

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



**ANNUAL REPORT › 2017-2018**

## 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 ASPIRE Program, Dr. Kim Petrie is assistant dean of biomedical career development, Dr. Ashley Brady directs career engagement and strategic partnerships, Kate Stuart is assistant director, and Angela Zito is program manager of professional development opportunities. Dr. Roger Chalkley oversees other BRET Office initiatives and spearheads the BEST Consortium. Dr. Laura Daniel is manager of the BEST Consortium efforts. Dr. Abigail Brown conducts outcomes evaluation and research.

*Office of Career Development ASPIRE Program • Biomedical Research Education and Training  
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# 2017-2018

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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 University (Principal Investigators Roger Chalkley, D.Phil., Kathy Gould, PhD, and Kim Petrie, PhD).

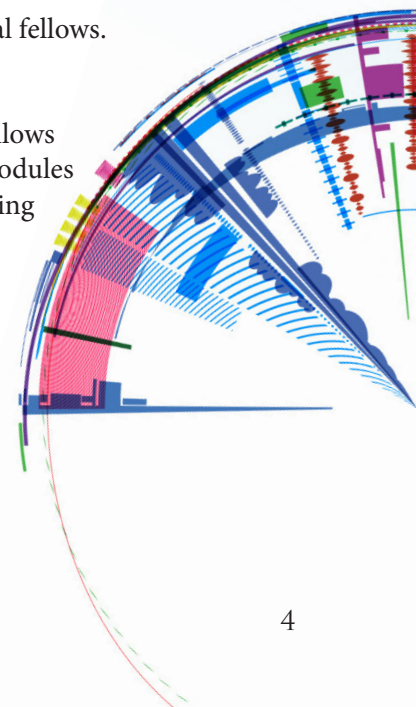
VU’s BEST program, called ASPIRE (**A**ugmenting **S**cholar **P**reparation and **I**ntegration with **R**esearch-Related **E**ndeavors), is a three-phase initiative that offers educational programs in career planning and management to trainees at all stages of their development.

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 the faculty leaders as part of the curriculum for these sessions. The Postdoc Cafe is a parallel series covering similar topics tailored for postdocs as well as sessions pertinent only to the 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 career 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 and experiential learning opportunities such as internships.

2017-2018 was the last academic year of the nonrenewable NIH BEST grant.





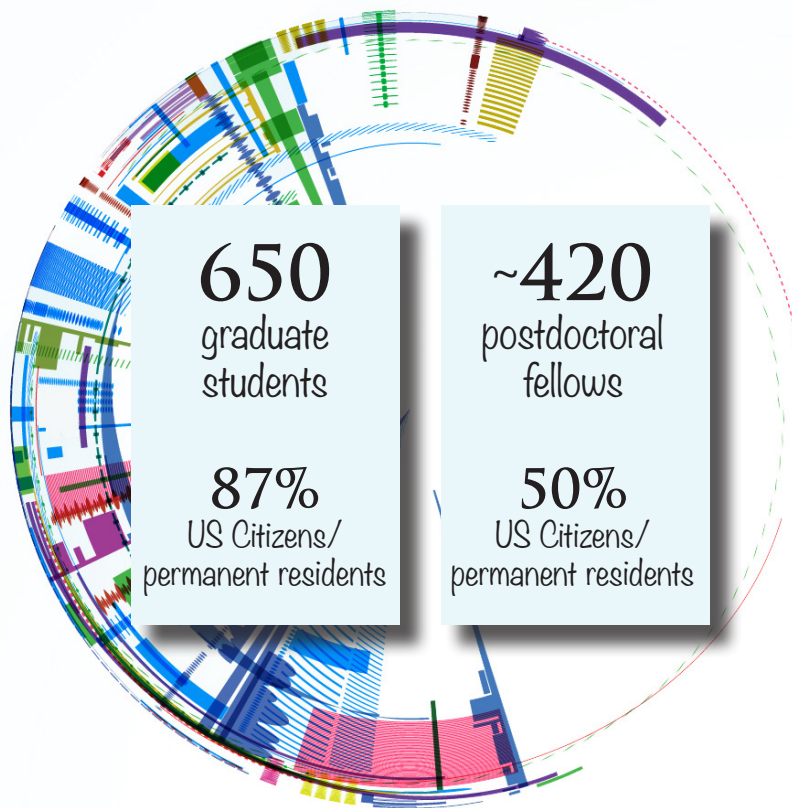


## HIGHLIGHTS OF 2017-2018

- *ASPIRE on the Road: Boston* took 11 trainees to Boston, MA, for 2.5 days of employer site visits and professional relationship building. The BRET Boston Alumni Happy Hour was a highlight of the visit.
- Awarded Burroughs Wellcome Fund: Career Guidance for Trainees Award to support development of a new ASPIRE module: *Data Science Essentials: Transitioning Biomedical Scientists from the Bench to the Cloud*
- Published two peer reviewed papers in *CBE Life Sciences Education* and *PLOS One*.
- Awarded The Procter & Gamble Fund to support “Leading and Managing People and Projects.”
- Kathy Gould received the 2018 Southeastern Conference Faculty Achievement Award.
- Strengthened partnerships with the biomedical science training grant programs, to create resources tailored to career and professional development needs of their trainees.
- Launched the *Vanderbilt Beyond the Lab* podcast.
- CV/Resume Drop-In Clinic numbers grew by 42%.
- Created a comprehensive database of PhD trainee outcomes.
- Built upon momentum from 2017 Reunion to drive alumni engagement, communicate regularly with graduates of the program, and help connect their time and resources with the BRET Office of Career Development.

