPIRE to Connect Workshop
- "What Do PhDs Do?" Summer Science Academy, June, 2015
- "The Power of LinkedIn for Career Development," IGP IMPACT Session
- "Your Career Starts Here: Career Planning for PhD Students," IGP IMPACT Sessions
- "Behind the Curtain: Inside Look at Peer Review of Fellowships," Pharmacology 322 Sessions
- "Fellowships and Funding," Pharmacology 322 Sessions



ASHLEY BRADY, PHD

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

ashley.brady@vanderbilt.edu

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 and develops and delivers program content, and oversees program delivery
- Develops an internship and externship program, policy, and evaluation strategy for biomedical sciences PhD students and postdoctoral fellows

HIGHLIGHTS

- Established the Postdoctoral ASPIRE Café for Career Planning, a bi-monthly seminar series targeted to postdoctoral fellows that provides an orientation to the ASPIRE Program and covers various topics in career development and professionalism
- Established, edited and published a new bi-annual newsletter, BRET: Results and Discussion authored by trainees to highlight research accomplishments of BRET trainees
- Assisted in the overall execution and launch of the inaugural six ASPIRE Modules, Fall 2014
- Connected with over 65 partners to develop the ASPIRE Internship/Externship program for launch in Fall 2015, and further engage external community members in Office of Career Development programming
- Co-authored article for Atlanta's BEST Magazine, "ASPIRE Modules Expand Training Opportunities", Issue 3, Spring 2015
- Co-authored abstract, "The Vanderbilt ASPIRE Program" for the Future of Bioscience Graduate and Postdoctoral Training national meeting, Rackham Graduate School, University of Michigan, Ann Arbor, MI, May 3-5, 2015
- Assisted in the development of the Vanderbilt Postdoctoral Individual Development Plan
- Invited to serve as Faculty Advisor for Life Science Tennessee Academic Alliance

INTERNAL PRESENTATIONS

- Opening Address, 2015 ASPIRE to Connect Workshop, "Everyday Networking", March 2015
- Vanderbilt Postdoctoral Association, "CVs and Resumes Workshop", December 2014
- Annual Vanderbilt Postdoctoral Association and Shared Resources Symposium, "BRET Career Planning Resources for Postdoctoral Fellows", April 2015
- Clinical Research Center (CRC) Research Skills Workshop, "Introduction to COS PIVOT", May 2015



KATE STUART

Program Manager

kate.stuart@vanderbilt.edu

RESPONSIBILITIES

- Administers all logistics and marketing of the PhD Career Connections monthly series and the Annual Career Symposium along with their subsequent committees. This also includes visiting speaker itineraries and travel arrangements which totaled 24 this past year
- Facilitates, conducts, video-records, and edits "Beyond the Lab" interviews with alumni to share their stories and career path since completing their PhD
- Manages the BRET Career Development website, including blog posts, front page slideshows, event registrations, and related media (LinkedIn, Flickr, Google Calendar, 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 other events as needed: employer information sessions, visiting speakers, trainee roundtables, etc
- Implements the weekly CV/Résumé Drop-in Clinic, reviewing trainee documents as presented
- 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
- Oversees Career Development student interns and volunteers

HIGHLIGHTS

- Conceived of and launched the Twitter Job Feed (@VUBRETPHDJobs) to provide an efficient and focused way to list job postings as they are found
- Conducted 18 Beyond the Lab video alumni interviews now available on YouTube
- Created 24 e-newsletters emailed every other Monday to almost 1500 trainees, alumni, faculty, staff, and campus partners
- Coordinated 8 PhD Career Connections seminars on varying topics of interest, while managing a committee of trainee volunteers to assist with the events
- Continued ASPIRE career case study sessions (5 total) with PhD Career Connections speakers for trainees to understand the skills and daily tasks of the represented industry.
- Orchestrated the 2015 BRET Annual Career Symposium -- "Science Careers That Put Your Communication Skills to Work" -- coordinating logistics, travel for 16 speakers, volunteer committee responsibilities, and marketing efforts
- Developed and executed pilot etiquette lunch, "Lab to Lunch: Business Saavy for Scientists," including a seminar and meal for 60 trainees and faculty
- Organized the ASPIRE Advisory Committee meeting, including invitations to participate, virtual connection for those not present, and other meeting details
- Renovated and launched redesigned BRET Office of Career Development website
- Renovated and launched redesigned BRET Office website
- Designed and printed comprehensive Resource Guide for trainees, coupled with the 2015 Career Symposium Program

