

OFFICE OF CAREER DEVELOPMENT

BIOMEDICAL RESEARCH EDUCATION AND TRAINING

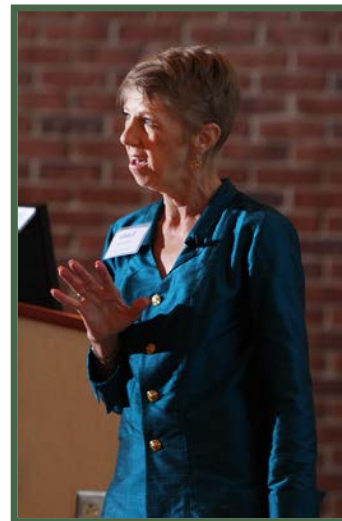
ANNUAL REPORT

2013-2014



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PURPOSE AND EXECUTIVE SUMMARY

The BRET Office of Career Development provides career and professional development enrichment activities for VUMC graduate students and postdoctoral fellows. Dr. Kathy Gould oversees the office, Dr. Kim Petrie is the director, Dr. Ashley Brady manages all ASPIRE programs, and Kate Stuart is the coordinator of programs and web initiatives.

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 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.
- A comprehensive website that includes a blog, an event calendar, and many 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

Other external partners include:

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

Office of Career Development
Biomedical Research Education and Training

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HIGHLIGHTS FROM 2013-2014

- Kicked off ASPIRE activities by hiring a program manager, conducting the first inaugural ASPIRE to Connect event, and meeting with the Advisory Committee
- Educated faculty about ASPIRE and other Career Development Initiatives
- Hosted and conducted 25 events, attended by 10-350 trainees per event
- Shared almost 500 blog posts about career resources, events, and job opportunities
- Recorded 11 videos for the *Beyond the Lab* series
- Met with over 20 employers and alumni for informational meetings
- Consulted with 62 trainees at the weekly CV/Résumé Drop-In Clinic
- Developed an Individual Development Plan for PhD students, launched to all VUMC departments
- Established “Young Biomedical Research Scholar Fund” and initiated fundraising efforts in partnership with Vanderbilt Development and Alumni Relations



FACULTY AND STAFF OF THE OFFICE OF CAREER DEVELOPMENT



Kathy Gould, PhD

kathy.gould@vanderbilt.edu

Associate Dean, Biomedical Sciences

Director, Graduate Student Support, Vanderbilt University School of Medicine

Director, the Vanderbilt International Scholar Program

Louise B. McGavock Chair

Professor of Cell and Developmental Biology

Highlights include:

- Promoted and educated faculty and campus partners about the ASPIRE Program and career development initiatives within the Office of Career Development
- Managed the development and launch of myIDP (Individual Development Plan) program for graduate students across all VUMC departments
- Assessed and enriched the IMPACT Mentor Toolkits
- Developed policy guidelines to help the Directors of Graduate Studies manage their programs and responsibilities

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 program under the IGP/QCB umbrellas in 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 and AAU, and graduate program reviews



Kim Petrie, PhD

kim.petrie@vanderbilt.edu

Director, Office of Career Development

Assistant Professor of Medical Administration

Highlights include:

- Development of IMPACT Mentor Toolkits
- Graduate Career Consortium Governance Committee (The GCC is an informal organization of grad and postdoc career advisors for 25 years.)
- Institutional Policy Survey Report Committee, National Postdoctoral Association
- Judge, Graduate Student Council, 3-Minute-Thesis Competition
- Session Chair, Academic Drug Discovery/Life Science Tennessee Conference
- Education Workforce Development Committee, Life Science Tennessee
- Member, Vanderbilt University Graduate Development network

Responsibilities

- Oversees the programmatic activities of the Office of Career Development and

- Vanderbilt's NIH BEST award
- Stays abreast of, and advises academic deans about, national trends and policies relating to employment of biomedical PhDs
- 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

External and Conference Presentations

- *Measuring Culture Change: A Case Study from Vanderbilt*, Graduate Career Consortium annual meeting, San Diego, CA
- *First Impressions: Showcasing Your Talent on Paper*, Meharry Medical College, Nashville, TN
- *Campus Collaboration: 3-Minute Thesis Competition*, Graduate Career Consortium annual meeting, Chicago, IL, co-presented with Dr. Ruth Schemmer, Vanderbilt Graduate School