# 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
- Biostatistics
- Cancer Biology
- Cell & Developmental Biology
- Chemical & Physical Biology
- Epidemiology
- Hearing & Speech Sciences
- Human Genetics
- Interdisciplinary Graduate Program (IGP)
- Microbe-Host Interactions
- Molecular Pathology & 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



## 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 postdoctoral 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

### 2017-2018 HIGHLIGHTS

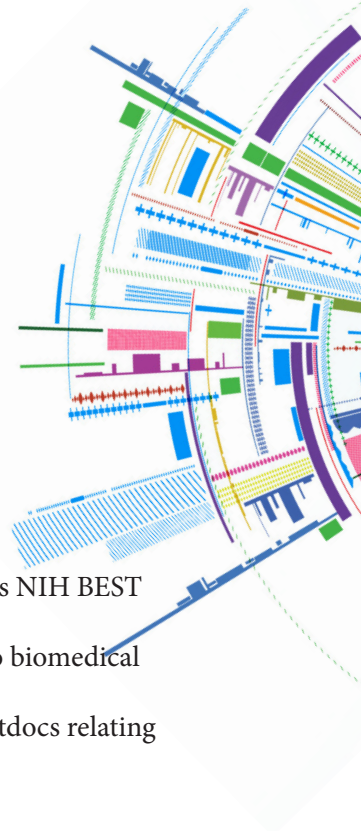
- Oversaw outreach to faculty and campus partners about the ASPIRE Program and career development initiatives within the Office of Career Development
- Engaged training grant directors for a more focused partnership and direct career development service delivery to each training grant program, based on their needs
- Communicated with directors of graduate studies for increased engagement and strategic involvement of each program
- Led the ASPIRE Module, "Creating Effective Scientific Talks and Delivering Them with Confidence"
- Conducted focused solicitations for the ASPIRE Scholar Fund and the Simple Beginnings Fund
- Participated in the *ASPIRE on the Road: Boston* trip, engaging with companies, alumni, and potential partners
- Received 2018 Southeastern Conference Faculty Achievement Award
- Delivered ASPIRE Postdoctoral Cafe workshop on "How to Review a Paper"
- Secured Burroughs Wellcome Fund: Career Guidance for Trainees Award to support development of a new ASPIRE module: *Data Science Essentials: Transitioning Biomedical Scientists from the Bench to the Cloud* (PIs: Brady, Petrie, and Gould)



## 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 postdoctoral fellows
- Develops and maintains relationships with employers and alumni
- Collaborates with internal and external evaluators to assess the effectiveness of VU's BEST program

### 2017-2018 HIGHLIGHTS

- Served as Interim Secretary for the Graduate Career Consortium, and elected to serve a full term as Secretary on the GCC Executive Board in 2018-19. The GCC is a professional organization comprised of graduate and postdoctoral career advisors from research universities throughout North America.
- Published a peer-reviewed article in CBE-Life Sciences Education about the management and business training program for biomedical science trainees
- Secured Burroughs Wellcome Fund: Career Guidance for Trainees Award to support development of a new ASPIRE module: *Data Science Essentials: Transitioning Biomedical Scientists from the Bench to the Cloud* (PIs: Brady, Petrie, and Gould)
- Co-presenter at a panel discussion on staffing BEST programs at the AAMC-GREAT group annual conference
- Collaborated with five NIH BEST consortium institutions to develop a unified taxonomy to classify biomedical PhD career outcomes
- Collaborated with BRET colleagues to build a comprehensive database of PhD trainee outcomes
- Invited to serve on a university committee charged with developing a Leadership Development Institute for graduate students, and on the selection committee for the Margaret Cuninggim Women's Center Leadership Award





## ASHLEY BRADY, PHD

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

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### RESPONSIBILITIES

- Supports ongoing expansion of BRET Office of Career Development ASPIRE Programming: professional development programs, workshops, and curricula for biomedical sciences PhD students and postdoctoral fellows to develop knowledge and skills relevant to a wide range of careers in academia, industry, and government
- Works with faculty and academic programs to encourage support and participation in BRET Office of Career Development ASPIRE 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
- Developed and manages ASPIRE Internship and Externship program and evaluation strategy for biomedical sciences PhD students and postdoctoral fellows

### 2017-2018 HIGHLIGHTS

- Launched ASPIRE on the Road 3-day site visit event for 11 graduate students and postdoctoral fellows interested in research and development careers in industry to visit 4 biotech and pharmaceutical companies for tours and discussions with scientific professionals
- Hosted a Boston-area Vanderbilt biomedical alumni happy hour event for approximately 60 area-alumni in conjunction with the ASPIRE on the Road event
- Secured Burroughs Wellcome Fund: Career Guidance for Trainees Award to support development of a new ASPIRE module: *Data Science Essentials: Transitioning Biomedical Scientists from the Bench to the Cloud* (PIs: Brady, Petrie, and Gould)
- Continued to grow the ASPIRE Internship Program, providing 20 internship opportunities to 20 (9 postdoc/11 graduate student) Vanderbilt BRET trainees in a wide variety of career areas
- Connected via phone or in-person with approximately 53 potential internal collaborators, alumni and external partners to further develop the ASPIRE Internship/Externship program, which now boasts 23 partnering organizations/companies
- Delivered the ASPIRE Networking Pacing module, an 8-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 2017
- Continued execution of the Postdoctoral ASPIRE Café for Career Planning, a bi-monthly seminar series targeted to postdoctoral fellows. Hosted a total of 381 attendees at 21 different sessions
- Provided oversight of trainee-authored and -edited bi-annual newsletter, *BRET: Results and Discussion* highlighting research accomplishments of BRET trainees, now in its seventh issue
- Maintained *Internships Outside of ASPIRE* resource for trainees, a BRET-curated database of national internships which currently includes 115 opportunities
- Served as Faculty Advisor for Life Science Tennessee Academic Alliance and the Editors' Club