INTERNAL PRESENTATIONS

- Developed and presented "Identifying and Exploring Your Network" seminar at the March 2015 ASPIRE to Connect event



ROGER CHALKLEY, D.PHIL roger.chalkley@vanderbilt.edu
 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 IGP, the MD/PhD program, postdoctoral affairs, graduate student affairs as well as minority activities and 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

HIGHLIGHTS

- Senior co-author FASEB Journal paper (in revision) *The Origin and Implementation of the Broadening Experiences in Scientific Training (BEST) Programs: An NIH Common Fund Initiative*
- Interviewed by NatureJobs about graduate and postdoc career development
- Met with and mock interviewed three postdocs preparing for faculty interviews



D'ANNE DUNCAN, PHD danne.s.duncan@vanderbilt.edu
 Program Manager, Broadening Experiences in Scientific Training (BEST)

RESPONSIBILITIES

- Oversees the BEST Consortium initiatives, including web efforts and the annual BEST conference
- Conducts the monthly teleconference for the BEST Consortium institutions
- Manages the BEST Consortium steering committee and sub-committees

HIGHLIGHTS

- Conducted the 2014 Annual Conference, attended by the 17 institutions that received NIH BEST funding. The conference also included external partners and the NIH
- Co-author FASEB Journal paper (in revision) *The Origin and Implementation of the Broadening Experiences in Scientific Training (BEST) Programs: An NIH Common Fund Initiative*



ABBY BROWN, PHD abigail.brown@vanderbilt.edu
 Director of Outcomes Research

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 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

HIGHLIGHTS

- Mediated relationship as the liaison to Windrose, the external data partner for the BEST Consortium E
- Oversaw baseline evaluation and report for BEST award
- Designed the survey to gauge faculty awareness of the ASPIRE Program

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. **ASPIRE Career Case Sessions** are additional, closed-group seminars that allow a subset of the selected speakers to focus on their day-to-day work life with a smaller group of interested trainees.

MONTH	TOPIC	Attendance	Speaker
September (9/12/2014)	Management Consulting	74	Laura Terry, PhD , McKinsey & Co.
	ASPIRE Career Case Session with Laura Terry	25	<i>Day-in-the-life seminar with speaker and small group of trainees</i>
October (10/14/2014)	College Teaching	45	Mark Forsyth, PhD , Associate Professor, The College of William and Mary Yanice Mendez-Fernandez, PhD , Assistant Professor, Trevecca Nazarene University
November (11/7/2014)	Nonacademic Postdocs	115	Kelly Basi, PhD , Research Molecular Biologist, United States Army Medical Research Institute of Chemical Defense (USAMRICD) Nuruddeen Lewis, PhD , Scientist, EMD Serono
December (12/16/2014)	Medical Science Liaison	84	Molly Seale, PhD , Director, Regional Medical Liaisons, Amgen Oncology
	ASPIRE Career Case Session with Molly Seale	25	<i>Day-in-the-life seminar with speaker and small group of trainees</i>
January (1/16/2015)	Health Outcomes Research	47	Elizabeth Rula, PhD , Executive Director, Principal Investigator, Healthways Center for Health Research
February (2/5/2015)	Teaching in the K-12 Classroom	30	Jennifer Ufnar, PhD , Director, Scientist in the Classroom Partnership Program, Vanderbilt University Department of Teaching and Learning
March (3/10/2015)	Data Sciences	72	Tom Lasko, MD, PhD , Assistant Professor in Biomedical Informatics Elizabeth Ann Stringer, PhD , Analytics, Axial Healthcare
	ASPIRE Career Case Session with Elizabeth Ann Stringer	21	<i>Day-in-the-life seminar with speaker and small group of trainees</i>
April (5/6/2015)	Working at the FDA	62	Omari Bandele, PhD , Toxicology Reviewer, FDA, Center for Food Safety and Applied Nutrition (CFSAN)
	ASPIRE Career Case Session with Omari Bandele	26	<i>Day-in-the-life seminar with speaker and small group of trainees</i>

ADDITIONAL EVENTS

The Office of Career Development conducts other ad hoc seminars and workshops throughout the year. These events vary and include such activities as employer info sessions, roundtables with peer discussion, topic-specific seminars, and career development skill building. PhD students, postdocs, faculty, staff, and campus partners are welcome to attend.