Classroom Teaching

- IGP Bioregulation – *Your Career Starts Here: Career Options & Planning for PhD Students*
- PHAR322 – *Behind the Curtain: Inside Look at Peer Review of Fellowships*
- PHAR322 – *Fellowships and Funding*

Internal Presentations

- Medical Scientist Training Programs – *Fellowship Funding*
- Annual Postdoctoral Research Symposium - *ASPIRE for Career Planning*
- ASPIRE to Connect Workshop – *Leveraging LinkedIn*
- *Résumé 101 (3x)*
- Annual Neuroscience Retreat – *ASPIRE for Career Planning*
- Cell & Developmental Biology - *Your Career Starts Here*
- Summer Science Academy - *What Do PhDs Do?*



Ashley Brady, PhD

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*Director of Career Engagement and Strategic Partnerships
ASPIRE Program Manager*

Highlights include:

- Started with the BRET Office April 1
- Built new ASPIRE website for trainees, faculty, and employers (<http://medschool.vanderbilt.edu/aspire>)
- Delivered funding workshop to Translational Bridge Program
- Created template for new postdoctoral introduction orientation to career development
- Enhancing fundraising efforts with website presence and development language

Responsibilities

- Manages the ASPIRE Program expansion of professional development programs, workshops, and curricula for biomedical sciences PhD students and postdoctoral fellows. These new programs will 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
- Helps develop and manage an internship and externship policy, program, and evaluation strategy for biomedical sciences PhD students and postdoctoral fellows



Kate Stuart
Program Coordinator

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Highlights include:

- Developed and presented “Etiquette Express” seminar at the March 2014 ASPIRE to Connect event
- Conducted 11 *Beyond the Lab* video alumni interviews now available on YouTube
- Created 26 e-newsletters emailed every other Monday to over 1500 trainees, alumni, faculty, staff, and campus partners
- Coordinated 9 *PhD Career Connections* seminars on varying topics of interest to trainee groups, while managing a committee of trainee volunteers to assist with the events
- Launched new “case study” sessions with PhD Career Connections speakers for trainees to understand the skills and daily tasks of the represented industry
- Orchestrated two day-long career symposia, coordinating logistics, speaker travel, volunteer committee responsibilities, and marketing
- Organized the ASPIRE Advisory Committee, including invitations to participate and meeting details for inaugural meeting. Created slide deck and presentation organization for day’s event.
- Established a BRET Partnership Meeting that met thrice yearly to communicate BRET-wide trainee events and collaborative efforts

Responsibilities

- 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, etc)
- Creates and distributes the e-newsletter mailed every other Monday. The newsletter contains announcements, upcoming events, a career resource spotlight, and current job postings.
- 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.
- Responds to and organizes other events as needed: employer information sessions, visiting speakers, trainee roundtables, etc.
- Coordinates PhD student and postdoctoral volunteers for event committees and other volunteer interest to the Office of Career Development
- Implements the weekly CV/Résumé Drop-in Clinic, reviewing trainee documents as presented
- Oversees the redesign of the Office of Career Development and main Biomedical Research Education and Training (BRET) websites

POPULATION SERVED

~500 PhD students

~500 postdoctoral fellows

PhD Departments and Programs served
Biochemistry
Biological Sciences
Biomedical Informatics
Cancer Biology
Cell & Developmental Biology
Cellular & Molecular Pathology
Chemical & Physical Biology
Chemistry
Epidemiology
Hearing & Speech Sciences
Human Genetics
Initiative for Maximizing Diversity (IMSD)
Interdisciplinary Graduate Program (IGP)
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 Science
Surgical Oncology

ANNUAL CAREER SYMPOSIUM



**“Influencing Human Health with Your PhD Degree”
July 31, 2013**

Registrants	420
Speakers	8
Employers	7

Highlights

- Speakers represented various companies and career fields: infectious diseases, biotechnology, drug development, Centers for Disease Control and Prevention (CDC), nonprofits, and consulting
- 6 alumni speakers, including keynote speaker, Linda Distlerath, senior counselor, Pharmaceutical Research and Manufacturers of America (PhRMA)
- Planning committee composed of 10 graduate students and postdocs
- Co-sponsored by the Vanderbilt Medical Alumni Association
- Morning sessions comprised of each speaker presenting one slide and speaking 15 minutes about their path, their role, and their advice to others
- Three afternoon breakout sessions allowed participants to learn more about the speakers and ask questions in a small-group setting
- Networking reception featured 7 local employers