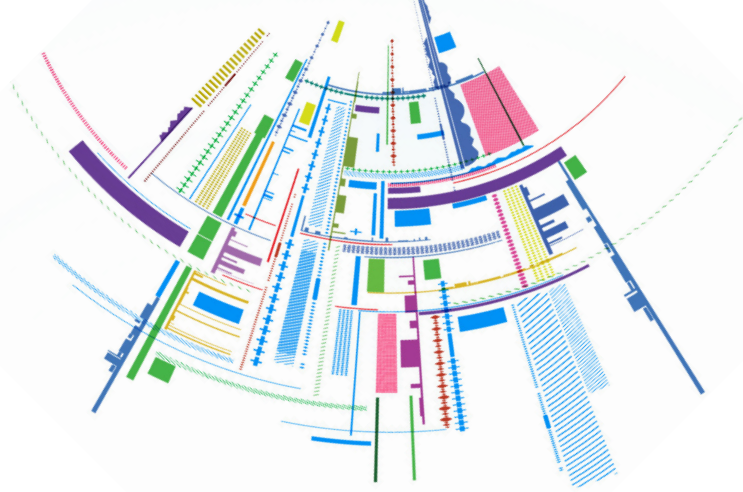




KATE STUART

Assistant Director

kate.stuart@vanderbilt.edu



## RESPONSIBILITIES

- Administers all logistics and marketing of the Annual Career Symposium
- Facilitates, conducts, video-records, and edits “Beyond the Lab” video interviews with alumni to share their stories and career paths since completing their PhD
- Executes all aspects of the “Vanderbilt Beyond the Lab” podcast, including podcast creation, web presence, and scheduling
- Manages and maintains the BRET Career Development website, including blog posts, front page slideshows, event registrations, and related media
- Creates and distributes the e-newsletter mailed every other Monday
- Responds to and organizes 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
- Works with Abby Brown to submit event and program data for NIH BEST national data reporting
- Oversees Career Development student interns, volunteers, and program committees
- Strategically coordinates contact with BRET alumni to promote engagement and giving

## 2017-2018 HIGHLIGHTS

- Developed the “Vanderbilt Beyond the Lab” podcast, premiering an episode weekly beginning January 2018
- Co-taught 6-session ASPIRE Module, “EQ + IQ=Career Success”
- Conducted 9 Beyond the Lab video alumni interviews, currently in production
- Launched @VUbretASPIRE Twitter feed, providing resources, announcements, and opportunity reminders on social media
- Orchestrated the 2018 BRET Annual Career Symposium, “R3: Research and Research-Related Careers in Academia, Government, and Nonprofits” coordinating most logistics, travel for speakers, volunteer committee responsibilities, and marketing efforts. Attended by over 200 graduate students and postdoctoral fellows
- Scheduled and engaged Training Grant directors for individual meetings with Kathy Gould to discuss Office of Career Development programming



ANGELA ZITO, M.ED.

Program Manager

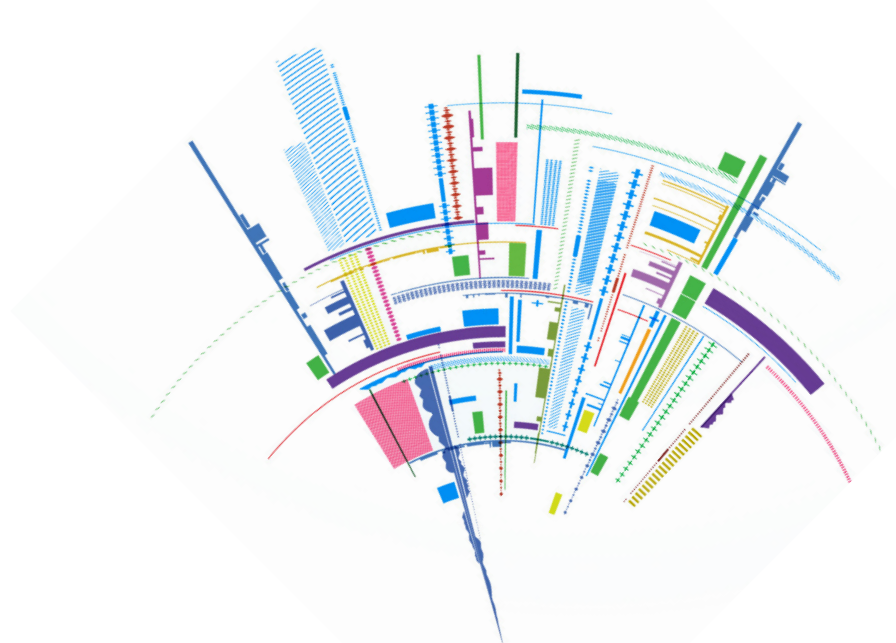
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## RESPONSIBILITIES

- 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
- Administers all logistics, marketing, and on-campus coordination of the PhD Career Connections monthly seminar series
- Contributes to the development and maintenance of the web presence that supports the BRET Office of Career Development and ASPIRE Program professional development programs
- Manages logistics for the ASPIRE Cafe for Postdoctoral Fellows seminar series
- Collects and manages data on all programs and event offerings
- Distributes event information through strategic marketing

## 2017-2018 HIGHLIGHTS

- Executed the logistics of 13 ASPIRE Modules over the 2017-2018 academic year, which served a total of 175 graduate students and postdocs
- Created 6 electronic newsletters sent to ~1500 trainees, alumni, faculty, and campus partners
- Coordinated logistics and supported organization for the ASPIRE on the Road, Boston, MA event and the Alumni Networking Happy Hour
- Co-organized the 2018 ASPIRE to Connect half day workshop, “Building Professional Relationships,” including coordinating logistics, and marketing efforts. Attended by graduate students and postdoctoral fellows
- Managed 4 BRET Headshot Days, serving almost ~140 trainees.
- Coordinated the execution of the ASPIRE Management and Business Principles for Scientists module business retreat and final presentation day
- Supported execution of Annual Career Symposium for 11 speakers and ~200 attendees



ABIGAIL BROWN, PHD  
Director of Outcomes Research

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#### RESPONSIBILITIES

- Coordinates the programmatic surveys for the ASPIRE Program
- Analyzes and presents the outcomes for the applicable partners and populations
- Administers a comprehensive online exit questionnaire and 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

#### 2017-2018 HIGHLIGHTS

- Liaison to Windrose, the external firm contracted by NIH to oversee evaluation for the BEST Consortium
- Administered all NIH surveys to Vanderbilt trainees (entrance and exit surveys) and reports results to NIH
- First author of a manuscript on the Vanderbilt Medical Scholars Program, published in BMC Medical Education
- Co-authored a manuscript with Lindsay Meyers, Liane Moneta-Koehler, and Roger Chalkley about the checkpoints along the pipeline for a diverse biomedical research faculty, published in *PLOS One*
- Collaborated with Kim Petrie and Lindsay Meyers on development of new comprehensive outcomes database for PhD alumni

