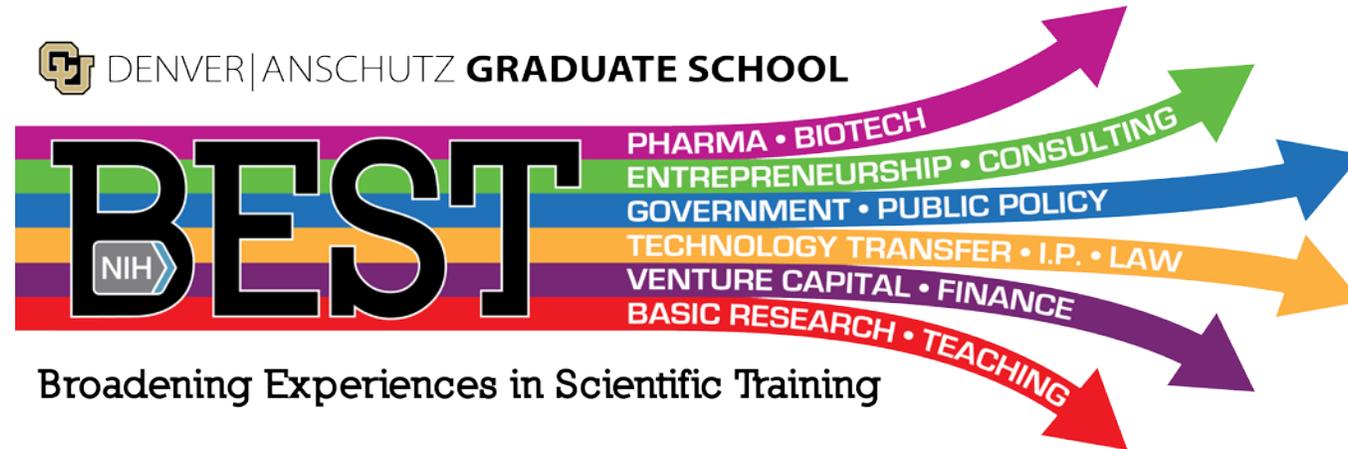


# University of Colorado Anschutz Medical Campus



**2013**

## Broadening Experiences in Scientific Training

P.I. Inge Wefes, PhD  
Associate Dean  
BEST/BESST Program Director

# CU Anschutz Medical Campus (2013)

- About 350 PhD graduate students and 350 postdocs
- GS was mainly involved in administrative tasks such as admissions and graduation
- There was a Postdoc office, but it was mainly HR
- Very few formalized career development opportunities



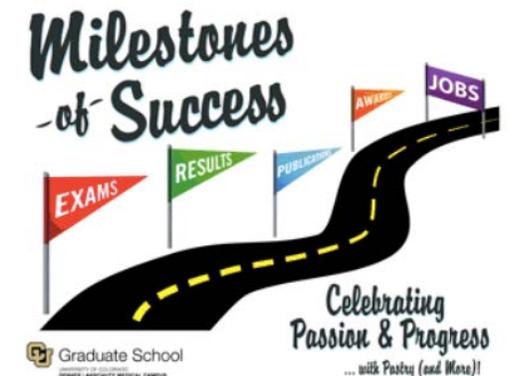
## What we did: Created awareness

“The CU BEST Program enhanced the institutional awareness that student and postdoc **training has to be broadened beyond just preparation for academic research** in order to make trainees more competitive for science jobs both inside and outside academia.”

# What we did: Program structure

The BEST Program was structured along the academic cycle. Activities were offered to all trainees.

- Academic year starts with the **Graduate and Professional Skills (GPS) Orientation**. Includes mini-workshops on career options, IDPs, self-assessments, mentor/mentee relationships, emotional and mental health, critical and analytical thinking, etc.
- Academic year ends with a **Milestones of Success Celebration**. Peer mentor and Mentor awards, grants, publications, internship awards, 3-min thesis competition, etc.



# What we did:

## A. Created Skill Development Workshops

### THINKING & COMMUNICATING

CRITICAL & ANALYTICAL THINKING



SCIENTIFIC & TECHNICAL WRITING



SPEAKING & PRESENTING



PRINCIPLES & STRATEGIES OF EFFECTIVE TEACHING



### Skills in Demand:

- Leadership
- Ability to Work in Teams
- Communication (Oral + Written)
- Problem Solving, Analytical and Critical Thinking
- Understand Industry Business, Finance, IP
- Project Management
- Data Science

Data Science Mini-Symposium

Data Science Graduate Certificate Program

### LEADING & MANAGING



SCIENCE IN INDUSTRY



LIFE SCIENCE DEVELOPMENT & COMMERCIALIZATION



TEAM BUILDING & LEADERSHIP DEVELOPMENT



PROJECT MANAGEMENT

# What we did:

## B. Created Networking, Internships and Community Building Opportunities

- Sponsored **seminars** related to professional and career development such as:
  - *Intellectual Property,*
  - *Personal Strength and Career Selection in the Biomedical Sciences,*
  - *From Biochemist to Consultant*
  - *Panel discussions with members of local industries.*
- In 2014 set up an **Annual Spring Mini-Symposium,**  
**“The Power of Informatics to Advance Health”**
- Development of a **Graduate Certificate in Biomedical Data Science**
- **Biotech Incubator and Tech Transfer internships**
- **International visiting scholars program**



# What we did:

## C. Training the trainers

Faculty members attended CU BEST workshops together with trainees, or workshops that were specifically designed for these mentors.

# What we achieved:

- ✓ **Attitude and culture change**

  - Increased awareness** about the usefulness of and the need for career development

- ✓ **Created many valuable and successful career development opportunities**

  - including workshops, symposia, networking opportunities, panel discussions, a graduate certificate program in biomedical data science and more

- ✓ **BESST Program Spin Offs**

  - Trainees organizations such as the **Academic Industry Alliance (AIA)** that now organizes an annual **Industry Showcase** and an annual **Rocky Mountain Biotechnology Mini-Symposium** that has led to numerous cases of trainee employment.



- ✓ The **PhD Post** newsletter by and for graduate students and postdocs

# Where we go from here:

- With an eye to the future, in 2016 we renamed the BEST program the BESST Program: **Broadening Experiences in Scientific and Scholarly Training**.
- This will allow us to transfer the successful program to a greater student body in the broader liberal arts arena



**2016—current**

Broadening Experiences in Scientific and *Scholarly* Training

# Where we go from here:

- So far, four of the CU BESST workshops have been converted into **credit bearing courses**
- **The Leadership & Team Building workshop** will be continued by the **Colorado Clinical and Translational Sciences Institute**
- The **Center for Personalized Medicine** continues the **annual Mini-Symposium on The Power of Informatics to Advance Health**, as well as the **Graduate Certificate Program in Biomedical Data Science**.
- The Graduate School now has a **Career Development Office** that maintains and expands BESST Program offerings.