Feedback

- 97% of participants would recommend the Career Symposium to future students and postdocs
- 93% of participants felt the morning sessions and keynote speaker were very valuable or valuable
- 79% of participants evaluated the afternoon breakout sessions as very valuable or valuable

“Breakout sessions were a great way to ask more specific questions regarding their career paths, why they did what they did, would they have done things differently, advice, etc. This information is extremely helpful!”

“Featuring people who have seemingly non-traditional jobs (like working for intelligence), jobs like that seem unattainable and have this air of mystery about them, and having someone who went to Vanderbilt and actually got one of those jobs was very helpful.”

“Since I am still a few years away from graduating, I simply found it valuable to be exposed to the many different career types (outside of academia) that exist. Additionally, I found it interesting and valuable hearing each individual's story of his or her personal career path. I think this is valuable because it provides a tangible, but varied path to achieve a particular career goal.”

“Exploring Avenues to Careers in Academia”
May 30, 2014

At a glance...

Registrants	360
Speakers	10

Highlights

- Keynote speaker, Shari Barkin, spoke on “Negotiation for Success”
- Speakers represented various academic arenas: administration, government agency, core faculty, research and teaching within a liberal arts college and state school, non-research private institution, among others
- 5 alumni speakers
- Planning committee composed of 8 graduate students and postdocs
- Co-sponsored by the Vanderbilt Medical Alumni Association and the Training Grants in the Biomedical Sciences
- Morning presentations comprised of each speaker presenting one slide and speaking for 15 minutes about their career path, their role, and their advice
- Three afternoon breakout sessions were topic-focused and participants learned more about the speakers and their careers
- Three faculty members presented on other academic-related topics for breakout sessions
- Networking reception to close the day

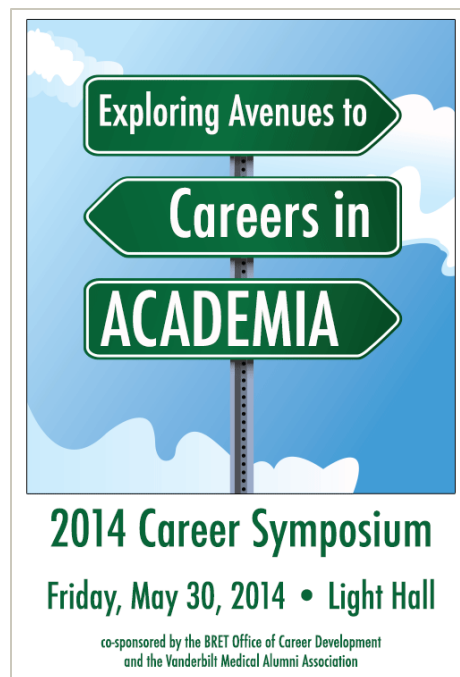
Feedback

- 96% of participants would recommend the Career Symposium to future students and postdocs
- 86% of participants felt the morning sessions and keynote speaker were very valuable or valuable
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“I greatly enjoyed it overall and really appreciate all the hard work that the BRET office and fellow trainees have put forth in exposing us to multiple career options. THANK YOU!”

“Overall, it was a great event, well-organized, and informative. Thank you for all of your efforts putting the symposium together. The most valuable component of the symposium was the afternoon breakout sessions.”

“I really valued that you found people from such diverse fields - I found out much more about areas that I thought I understood.”



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.