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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

#### 2017-2018 HIGHLIGHTS

- Co-authored a manuscript with Abigail Brown, Lindsay Meyers, and Liane Moneta-Koehler about the checkpoints along the pipeline for a diverse biomedical research faculty, published in *PLOS One*

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LAURA DANIEL, 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

#### 2017-2018 HIGHLIGHTS

- Conducted the 2017 Annual NIH BEST Meeting -- "Data, Dissemination, & Durability" -- attended by 66 professionals from the 17 NIH BEST institutions, the NIH, and external professional organizations.
- Collaborated to write the workshop summary, *Proceedings of the BEST Practices Workshop*, a joint event led by AAMC GREAT Group and the BEST Consortium, with the NIH Common Fund and Burroughs Wellcome Fund sponsoring the event





## 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 aimed at instilling confidence and facilitate decision-making among graduate students and postdoctoral fellows.*



## ANNUAL CAREER SYMPOSIUM

### R3: RESEARCH & RESEARCH-RELATED CAREERS IN ACADEMIA, GOVERNMENT, AND NONPROFITS

The 2018 Annual Career Symposium, held on Friday, June 1, welcomed speakers from academia, government, and nonprofits who work in research and research-related roles. Twelve speakers addressed 227 trainees in either plenary or concurrent sessions. The symposium concluded with a large networking reception for all symposium attendees, as well as local BRET alumni. Seventeen biomedical science training grants sponsored the symposium, and ten graduate students and postdoctoral fellows served on the symposium organizing committee.



### 2018 Speakers

**Keynote:** Lynn Matrisian, PhD MBA  
Pancreatic Cancer Action Network

Julio Ayala, PhD  
Vanderbilt School of Medicine

John Barnes, PhD  
Centers for Disease Control and Prevention

Katie Coate, PhD  
Samford University

Brian Dattilo, PhD  
Waisman Biomanufacturing

Thomas Ekman, PhD  
Vol State Community College

Amicia Elliott, PhD  
NIH

Jeremy Fagan, PhD  
Montefiore Health System

Sonja Brooks Fulmer, PhD  
U.S. Food & Drug Administration

Michelle Reniere, PhD  
University of Washington  
School of Medicine

Wallace Sharif, PhD  
Morehouse College

# 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
August (8/9/2017)	<b>Nonprofit Leadership and Program Management</b>	84	<b>MaryRose Franko, PhD</b> , Executive Director, Health Research Alliance
September (9/1/2017)	<b>Influencing Research through Scientific Foundations</b>	71	<b>Kevin Lee, PhD</b> , Executive Director, Ellison Medical Foundation
<i>Networking Hour with speaker Kevin Lee, PhD</i>			
October (10/19/2017)	<b>Clinical Laboratory Medicine</b>	60	<b>Jonathan Schmitz, MD, PhD, D(ABMM); Jennifer Colby, PhD, DABCC; and Ferrin Wheeler, PhD</b> , Vanderbilt University Medical Center
November (11/30/2017)	<b>Project Management and Research Administration</b>	43	<b>Julie Field, PhD</b> , Translational Research Manager, Vanderbilt Institute for Clinical and Translational Research <b>Jana Shirey-Rice, PhD</b> , Project Manager, Vanderbilt Institute for Clinical and Translational Research
December (12/7/2017)	<b>Pre-clinical and Clinical Development in the Pharmaceutical Industry</b>	63	<b>Ines Macias-Perez, PhD</b> , Senior Scientist, Product Development, Cumberland Pharmaceuticals
January (1/18/2018)	<b>Scientific Communications and Marketing</b>	51	<b>Melissa Vaught, PhD</b> , Scientific Editor, Medical Science & Computing; Marketing & Communications Manager, STEM Career Services
	<i>The Long Game: Finding the Meaning of Social Media in Scientists' Lives</i>	27	
February (2/15/2018)	<b>Clinical Genetics, Information Technology, and Genetic Counseling</b>	26	<b>Gillian Hooker, PhD</b> , Vice President, Clinical Development, Concert Genetics
March (3/16/2018)	<b>Medical Science Liaison</b>	80	<b>Molly Seale, PhD</b> , Medical Science Liaison Manager, AbbVie <b>Josh Neuman, PhD</b> , Medical Liaison, Pediatric Endocrinology and Growth Hormone Disorder, Novo Nordisk <b>Tom Plucinak, PhD</b> , Medical Science Liaison, GlaxoSmithKline
April (4/27/2018)	<b>Biotech/Pharmaceutical Industry</b>	70	<b>Valerie Kramlinger, PhD</b> , Scientist, PkDM, Amgen
<i>Networking Lunch with speaker Valerie Kramlinger</i>			



# Career Exploration and Decision-Making

## STEM POLICY & ADVOCACY: MAKING YOUR VOICE HEARD

This half-day workshop for Vanderbilt graduate students and postdoctoral fellows in STEM disciplines was designed to help researchers understand the history of federal funding for university research, develop practical communication strategies to engage policymakers about STEM research, and learn the do's and don'ts of engaging the public with social media. The event featured keynote Tobin Smith, Vice President for Policy at the Association of American Universities. Later in the afternoon, a Project Director of Public Engagement from the American Association for the Advancement of Science, presented a workshop on strategic engagement of policymakers and a social media seminar.

Time	Agenda	Attendees
10:45am	Keynote by Tobin Smith, Vice President for Policy, Association of American Universities	70
1:00pm	Workshop on Strategic Engagement of Policymakers, facilitated by AAAS	50 (capped)
4:30pm	Seminar on Engaging the Public with Social Media, presented by AAAS	45



## ADDITIONAL EVENTS

The Office of Career Development conducts other ad hoc seminars and workshops throughout the year.