Date	Topic	Attendance	Speaker
Aug 20, 2014	Government Jobs for PhDs in Biomedical Research	105	Dr. Trish Labosky , Program Leader, Office of Strategic Coordination Division of Program Coordination, Planning and Strategic Initiatives, Office of the Director, NIH Dr. Nancy Desmond , Associate Director for Research Training and Career Development Chief, Neuroendocrinology and Neuroimmunology Program, Division of Neuroscience and Basic Behavioral Science, National Institute of Mental Health
Sept 26, 2014	NRSA Seminar	70	Dr. Kim Petrie
Nov 7, 2014	Thriving in Pharma: How to find jobs, get an interview, and be successful	99	Dr. Nuruddeen Lewis , Scientist, EMD Serono
Nov 7, 2014	Government Research Work/Life Balance	20	Dr. Kelly Basi , Research Molecular Biologist, United States Army Medical Research Institute of Chemical Defense (USAMRICD)
Jan 29, 2015 Feb 3, 2015	Resume 101	36	Dr. Kim Petrie
Jan & Feb, 2015	Practice Faculty Interviews with Dr. Chalkley	3	Dr. Roger Chalkley
Mar 23, 2015	Roundtable Event: Teaching and Hiring in the Sciences at Liberal Arts Colleges	52	Dr. Stephanie Dew , Professor of Biology and Biochemistry & Molecular Biology, Centre College
Mar 26, 2015	The Art & Science of Job Offer Negotiation for Women	92	Dr. Rebecca Bryant , Assistant Dean, University of Illinois Graduate College
May 28, 2015	From Vanderbilt to AAAS Fellowship	39	Symposium speakers Dr. Hillary Hager Carter , Dr. Nicole Garbarini , and Dr. Efrain Garcia with current postdoctoral fellow Dr. Barbara Natalizio
June 18, 2015	Lab to Lunch: Business Savvy for Scientists	60	Margaret Ann Pritchard , Owner, Manners and Protocol

ANNUAL CAREER SYMPOSIUM



The Annual Career Symposium brings together PhD students and postdocs for one day of career and professional development.

The 2015 BRET Career Symposium -- "Science Careers That Put Your Communication Skills to Work!" -- focused on science careers that primarily utilize communication skills to excel. The 16 speakers were varied in career stage, path, industry, and role.

HIGHLIGHTS

- Co-sponsored by the Vanderbilt Medical Alumni Association and the Training Grants in the biomedical sciences
- Planning committee composed of 10 graduate students and postdocs helped host speakers and moderate sessions
- Networking reception with all speakers

While on campus, the speakers met with faculty, staff, and additional student groups for a total of 43 additional meetings in the two-day time span.

FEEDBACK

98% of participants felt the Career Symposium increased their understanding of career options.

88% of participants felt the Career Symposium helped them understand the steps needed to take to pursue their career

"I appreciate the window into careers that I haven't thought about before."

"The speakers explained what their jobs entail on a daily basis and how they went from graduating to securing their position. I found this very informative."

2015 SPEAKERS

Plenary Session Speakers

Denise Bottiglieri, PhD
CEO, Healthcare Consultancy Group

Katie Moisse, PhD
News Editor, SFARI.org

Steve Roberds, PhD
Chief Scientific Officer, Tuberos Sclerosis Alliance

Concurrent Session Speakers

Hillary Hager Carter, PhD
Senior Advisor, Biosecurity; Tech Chief, Office of Cooperative Threat Reduction; US Department of State

Abby Cheng, PhD
Volunteer Program Manager, Science Club for Girls

Nicole Garbarini, PhD
Media and Communications Specialist, NIH Office of the Director/Office of Extramural Research

Efrain Garcia, PhD
Senior Science Analyst, Project Officer, Department of Health and Human Services

Kathleen Goss, PhD
Senior Science Writer and Director of Strategic Partnerships, University of Chicago Medicine Comprehensive Cancer Center

Geoff Hunt, PhD
Public Outreach Coordinator, American Society for Biochemistry and Molecular Biology (ASBMB)

George Jiang, PhD
Product Manager, Elsevier

Julie Milder, PhD
Associate Research Director, CURE (Citizens United for Research in Epilepsy)

Meghana Rao, PhD
Consultant, Medical Affairs, Campbell Alliance

Laura Sanders, PhD
Neuroscience writer and Growth Curve Blog writer

Anuraag Sarangi, PhD
Strategic Consultant, ETHOS Health Communications

Andrea Stith, PhD
Assistant Director, Interdisciplinary Education, University of Colorado BioFrontiers Institute

Don Wyma, PhD
Assistant Director of Planning and Portfolio Support, Abbott/AbbVie

ONLINE PRESENCE

The BRET Office of Career Development daily maintains a strong web presence to promote upcoming events, job postings, and career-related resources.