Topic	Date	Attending	Notes
Patent Law with Dr. Seth Ogden, PhD, JD	September 2013	41	Dr. Ogden is a patent attorney with Finnegan, Henderson, Farbow, Garrett, and Dunner LLP in Washington DC.
Case Workshop with Seth Ogden	September 2013	16	<i>Attendance was capped to allow for more personalized interactions.</i>
Science Policy with Dr. Kenneth Gibbs, PhD	November 2013	87	Dr. Kenneth Gibbs is a AAAS Science and Technology Fellow.
Science Outreach panel discussion	December 2013	62	Panel Discussion with Dr. Melissa Fischer, PhD; Dr. Kimberly Mulligan, PhD; and Kristin McGraner, EdD
Entrepreneurship with Dr. Alan Marnett, PhD and Dr. Jud Schneider PhD	December 2013	27	Dr. Marnett is an entrepreneur with Benchfly, and Dr. Schneider is Vice-President at NextGxDx.
Technical Sales panel discussion	January 2014	44	Panel discussion with Sara Fitzgerald, PhD; Christine Rozanas, PhD; and Eric Rousch, PhD, all at GE Healthcare.
Reflections of a Mentor-Scientist with Dr. Kathy Gould, PhD	February 2014	48	Discussion with Associate Dean for Biomedical Sciences, Dr. Kathy Gould
The Road to Writing with Your PhD panel discussion with Dr. Elise Lamar, PhD, and Bill Snyder	March 2014	54	Dr. Lamar is a freelance writer in Nashville, and Bill Snyder is a journalist for the Vanderbilt publication, "The Reporter."
Technical Consulting with Dr. Jason Clevenger, PhD	April 2014	47	Dr. Clevenger is a principal scientist with the technical consulting firm, Exponent.
Case Workshop with Jason Clevenger	April 2014	18	<i>Attendance was capped to allow for more personalized interactions.</i>
Science Publishing with Dr. Mirella Bucci, PhD	May 2014	57	Dr. Bucci is a Senior Editor at <i>Nature Chemical Biology</i> .

OTHER 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.

Event	Date	Attendance
Next GxDx Employer Internship Info Session	August 9, 2013	19
Roundtable with Robert Dobbins, MD, PhD, Metabolic Discovery Medicine, GlaxoSmithKline	September 27, 2013	35 (attendance capped)
Dan Beaudry: What Every International Student Should Know	November 13, 2013	30
Résumé 101 by Dr. Kim Petrie	February 6, 2014 February 3, 2014 January 30, 2014	20 each (attendance capped)
Graduate Career Consortium Virtual Career Fair	February 19, 2014	33 employers for PhD students and postdocs in 29 Graduate Career Consortium institutions
Writing and Publishing Research Manuscripts with Dr. Vivian Siegel	February 20, 2014	55 (attendance capped)
Careers in Campus Administration	February 29, 2014	60
Information Session with Employer GenomOncology	March 10, 2014	25
AAAS Science & Technology Policy Fellowships Info Session by AAAS representative	March 27, 2014	40
Scientist in the Classroom Information Session by VU Center for Science Outreach representatives	April 15, 2014	27
Roundtable on Science Policy with three trainees sharing their policy experiences	June 17, 2014	18

ONLINE PRESENCE

The BRET Office of Career Development daily maintains a strong web presence to advertise upcoming events, job postings, and career-related resources. The table below represents the measurable activity of these resources:

<p>Career Development Blog</p> <p><i>The blog is updated daily and provides all information on resources, job postings, and upcoming events. The blog is managed by Kate Stuart with contributions from Kim Petrie and Ashley Brady.</i></p>	<p>Total Posts</p>	<p>489</p>
	Total Job Postings	150
	<i>Faculty-specific Postings</i>	26
	<i>Non-Faculty-specific postings</i>	75
	<i>Postdoc postings</i>	49
	Career-related resources	64
<p>Career Development Newsletter</p> <p><i>Published every other Monday, the newsletter reaches not only current graduate students and postdocs but also program coordinators, faculty, and other key stakeholders interested in trainee opportunities. Many alumni also request to continue receiving the newsletter to stay connected to the BRET Office.</i></p>	Total Newsletters	24
	Newsletter audience	1568
<p>LinkedIn Group</p> <p>Management of the <i>Vanderbilt University Biomedical Research Graduate and Postdoctoral Trainees and Alumni</i> group on LinkedIn. Members must request to join.</p>	Current members	852
<p>Calendar Listings</p> <p>The Office of Career Development maintains a Google calendar that lists all career-related activities of interest to BRET trainees.</p>	Listed calendar events	174

**Data from July 1, 2013-June 30, 2014*

OTHER INITIATIVES

Appointment Advising

Dr. Kim Petrie provides career-advising meetings by appointment only. These confidential one-hour sessions are available for VUMC 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 post-docs.
- opportunities for scientists outside the academe.
- writing CVs, résumés, and cover letters.
- presentation skills and interview tips.
- salary negotiation.
- graduate school survival skills.