Date	Topic	Attendance	Speaker
August 28, 2017	<b>Employment-based Immigration: Options for Employment after Postdoctoral Programs</b>	40	<b>Sarah Hawk and Marissa Swick</b> , Ogletree Deakins LLC; Co-sponsored by the Office of Postdoctoral Affairs, the BRET Office of Career Development, the Graduate School, Global Support Services, and International Student and Scholar Services
September 25, 2017	<b>After Academia: Data Science as a Career</b>	60	<b>Taylor Murphy, PhD</b> , Concert Genetics; <b>Shruti Sharma, PhD</b> , Ingram Content Group; <b>John Wark</b> , Nashville Software School
March 28, 2018	<b>PhD &amp; Masters Virtual Career Fair</b>	N/A	In partnership with the Graduate Career Consortium
March 29, 2018	<b>Biopharmaceutical Development &amp; Career Opportunities in Biotech Industry</b>	70	<b>Sathish Hasige, PhD</b> , Director of R&D, Biopharmaceutical Development; Global Head, Early Stage Formulation Development, MedImmune
May 22, 2018	<b>Applying for Industry Postdocs</b>	28	<b>Alex Andrews</b> , graduate student, Cell & Developmental Biology



## Career Exploration and Decision-Making



## BEYOND THE LAB VIDEO SERIES

68  
TOTAL  
VIDEOS

25,100  
UNIQUE  
VIEWS

The Beyond the Lab video series highlights career paths for PhDs. Kate Stuart interviews alumni about her or his career path, skill development, and other career advice. Nine new videos were filmed this year with speakers from the Annual Career Symposium and other local alumni.

### HIGHLIGHTS

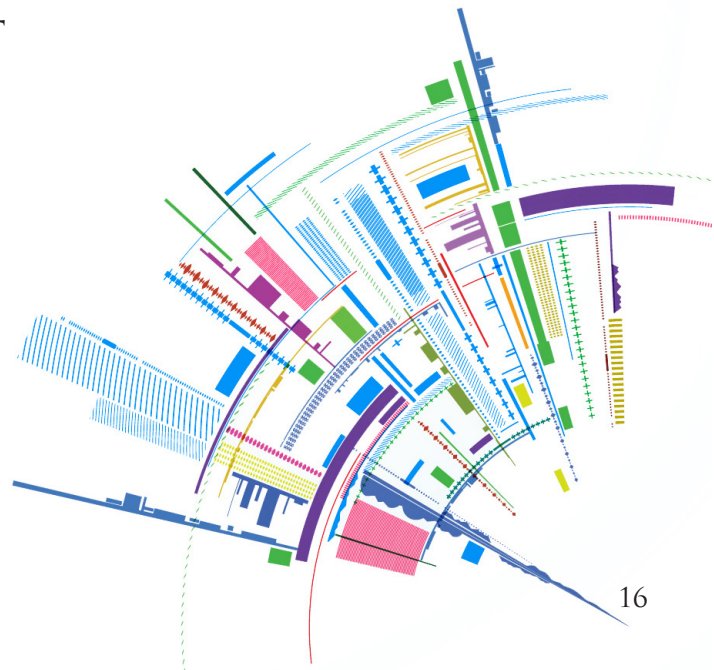
- All publicly available on YouTube
- Quick links to questions within YouTube summary
- 9 in production, to be published in summer 2018
- Partnership with the Vanderbilt Institute of Digital Learning

## BEYOND THE LAB PODCAST

28  
EPISODES

~2700  
UNIQUE  
DOWNLOADS

In early 2018, the Beyond the Lab video series was repurposed and launched as an audio podcast series. New episodes drop each week and can be found on iTunes as *Vanderbilt Beyond the Lab*.





# Career Exploration and Decision-Making



## ONLINE PRESENCE

The BRET Office of Career Development maintains a strong web presence to promote upcoming events, job postings, and career resources. Below includes 2017-2018 stats about our presence and engagement.



### CAREER DEVELOPMENT BLOG

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

TOTAL POSTS 417

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### TWITTER

There are two Twitter feeds from the BRET Office of Career Development ASPIRE Program.



#### @VUBRETASPIRE

Launched May 2018, the VU BRET ASPIRE Twitter feed provides resources, seminar notices, event photos, and more.

TWEETS 90 FOLLOWERS 61

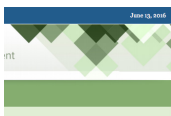


#### @VUBRETPHDJOBS

Created in October 2014, the VU BRET Jobs Twitter account continues to tweet current job postings available for graduate students and postdoctoral fellows.

JOB TWEETS 373 FOLLOWERS 320

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### CAREER DEVELOPMENT E-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 E-NEWSLETTERS 27 NEWSLETTER AUDIENCE 1444

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### 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.





## Career Exploration and Decision-Making

### DIRECT SERVICE DELIVERY

Direct service delivery is an essential element of providing personalized resources that are 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. Kathy Gould and Kate Stuart also meet with graduate students and postdoctoral students on an as needed basis. 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
- pursuing opportunities for scientists outside the academy
- writing CVs, résumés, cover letters, and biosketches
- honing presentation skills and interview practice
- discussing salary negotiation
- emphasizing graduate school survival skills

GRADUATE STUDENTS	82
POSTDOCS	57
ALUMNI	4
OTHER*	4

\*Research instructors and staff scientists in roles within Vanderbilt.