CAREER DEVELOPMENT BLOG

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

TOTAL POSTS 378



TWITTER JOB FEED

TOTAL JOB POSTINGS SINCE OCTOBER 24, 2014 327



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 24
NEWSLETTER AUDIENCE 1499

The newsletter received a new template and redesign in June 2015.



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 914



CALENDAR LISTINGS

Google calendar that lists all career-related activities from across campus of interest to BRET trainees.

LISTED CALENDAR EVENTS 232



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.

OTHER INITIATIVES

APPOINTMENT ADVISING

Dr. Kim Petrie and Dr. Ashley Brady provide career-advising meetings by appointment. These confidential one-hour 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 positions and postdocs.
- opportunities for scientists outside the academe.
- writing CVs, résumés, and cover letters.
- presentation skills and interview tips.
- salary negotiation.
- graduate school survival skills.

GRADUATE STUDENTS 51
POSTDOCS 52
OTHER (UNDERGRADUATES, NON-TENURE-TRACK FACULTY) 9
ALUMNI 3

CV/ RÉSUMÉ DROP-IN CLINIC

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

VISITS TO CV/ RÉSUMÉ DROP-IN CLINIC 83

PARTNERSHIPS

Dr. Kim Petrie serves the following roles:

- BRET representative, Graduate Development Network, Vanderbilt University
- Governance Committee, Graduate Career Consortium, an national organization of PhD and postdoc career advisors from research universities across the US and Canada

Dr. Ashley Brady serves the following roles:

- Faculty Advisor, Life Science Tennessee Academic Alliance
- Work Force Development Committee, Life Science Tennessee
- BRET Office of Career Development representative, Postdoctoral Association (PDA)

Kate Stuart serves the following roles for the below trainee organizations and events:

- Staff Advisor, Vanderbilt University Advanced Degree Consulting Club
- Career Development Office liaison, Vanderbilt Medical Alumni Association

CAREER DEVELOPMENT LENDING LIBRARY

The BRET Office of Career Development has a lending library of over 135 career-related books, which include topics such as career options for scientists, the academic and nonacademic job search, self-assessment, and professional skills.

This year, the library expanded by a few dozen books as well as benefited from a redesigned organization system to provide a more efficient check in and deadline system.

BRET Office of Career Development resources for graduate students

BRET Office of Career Development • medschool.vanderbilt.edu/career-development
 ASPIRE Program • medschool.vanderbilt.edu/aspire
 Career Development Blog • medschool.vanderbilt.edu/career-development/newsletter
 Career Development Newsletter • medschool.vanderbilt.edu/career-development/blog
 Twitter Job Feed @VUBRETPHDJobs

		Graduate Training Year			
		Year 1	Year 2	Year 3 (post qualifying)	Year 4+
Career Exploration	Beyond the Lab videos	★	★	★	★
	Career Symposium	★	★	★	★
	PhD Career Connections		★	★	★
	Career Case Sessions		★	★	★
Professional Development	IMPACT (IGP/QCB course)	◇			
	ASPIRE to Connect		◇	◇	◇
	ASPIRE to Plan			◇	**
	ASPIRE externship			◇	◇
	ASPIRE modules			◇	◇
	ASPIRE internship				◇

Beyond the Lab: series of video interviews with PhD and postdoc alumni who pursued various careers.

Career Symposium: 1-day event held each May featuring 12-15 speakers in various PhD-level careers.

PhD Career Connections: monthly seminar series about career options which features a speaker or panel.

Career Case Sessions: 1-hour discussion about a typical project in a career, led by a *PhD Career Connections* speaker.

IMPACT: required professional development course for IGP & QCB students.

ASPIRE to Connect: half-day workshop about professional networking, held annually each spring.

****ASPIRE to Plan:** short course about career planning, open to all students but ideal for 3rd year students.

ASPIRE externship: job shadowing experience for trainees to visit a company or employer for career exploration.

ASPIRE modules: non-credit short courses in business/entrepreneurship, communication, or clinical research.

ASPIRE internship: part-time or full-time work experience for trainees, *paid by the employer*, to gain hands-on experience relating to their career interests in a professional work environment, ideal for the last year of graduate training.