Individual Advising Appointments	
Graduate Students	41
Postdocs	37
“Other” (alumni, undergraduates, non-tenure-track faculty)	4

CV/ Résumé Drop-in Clinic

Each Wednesday from 2-3pm, the Office of Career Development hosts an open hour to review CVs and résumés to graduate students and postdocs who bring prepared documents. No appointments are necessary. Trainees can “drop in” within the hour to meet with Dr. Kim Petrie, Dr. Ashley Brady, and Kate Stuart.

Visits to CV/ Résumé Drop-In Clinic	62
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Partnerships

Dr. Kim Petrie is the faculty advisor and BRET contact for the following trainee organizations:

- Vanderbilt Editors’ Club
- Vanderbilt University Advanced Degree Consulting Club
- Tech Venture Challenge

Postdoctoral Association (PDA): The Office of Career Development attends PDA monthly meetings and events.

Graduate Student Council: The Office of Career Development also co-sponsored the Graduate Student Council’s event, 3MT (3-Minute Thesis), for its second year.

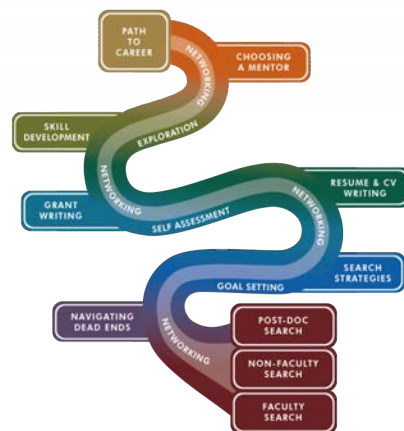
In June and November 2013, the Office of Career Development coordinated a BRET campus partnership meeting that gathered trainees from various student associations, student organizations, specialized departments, and other groups. Together, the group talked about their upcoming events and goals to foster collaborative efforts.

Career Development Lending Library

The BRET Office of Career Development has a lending library of career-related books, which include topics such as career options for scientists, the academic and nonacademic job search, self-assessment, and professional skills. Trainees can borrow a book by visiting the online library and picking up the resource from Dr. Petrie's office.

Path to Career Web Resources

The Path to Career resources are available on the Office of Career Development site to assist trainees, regardless of where they are in their job search and professional training. From Exploration and Networking, through Résumé and CV Development, to the search for a Postdoc, Non-Faculty, or Faculty position, the Path to Career page is a helpful resource updated quarterly. Resources include articles, tutorials, and helpful websites to assist with different phases of the career search process.



Additional Outreach

Dr. Kim Petrie gave an additional four presentations to campus colleagues this year:

- Presentation of the ASPIRE Program to Life Science Tennessee Leadership (December 17, 2014)
- Presentation to VU graduate program coordinators group (March 13, 2014)
- VU-Edge conference presentation (March 21, 2014)
- Presentation of the ASPIRE Program to the Graduate Development Network (April 9, 2014)

In addition to presentations, the Office of Career Development met with 20 employers, alumni, and external partners.

ASPIRE PROGRAM

According to a recent NIH Biomedical Workforce Working Group report, approximately 20% of PhD graduates will go on to hold tenured or tenure-track positions, while 80% will go on to other types of careers. Nevertheless, the model for training graduate students and postdoctoral fellows has changed little over the last few decades.

In response to these findings, the NIH launched a new grant program, the NIH Director's Biomedical Research Workforce Innovation Award: Broadening Experiences in Scientific Training (BEST), which is intended to support "*bold and innovative approaches to broaden graduate and postdoctoral training, such that training programs reflect the range of career options that trainees ultimately may pursue...This program will establish a new paradigm for graduate and postdoctoral training.*"

Vanderbilt's BEST Award created the ASPIRE Program, which is co-directed by Roger Chalkley, D. Phil., senior associate dean for Biomedical Research, Education and Training and Kathy Gould, Ph.D., associate dean for Biomedical Sciences. Vanderbilt University was one of ten universities (of 103 applicants) to receive this five-year, \$1.2 million grant. The Vanderbilt ASPIRE (Augmenting Scholar Preparation and Integration with Research-Related Endeavors) program was established in 2013. View the announcement in [The Reporter](#), as well as the [NIH Common Fund website](#).