### CV/RÉSUMÉ DROP-IN CLINIC

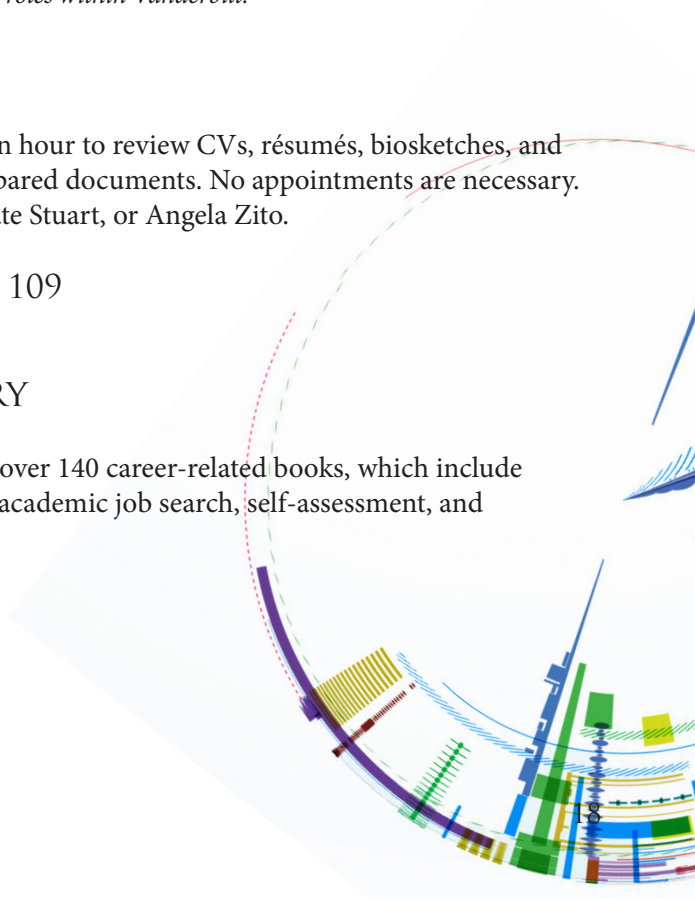
Each Wednesday, the Office of Career Development hosts an open hour to review CVs, résumés, biosketches, and cover letters from graduate students and postdocs who bring prepared documents. No appointments are necessary. Trainees can “drop-in” to meet with Kim Petrie, Ashley Brady, Kate Stuart, or Angela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

VISITS TO DROP-IN CLINIC 109



### 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

*Skill-building, networking, negotiation, etiquette, and managing a professional image 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 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. ASPIRE Modules are focused in four thematic areas: Communication, Teaching, Business and Entrepreneurship, and Clinical Research.

Course Title	Director	Participants	Frequency and Dates
<b>Summer Intensive for Entrepreneurship and Commercialization</b>	<b>John Bers, PhD, MBA, Ed.D.</b> , <i>Adjoint Professor of Engineering Management, Vanderbilt University School of Engineering</i> <i>The winner of the Summer Intensive Pitch Day (8/7/17) presented her idea at the Health:Further conference.</i>	11	<i>4 hours a week, 6 weeks June 15-August 7, 2017</i>
<b>Technology Commercialization</b>	<b>Mike Villalobos, PhD</b> , <i>Manager, Vanderbilt Center for Technology Transfer and Commercialization</i> <b>Tom Utley, PhD</b> , <i>Licensing Officer, Vanderbilt Center for Technology Transfer and Commercialization</i>	21	<i>8 sessions September 26- November 7, 2017</i>
<b>Introduction to the Principles and Practice of Clinical Research (IPPCR)</b>	<b>NIH Clinical Center</b> (VU BRET Office served as a registered remote site)	32 <i>(14 out of 15 passed final exam)</i>	<i>September, 2017- May, 2018</i>
<b>Biomedical Research and the Media</b>	<b>Wayne Wood, MLAS</b> , <i>Executive Director of New Media Productions, VUMC News and Public Affairs</i>	6 <i>(capped)</i>	<i>8 sessions September 20- November 15, 2017</i>
<b>Creating Effective Scientific Talks and Delivering Them with Confidence</b>	<b>Kathy Gould, PhD</b> , <i>Associate Dean, Biomedical Sciences</i>	10 <i>(Fall session)</i>  5 <i>(Spring session)</i>	<i>5 Fall sessions September 25-October 30, 2017</i>  <i>3 Spring sessions January 29-February 12, 2018</i>
<b>EQ + IQ = Career Success</b>	<b>David Sacks, PhD, HSP</b> , <i>Psychologist, Graduate and Professional Students and Postdoctoral Fellows, Vanderbilt Psychological and Counseling Center</i> <b>Kate Stuart</b> , <i>Assistant Director, BRET Office of Career Development</i>	10	<i>6 sessions November 1- December 13, 2017</i>
<b>Networking Pacing</b>	<b>Ashley Brady, PhD</b> , <i>Director of Career Engagement and Strategic Partnerships, Biomedical Research Education and Training (BRET)</i>	9	<i>6 sessions October 3-November 14, 2017</i>
<b>Clinical Microbiology: Applying Your PhD to Patient Care</b>	<b>Jonathan Schmitz, MD, PhD</b> , <i>Instructor, Pathology, Microbiology, and Immunology</i> <b>Jennifer Colby, PhD, DABCC</b> , <i>Associate Director, Clinical Chemistry &amp; Assistant Professor, Pathology, Microbiology, and Immunology</i> <b>Ferrin Wheeler, PhD</b> , <i>Medical Director, Cytogenetics</i>	6 <i>(capped)</i>	<i>Individual Rotations Winter 2018</i>





# Trainee Professional Development

## ASPIRE MODULES *continued*

Course Title	Director	Participants	Frequency and Dates
<b>Practical Strategies for Strong Writing</b>	<b>Gary Jaeger, PhD</b> , <i>Director, The Writing Studio, Vanderbilt University</i>	22 (Fall session)	2 Fall sessions September 21, October 5, 2017
	<b>Beth Estes, PhD</b> , <i>Academic Support Coordinator, The Writing Studio, Vanderbilt University</i>	16 (Spring session)	3 Spring sessions January 23-February 6, 2018
<b>Management and Business Principles for Scientists</b>	<b>Joe Rando, MBA</b> , <i>Associate Professor of the Practice, Managerial Studies, Vanderbilt University</i>	23	2 hours/week 10 weeks January 17-April 17, 2018
<b>STEM Teaching in K-12 Schools</b>	<b>Jennifer Ufnar, PhD</b> , <i>Director, Scientist in the Classroom Partnership Program, Department of Teaching and Learning, Vanderbilt University</i>	5	5 sessions January 30-February 20, 2018





## Trainee Professional Development




## ASPIRE CAFÉ FOR POSTDOCTORAL FELLOWS

The Postdoctoral ASPIRE Café for Career Planning sessions are opportunities for postdocs to explore topics in career development and professionalism. ASPIRE Café sessions are organized by Ashley Brady and are offered twice monthly to facilitate ongoing engagement of postdocs. Orientation sessions are interspersed quarterly 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 and are led by BRET faculty and staff as well as many campus partners.