BRET Office of Career Development resources for postdoctoral fellows

BRET Office of Career Development • medschool.vanderbilt.edu/career-development
 ASPIRE Program • medschool.vanderbilt.edu/aspire
 Career Development Blog • medschool.vanderbilt.edu/career-development/newsletter
 Career Development Newsletter • medschool.vanderbilt.edu/career-development/blog
 Twitter Job Feed @VUBRETPHDJobs
 LinkedIn group • Vanderbilt University Biomedical Research Graduate and Postdoctoral Trainees and Alumni

	Description	Timing
Beyond the Lab videos	series of video interviews with PhD and postdoc alumni who pursued various careers	Available any time online
Career Symposium	1-day event featuring 12-15 speakers in various PhD-level careers	Annually at end of May
PhD Career Connections	seminar series looking at different career options which features a speaker or panel	Monthly during academic year
Career Case Sessions	1-hour discussion about a typical project in a career, led by a <i>PhD Career Connections</i> speaker	Monthly during academic year
ASPIRE Café	discussion of professional development exclusively for postdoctoral fellows; sessions alternate between a general orientation (ideal in the first 6 months of postdoctoral training but open to all) and a discussion of specific professional development topics.	Twice monthly
ASPIRE to Connect	half-day workshop about professional networking	Annually in late winter or spring
ASPIRE to Plan	short course about career planning, ideal for 1 st year postdocs, but open to all	Once per semester
ASPIRE externship	job shadowing experience to visit a company or employer for career exploration	As arranged with employer
ASPIRE modules	non-credit short courses in business/entrepreneurship, communication, or clinical research	Periodically throughout year
ASPIRE internship	part-time or full-time work experience, <i>paid by the employer</i> , to gain hands-on experience relating to career interests	As arranged with employer

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's BEST award, named the ASPIRE Program by the co-Principal Investigators Roger Chalkley, PhD, Kathy Gould, PhD, and Kim Petrie, PhD.

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. IMPACT establishes a strong mentoring environment and exposes students to various topics on professionalism in the sciences.

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.



ASPIRE HIGHLIGHTS FOR 2014-2015

The ASPIRE Program welcomed the NIH for a Site Visit on August 20, 2014.

Employer Relations and Partner Outreach was enhanced greatly with increased visits and relationship-building.

Over 140 students and postdocs participated in 7 ASPIRE Modules.

19 students and postdoctoral fellows completed ASPIRE to Plan.

14 students and postdoctoral fellows completed ASPIRE Externships (employer site visits).

ASPIRE Cafe for Postdocs began in September 2014 and continued twice monthly.

Dr. Francis Collins, Director of the NIH, highlighted the VU ASPIRE Program in his Discovery Lecture on May 28, 2015.

The ASPIRE Advisory Committee met on Wednesday, May 27, in conjunction with the annual career symposium. Two Advisory Committee members served as speakers for the career symposium.

The ASPIRE Program Advisory Committee consists of 6 VU faculty and trainees and 10 external advisors from various industries.

ROB CARNAHAN
DALE EDGAR
EFRAIN GARCIA
MIRANDA HALLETT
ALYSSA HASTY
KEN HOLROYD

DANIEL HUTCHESON
BRIAN LADEN
KEVIN LEE
INES MACIAS-PEREZ
ALAN MARNETT
EMILY MASON

STEVE ROBERDS
LAURIE VANDERVEEN
NANCY WALL
MARK WALLACE

FACULTY OUTREACH

	% "Yes" responses
Students in your lab participated in ASPIRE?	44%
Postdocs in your lab participated in ASPIRE?	30%
Visited ASPIRE website?	41%
Visited BRET Office of Career Development website?	59%
If any of your trainees have participated in ASPIRE, do you think that it was beneficial for him/her?	70%

Efforts to inform and engage faculty surrounding the ASPIRE Program have been a main focus in the past year. Faculty from the Office of Career Development have presented over the past year to the following groups about the ASPIRE Program:

- Quarterly Basic Science and Education Group meetings
- IGP/QCB steering committee
- Training Grant director meetings
- Departmental faculty meetings
- IMPACT leader meeting

Kathy Gould, PhD, has visited 18 faculty departments or divisions, collecting 200 faculty surveys.

Overall, 57% of Faculty were aware of ASPIRE. Clinical Department Faculty were less aware. Basic Science departments had an 85% ASPIRE awareness rate with Clinical Sciences at 28%. Through Dr. Gould's outreach efforts this year, faculty awareness will continue to increase.

EMPLOYER ENGAGEMENT

Outreach to employers and other external partners has increased dramatically over the past year. In her role as the Director of Career Engagement and Strategic Partnerships, Ashley Brady, PhD, has established many partnerships for future information sessions, externships, and internships. These efforts will be ongoing for 2015-2016.