Goals of ASPIRE

Empower and prepare biomedical sciences trainees to make well-informed career decisions

Broaden experiences of trainees so they transition efficiently to research and research-related careers in nonacademic and academic venues

Integrate career and professional development into PhD training

ASPIRE is a three-phase initiative that will offer educational programs in career planning and management to trainees at all stages of their development.

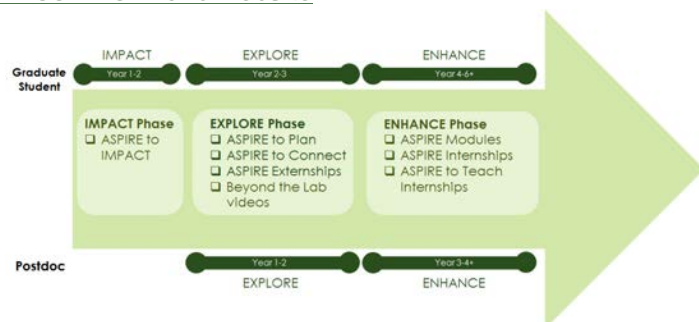
IMPACT is specifically designed for first-year PhD students in the basic biomedical sciences. This phase provides PhD students with a solid foundation on which to begin to build their scientific careers. Led by Vanderbilt faculty, IMPACT establishes a strong mentoring environment and exposes students 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 jumpstarting career management through self-assessment, networking and planning. Participants in this phase have the opportunity to shadow a professional at their job for 1-3 days through the ASPIRE externship program.

ENHANCE is intended for post-qualifying PhD students and postdoctoral fellows. This phase represents the capstone phase of ASPIRE and includes access to didactic modules in business and entrepreneurship, communication and clinical research, as well as the opportunity to gain hands-on experience through participation in externships and internships.

Highlights of the first year of grant funding:

- Hired ASPIRE Program Manager, Dr. Ashley Brady
- Developed and hosted first **ASPIRE to Connect** event
- Filmed 11 *Beyond the Lab* videos
- Assembled an ASPIRE Program Advisory Committee of 12 biomedical professionals from both within and outside the Vanderbilt community
- Hosted the first annual ASPIRE Advisory Committee meeting
- Developed, submitted, and received a BEST Program supplement



ASPIRE TO CONNECT

ASPIRE to Connect

Building Professional Relationships

Tuesday, March 18 • 1:00-5:30pm
Student Life Center

Building professional relationships is a critical skill whether trainees pursue a career inside or outside of research and academia.

ASPIRE to Connect is a new ASPIRE initiative that will be offered each spring that is designed for industry professionals and faculty to share advice for building and maintaining professional relationships. Through practice, workshop

participants learn strategies and “etiquette” for entering and exiting conversations, navigating professional conferences and receptions, and delivering a compelling “elevator speech.”

The inaugural event was held on Tuesday, March 18, with the theme, “Building Professional Relationships.”

Registrants	175
Speakers	5 plus two panels

Highlights

- Keynote speaker, Justin Graham, local management consultant
- Plenary session speaker, Dr. John English, senior lecturer in Communication Studies, Vanderbilt University
- Breakout sessions covering elevator speeches, LinkedIn, entering and exiting conversations, networking etiquette, making the most of professional conferences
- Networking reception with door prizes
- Co-sponsored with the University Graduate School
- Coverage of ASPIRE to Connect was included in the NIH report highlighting the successes of the NIH Common Fund.



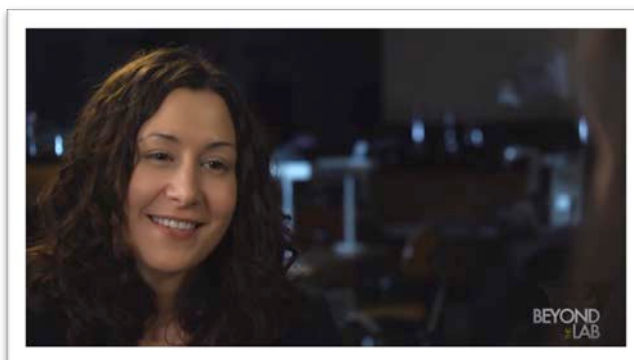
BEYOND THE LAB

The “Beyond the Lab” video series highlights an alumnus through an interview with coordinator Kate Stuart as they discuss their career path, skill development, and other career advice. Eleven videos were made this year:

- Dr. Rob Carnahan, PhD, Director of Antibody and Protein Resource Core Facility at Vanderbilt University
- Dr. Andrea Bauman-Carnegie, PhD, Director of Administrative Operations, Center for Clinical and Translational Science, University of Illinois at Chicago
- Dr. Nikki Cheng, PhD, Principal Investigator, Department of Pathology and Laboratory Medicine, University of Kansas Medical Center
- Dr. Karissa Culbreath, PhD, Scientific Director, Tricore Laboratories
- Dr. Walt Gall, PhD, Strategy Consultant, Biotech
- Sydika McKissic, PhD, Managing Director, Institute for Research on Men's Health, Vanderbilt University
- Dr. Amy Moore, Director of Research Programs at Georgia Research Alliance
- Dr. Seth Ogden, PhD, JD, attorney, Finnegan, Henderson, Farabow, Garrett, and Dunner
- Dr. Harold Olivey, PhD, Associate Professor, Biology, Indiana University Northwest
- Dr. Erik Prentice, PhD, Senior Engagement Manager, Proactive Worldwide
- Dr. Tom Utley, Licensing Analyst at Center for Technology Transfer and Commercialization, Vanderbilt University



All videos are available on the Office of Career Development website and YouTube on the official Vanderbilt YouTube channel.



IMPACT

Developing IMPACT Mentor Toolkits



Started in 2006, IMPACT (Intensive Mentoring Program to Accelerate Career Transitions) is a small group of 8-9 students and a single faculty mentor that meets weekly in the first year of Interdisciplinary Graduate Program and Quantitative and Chemical Biology Program. These two-way conversations are conducted in a small setting. Topics of discussion include:

Becoming a Research Scholar	Professional Skills	Career Development
Understanding University and academic program structure	Professionalism	Developing a CV and biosketch
Core competencies for success in graduate school and research	Time management and balancing competing demands	Vanderbilt resources
Funding Primer: Understanding the NIH and research funding	Communication Strategies for managing conflict	Strategies for career planning in graduate school
Publication and authorship ethics in biomedical sciences	Mentoring relationships	Introduction to careers in science
	Effective oral communication and presentation skills	

This year, changes to IMPACT included:

- Introducing “core competencies”
- IMPACT Faculty Mentor toolkits of slide sets, reading lists, and interactive exercises to use at appropriate times when facilitating discourse.

LOOKING AHEAD AT 2014-2015

- The BEST Program awarded the Vanderbilt BRET Office of Career Development an administrative supplement to fund and support a manager to lead the 17 BEST Programs across the country and to partner with the NIH. D'Anne Duncan, PhD, a former Vanderbilt postdoctoral fellow, will begin in the position mid-August.
- The ASPIRE program website will be launched in fall 2014.
- Four Beyond the Lab videos will be filmed in September, with more in production for February and May of 2015.
- Five ASPIRE Modules will be held this fall, including:
 - *Technology Commercialization* with Dr. Mike Villalobos
 - *Oral Communications Methods* with Dr. Bruce Damon
 - *Biomedical Research and Media* with Mr. Wayne Wood
 - *Fostering Your Career through Relationship Building* with Dr. Mistie Germek
 - *Introduction to Principles and Practice of Clinical Research* through the NIH Clinical Center webcasts
- PhD Career Connections will begin this September with management consultant Laura Terry, BRET alumna, with McKinsey & Co.
- The Annual Career Symposium will be on Friday, May 29, 2015, with the theme, "Careers in Communicating Science."
- ASPIRE to Connect (A2C) will be on Tuesday, February 17, 2015.
- The Postdoctoral ASPIRE Café for Career Planning is a bi-monthly event created, led, and coordinated by Dr. Ashley Brady and will share career programming and initiatives available to VUMC postdocs.
- ASPIRE to Plan will be held this Fall and led by Dr. Kim Petrie.
- Funding Seminars will be open to all trainees and offered in preparation for the NRSA deadline every four months.
- The main Biomedical Research Education and Training (BRET) homepage will be redesigned and unveiled early Fall.

Office of Career Development
Annual Report
2013-2014