Date	Topic	Presenter	Attendance
7/27/17	Lean Lab Management	Rob Carnahan, PhD	13
8/10/17	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	5
8/24/17	NIH Career Development (K) Awards: Which One is Right for You?	Abby Brown, PhD	16
9/14/17	Preparing a Faculty Application Package	James Dewar, PhD Chris Wright, D. Phil.	32
9/28/17	Grant Resources at Vanderbilt	Abby Brown, PhD	11
10/12/17	Science and Social Media	Josh Fessel, MD, PhD	10
10/19/17	Postdoc Café: Preparing a Faculty Position Application Package Part II (extra follow-up session)	James Dewar, PhD Chris Wright, D. Phil.	10
10/29/17	Behind the Curtain: An Inside Look at Peer Review of F32 NRSAs	Kim Petrie, PhD	14
11/16/17	What to Expect from a Faculty Position Interview	David Cortez, PhD Todd Graham, PhD Andrea Page-McCaw, PhD	30
12/14/17	How to Give a Chalk Talk	David Cortez, PhD Anne Kenworthy, PhD Chris Wright, D. Phil.	29
1/11/18	Orientation to BRET Resources for Postdocs	Ashley Brady, PhD	7
1/25/18	Negotiating Your Faculty Compensation and Start-Up Package	Kathy Gould, PhD	31
2/8/18	Mastering the Art of Interviewing	Ashley Brady, PhD	24
2/22/18	A Fair Look: How to Review a Paper	Kathy Gould, PhD	21
3/22/18	Exploring and Preparing for Faculty Careers	Kathy Gould, PhD	20
4/19/18	Writing a Better Cover Letter	Ashley Brady, PhD	43
4/26/18	Orientation to BRET Career Development Resources for Postdocs	Ashley Brady, PhD	4
5/10/18	Informational Interviewing	Ashley Brady, PhD	20
5/24/18	Recognizing and Overcoming the Imposter Syndrome	Maureen Gannon, PhD	15
6/14/18	How to Give an Effective Scientific Talk	William Tansey, PhD	29
6/28/18	Finding Funding and an Intro to SPIN	Aaron Conley Karissa Womack Vanderbilt University Corporate & Foundation Relations	21



# Trainee Professional Development

## ASPIRE TO CONNECT

On March 12, 2018, Vanderbilt's fifth annual ASPIRE to Connect half-day workshop offered graduate students and postdoctoral fellows practical tips for meeting new people and cultivating authentic connections. This year's 87 attendees were offered a series of breakout sessions with a variety of topics and speakers. Co-sponsored by the Graduate School, the event expanded the opportunities for students across disciplines to meet.



Time	Session Title
1:00-1:45pm	Keynote: <i>“The Power of Connections for the Job Search and Beyond”</i> with Dan Beaudry
2:00-2:30pm	Breakout Session 1 <ul style="list-style-type: none"> <li>• <i>Video Interviewing</i> with Kathy Gould, PhD</li> <li>• <i>Leveraging LinkedIn</i> with Kim Petrie, PhD</li> <li>• <i>Big Help for Small Talk</i> with Ruth Schemmer, PhD</li> </ul>
2:40-3:25pm	Breakout Session 2 <ul style="list-style-type: none"> <li>• <i>The Art of the Follow-up</i> with Ashley Brady, PhD</li> <li>• <i>How to Make the Most of a Professional Conference (STEM-focused)</i> with Faculty Panel</li> <li>• <i>How to Make the Most of a Professional Conference (Humanities and Social Sciences-focused)</i> with Faculty Panel</li> </ul>
3:25-4:20pm	Breakout Session 3 <ul style="list-style-type: none"> <li>• <i>International Student Deep Dive: Making Connections, VISA Sponsorship, and Your Questions</i> with Dan Beaudry</li> <li>• <i>Telling the Story of Your Research</i> with Leah Lowe, PhD</li> <li>• <i>Science and Social Media</i> with Josh Fessel, MD, PhD</li> </ul>
4:20-5:00pm	Networking Reception

## LAB TO LUNCH: BUSINESS SAVVY FOR SCIENTISTS

On December 12, local etiquette coach and speaker Malika Williams taught 60 graduate students and postdocs the fundamentals of dining in a professional setting. Advertised to 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. Ashley Brady and Kate Stuart also presented about networking tips and business attire.





## Trainee Professional Development

### HEADSHOT DAY

A polished online presence is crucial for the image of a new professional. The BRET Office of Career Development provided four Headshot Days for our current students and postdocs. Each trainee is given a 10-minute appointment with a professional photographer. Participants receive, at no cost to them, two high-resolution images, professionally edited and retouched, to help trainees put their best face forward.

SEPTEMBER 8, 2017 (39 Grad Students)  
DECEMBER 1, 2017 (42 Postdocs)  
MARCH 22, 2018 (40 Grad Students)  
JUNE 7, 2018 (37 Postdocs)

### REACHH: RECONNECTION, ENGAGEMENT, & COLLABORATION HAPPY HOUR

BRET Admissions has partnered with the BRET Office of Career Development to reunite IGP and QCB students for periodic happy hours. The Office of Career Development speaks briefly on a topic of interest to students in that year of training, and the students stay for community time and refreshments.

Date	Graduate Student Year	Presenter	Topic
November 16, 2017	5th Years	Kathy Gould	"Video Interviewing"
December 7, 2017	2nd Years	Kate Stuart	"The Savvy Scientist: Making Meaningful Connections"
June 7, 2018	5th Years	Ashley Brady	"Exiting Gracefully"
June 14, 2018	4th Years	Kathy Gould	"Writing Letters and Other Professional Communication"





## Employer Relations and Workforce Development

Enhanced partnerships with companies and organizations lead to exciting opportunities for our trainees! Company visits, internships, and externships provide many meaningful experiences.

Employer Relations and Workforce Development includes:

- Meetings with potential and current employer contacts
- Hosting employer information sessions
- Speaking at conferences and giving invited talks
- Serving on committees to represent Vanderbilt needs
- 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

61

Conversations with employers and alumni 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.