MEETINGS WITH EMPLOYERS AND ORGANIZATIONS

Face to Face Meetings	49
Phone Calls	16

IN THE PRESS

BRET: Results and Discussion Newsletter was published in Spring 2015, highlighting research achievements of trainees. The bi-annual newsletter is authored and edited by current trainees and overseen by Ashley Brady, PhD.

The ASPIRE Program was also highlighted in the *Vanderbilt Reporter*, the *Atlanta BEST Program* quarterly magazine, and the *the University of Michigan Training Supplement manual*.



ASPIRE MODULES

The ASPIRE Modules are short, non-credit bearing electives that broaden the training experiences of biomedical sciences trainees. These elective modules provide efficient exposure to topics in four theme areas:

- BUSINESS/ENTREPRENEURSHIP
- COMMUNICATION
- CLINICAL RESEARCH
- TEACHING

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
Technology Commercialization	Mike Villolobos, PhD, Manager, Vanderbilt Center of Technology Transfer and Commercialization	28	6 sessions Sept 3-Oct 8, 2014
Effective Oral Communication Methods	Bruce Damon, PhD, Associate Professor, Radiology and Radiological Sciences and Biomedical Engineering	20	7 sessions Sept 10-Oct 22, 2014
Biomedical Research and the Media	Wayne Wood, MLAS, Executive Director of New Media Productions, VUMC News and Public Affairs	6	8 sessions Sept 17-Nov 5, 2014
Fostering Relationships at Work	Mistie Germek, PhD, BRET Psychologist	6	4 sessions Sept 23-Oct 14, 2014
Introduction to the Principles and Practice of Clinical Research (IPPCR)	NIH Clinical Center (VU served as registered remote site)	70	Twice weekly Oct 14-Mar 9, 2015
STEM Teaching in K-12 Schools	Jennifer Ufnar, PhD, Director of Scientist in the Classroom Partnership Program, Department of Teaching and Learning, Peabody College, Vanderbilt University	10	4 sessions Feb 23-Mar 20, 2015

FEEDBACK

“...Communication exercises in general were the most valuable component. Not only was there a bit more confidence instilled, but some methodology that I fully intend to implement moving forward. The class size and composition was also fantastic and made for great discussions.” - Biomedical Research and the Media participant

“Getting insight from people who have experience/dealings in setting up a business, negotiating contracts with industry for the transfer of technology developed in the academic world, and patent law into how these processes work was really valuable.” - Technology Commercialization participant

“[Instructor] Jennifer [Ufnar] has a lot of experience and knowledge which she openly shares. This was most helpful.” - STEM Teaching participant

“Each session was valuable. The speakers willingness to answer questions and give personal professional/career stories was the most valuable.” - Technology Commercialization participant

“[The most valuable component of the module is learning] how to effectively put together a slide presentation and how to setup ‘modules’ of my research topic to effectively communicate my research story to others.” - Effective Oral Communication participant

“The broad overview of clinical research was very valuable for me as I feel it helped me to better understand the different aspects of clinical research and provide me with more information to determine where my niche will be in this career path.” - IPPCR participant



Launched September 2014, the Postdoctoral ASPIRE Café for Career Planning sessions are opportunities for postdocs to learn more about the Vanderbilt ASPIRE Program and to explore topics in career development and professionalism. ASPIRE Café sessions are led by Ashley Brady, PhD, and are offered twice monthly.

Orientation sessions provide an overview of the program to help postdoctoral fellows learn how to become involved in ASPIRE activities.

Topics sessions were launched in January and are interspersed with orientation sessions to facilitate ongoing engagement of postdocs.

Date	Topic	Attendance
Sept 11, 2014	Orientation Session	8
Sept 25, 2014	Orientation Session	7
Oct 9, 2014	Orientation Session	1
Oct 23, 2014	Orientation Session	2
Nov 13, 2014	Orientation Session	4
Dec 11, 2014	Orientation Session	6
Jan 8, 2015	Orientation Session	4
Jan 22, 2015	Finding Funding	6
Feb 12, 2015	Orientation Session	2
Feb 26, 2015	Cover Letters	13
Mar 12, 2015	Orientation Session	3
Apr 2, 2015	Informational Interviews	14
Apr 9, 2015	Orientation Session	4
Apr 23, 2015	Elevator Pitch	10
May 14, 2015	Orientation Session	6
May 28, 2015	Mentoring	15
June 11, 2015	Orientation Session	4

ASPIRE TO CONNECT

Vanderbilt's second annual ASPIRE to Connect workshop took place on March 3, 2015. This half-day workshop offers graduate students and postdoctoral fellows practical tips for meeting new people and cultivating authentic connections.

The event opened with Ashley Brady, PhD, ASPIRE Program Manager, speaking about "Everyday Networking" and the role networking has played in her career path. The afternoon was comprised of breakout sessions designed to help trainees expand their skills and confidence in growing their professional connections.

This year's event wrapped up with a keynote address, "Next-Level Networking", delivered by Lauren Celano, co-founder and CEO of Propel Careers, a life science search and career development firm based in Boston.

FEEDBACK

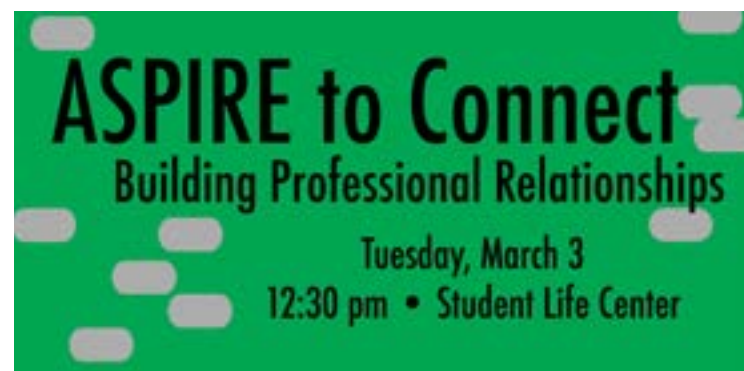
"ASPIRE to Connect opened my eyes to the fact that I have been networking my entire career without even realizing it—Now, rather than being apprehensive about networking, I'm excited to talk to and meet with new people."

"The workshop was very helpful on a professional development level. Many of the things that were discussed at the workshop I know I will use as I pursue my career goals."

"Many of the plenary and breakout sessions met my expectations and beyond."

"I thought this was excellent."

"I liked using the wine and cheese session at the end as an opportunity to use our new networking skills."



OPENING ADDRESS
ASHLEY BRADY

BREAKOUT SESSION 1

BREAKOUT SESSION 2

BREAKOUT SESSION 3

PLENARY SESSION
LAUREN CELANO, PROPEL CAREERS

NETWORKING RECEPTION

BREAKOUT SESSION OPTIONS:
Navigating Professional Conferences
Big Help for Small Talk
Leveraging LinkedIn
Acing the Interview
Media Training for Real Life
Identifying and Exploring Your Network

Partnered with The Graduate School
and International Student and Scholar Services



ASPIRE TO PLAN

ASPIRE to Plan empowers trainees to make effective career decisions and identify specific training opportunities related to their career goals. Designed and led by Kim Petrie, PhD, ASPIRE to Plan consists of four interactive seminars emphasizing self-assessment, career options for scientists, and career planning.

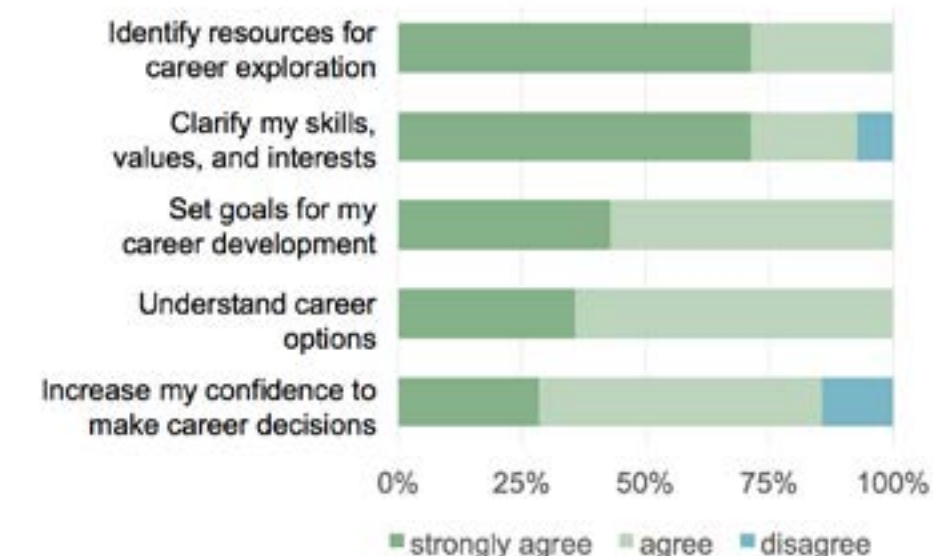
HIGHLIGHTS

19 participants
14 completed all sessions

100% would recommend
ASPIRE to Plan to colleagues



ASPIRE to Plan helped me to... (n=14)



BEYOND THE LAB VIDEO SERIES

The Beyond the Lab video series highlights career paths for PhDs. Program manager Kate Stuart interviews alumni about his or her career path, skill development, and other career advice. Eighteen new videos were filmed this year.

HIGHLIGHTS

- Over 1200 unique views online
- All available on YouTube publicly
- 13 different career paths featured

ASPIRE EXTERNSHIPS

As part of the ASPIRE program, trainees are encouraged to shadow professionals at work for 1-3 days. ASPIRE Externships provide a unique perspective of the work environment that cannot be gleaned from a seminar or internet research. Insight gained from externships helps trainees customize their future professional development activities.

ASPIRE travel scholarships are available to trainees to help offset travel expenses that may be associated with completing an externship.

12 PhD students and postdocs completed externships in:

- Advocacy/science policy with Life Science Tennessee, Washington, DC (2 externs)
- Clinical Research with Cincinnati Children's Hospital, Cincinnati, OH (1 extern)
- Science policy/Advocacy hosted by the VU Office of Federal Relations = Federal STEM Policy: An Inside the Beltway Look, Washington, DC (9 externs) (See below)

FEDERAL STEM POLICY EXTERNSHIP

Hosted by VU Office of Federal Relations

HIGHLIGHTS

- 6 graduate students and 3 postdocs funded by ASPIRE travel scholarships
- Two-day experience in DC, with ASPIRE Program providing travel assistance
- 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 exercise
 - Role of OSTP and professional organizations
 - Panels with AAAS Fellows and Capitol Hill staffers
 - Networking reception with speakers and DC alumni

NOTABLE OUTCOMES

- 100% would recommend to colleague
- 1 AAAS S&T policy fellowship finalist
- Students invited Congressman Jim Cooper for campus town hall discussion

HIGHLIGHTS AND FEEDBACK

*"I wanted to evaluate the best way to make a broader impact with science & policy. I am debating between a career in science while remaining active in policy OR a career in policy and leaving research. Learning I can do the AAAS Policy Fellowship and still return to academia was the most valuable outcome. I have become far more open to a professorship but I was also interested in the fellowship, so it was freeing to know that I could potentially do both."
- Federal STEM Policy externship participant*

"I wanted to thank you very much for all the support you have provided me. The Federal Stem Policy and Advocacy program last year was definitely very helpful in aiding me through the application and interview process. I am very appreciative of the experience I gained from that. Thank you!" - Federal STEM Policy externship participant after receiving job offer in Spring 2015



LOOKING AHEAD TO 2015-2016

The Office of Career Development and the ASPIRE Program are excited about the year ahead. Here are a few anticipated highlights:

6-week Summer Intensive in Business and Entrepreneurship, taught by Professor John Bers, funded by the Burroughs Wellcome award.

ASPIRE Cafe for Postdoctoral Fellows will continue with topic sessions on Emotional Intelligence, Leveraging LinkedIn, Managing an Online Scholarly Presence, Peer Review of F32 NRSAs, Preparing for a Teaching Demo, Understanding NIH K Awards, Grant Resources at Vanderbilt, Faculty Interviews, and How to Give a Chalk Talk.

The PhD Career Connections seminar series will kick off on Wednesday, September 9, with speaker Gerry Ostheimer, PhD, speaking on Global Advocacy.

Two new ASPIRE modules will be added this year, one in clinical microbiology and one in effective written communication.

Two employer-initiated information sessions are scheduled, including a brewery and a patent law firm.

The Federal STEM Policy Externship will be provided again this October.

The Internship Program will launch officially in Fall 2015.

The BEST Consortium Annual Conference will be held November 5-6, 2015.

ASPIRE to Connect will be held in March 2016.

ASPIRE to Plan will be held in Spring 2016.

The ASPIRE Advisory Meeting will meet in late May/early June 2016.

The 2016 Career Symposium will be held Thursday, June 2 with the theme, "Research & Development Careers in Industry."

OFFICE OF CAREER DEVELOPMENT
BIOMEDICAL RESEARCH EDUCATION AND TRAINING
VANDERBILT UNIVERSITY SCHOOL OF MEDICINE
ANNUAL REPORT
2014-2015