### 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 15, 2017	PPD (Pharmaceutical Product Development) Employer Information Session and Networking Lunch	40	April de Lima, Senior Recruiting Manager, PPD
May 3, 2018	Vertex Info Session	62	Tim Senter, PhD, Principal Scientist, Vertex
June 11, 2018	The Jackson Laboratory Perspective on Perfecting Your Pitch: An Application Strategy Workshop for Biomedical PhDs	75	Heather Dillon, University Relations Specialist, JAX Genomic Education, The Jackson Laboratory
June 25, 2018	Boston Consulting Group (BCG) Information Session	129	Peter Dewey, PhD, Principal Consultant, BCG Glenn Newman, PhD, Principal Consultant, Advanced Degree Recruiter

### INTERNSHIPS OUTSIDE OF ASPIRE

In addition to the ASPIRE Internship program created and managed by our program, the BRET Office of Career Development curates a list of established internship programs nationwide. The career development office is happy to assist in developing the application and providing support around other logistical considerations. At the end of the 2018 academic year, 115 opportunities were featured, and the list continues to grow.







## Employer Relations and Workforce Development

### INTERNSHIPS

This year, 20 trainees (11 students, 9 postdocs) participated in ASPIRE internships to gain hands-on experience with a project in a professional work environment. Internships were all part-time. ASPIRE travel scholarships helped offset travel expenses that were associated with participating in an internship.

Internship Opportunity	Role/Title
Fisk University	Teaching Intern, Molecular Methods
Belmont University	Teaching Intern, General Biology
axialHealthcare	Research Data Scientist ( <i>2 interns</i> )
Health Research Alliance	HRA Members' Meeting Program Coordinator
Concert Genetics	Clinical Data Scientist
Adventure Science Center	Twister Intern
Tuberous Sclerosis Alliance	2018 World TSC Conference Program Coordinator
Insight Genetics	Genomics Intern
Life Science Tennessee	Policy Intern
Pendant Biosciences	Business Development Intern
NueCura Partners	Business Development and Marketing Intern
Health Research Alliance	HRA Members' Meeting Program Coordinator
PurSolutions, LLC	Product Development Specialist
Alzheimer's Association Mid-South Chapter	Advocacy Ambassador & Congressional Team Member ( <i>2 interns</i> )
axialHealthcare	Research Data Scientist
BioTN Foundation, Inc.	Enterprise Development Intern
iQuity	Research Intern (Bioinformatics/Data Science) ( <i>2 interns</i> )

### EXTERNSHIPS

Externships give trainees on-site job shadowing opportunities for graduate students and postdoctoral fellows.

Eight PhD students and postdocs completed externships with:

- The American Association for the Advancement of Science, “Catalyzing Advocacy in Science and Engineering” in Washington, DC (2 grad students)
- American Association for Clinical Chemistry, Annual National Meeting (1 postdoc)
- Chemical and Biological Defense Science & Technology Conference (1 grad student)
- American Medical Writer’s Association National Conference (1 grad student)
- Defense Threat Reduction Agency Shadowing (1 postdoc)
- Biogen Drug Conference for Early-Career Scientists and Clinicians (1 postdoc, 1 grad student)



# Employer Relations and Workforce Development

## ASPIRE ON THE ROAD

ASPIRE on the Road provides graduate students and postdoc fellows opportunities to visit companies and organizations, tour a variety of workplaces, and meet professionals in a range of roles.

ASPIRE on the Road took 11 trainees to visit Boston, Massachusetts on May 2-4, 2018. Graduate students and postdoctoral fellows spent time exploring Cambridge, visiting 4 biotechnology and pharmaceutical companies, hearing from key leadership, learning from scientific professionals about career paths and company culture, expanding their understanding of the scientific focus at each company, touring the research facilities and lab space.

On the evening of May 3rd, trainees met with nearly 60 area alumni at a networking happy hour which was organized and hosted by the BRET Office of Career Development and co-sponsored by Vanderbilt University Development and Alumni Relations.

The trainees were accompanied by Ashley Brady, Ph.D., Director of Career Engagement and Strategic Partnerships, Kathy Gould, Ph.D., Associate Dean for Biomedical Sciences and Larry Marnett, Ph.D., Dean of Basic Sciences.

Participants were selected through a competitive application process. Funding for trainee travel was provided by NIH grant: DP7OD018423.



Wednesday, May 2	
3:30-4:30pm	Biotech and Pharma Walking Tour of Cambridge Area with Mass Bio Education Foundation
Thursday, May 3	
9:00-12:00pm	
<b>Amgen Visit</b>	
<ul style="list-style-type: none"> <li>Overview and case studies illustrating examples of the science pursued at Amgen</li> <li>Tour of facility</li> <li>Lunch and networking with Amgen scientists</li> </ul>	
1:00-4:40pm	
<b>Merck Visit</b>	
<ul style="list-style-type: none"> <li>Merck Research Labs (MRL) Drug Discovery overview</li> <li>MRL Business Development and Licensing overview</li> <li>MRL postdoctoral fellowship program</li> <li>Site tour</li> </ul>	
5:30-7:30pm	<b>Boston-area Alumni Networking Reception</b>
Friday, May 4	
8:30-11:30am	
<b>Pfizer Visit</b>	
<ul style="list-style-type: none"> <li>Breakfast and Overview of Pfizer Research and Development</li> <li>Cardiovascular Disease, Inflammation/Immunology, and Clinical and Translational Imaging Research at Pfizer</li> <li>Lab and Facilities Tours</li> <li>Q/A Session with VU Alum at Pfizer</li> </ul>	
12:30-2:00pm	<b>Kymera Therapeutics, Hosted at Atlas Venture</b>
2:00-3:00pm	<b>Tour of LabCentral Incubator Space</b>



# 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 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. Roger Chalkley oversees consortium initiatives, Laura Daniel is the manager of consortium activities, and Kim Petrie serves as the Vanderbilt representative to the Project Coordination Committee of the NIH BEST Consortium.

Kim Petrie also serves on the Governance Committee of the Graduate Career Consortium, a national organization of PhD and postdoc career advisors from universities across the US and Canada. As a Governance Committee member, she helps oversee organizational bylaws and run elections. The committee also created a new pilot mentorship program to pair “junior” career development professionals with more established members for ongoing mentoring. This spring, Kim was elected Secretary of the Graduate Career Consortium.

Roger Chalkley was invited to meet with a small group to discuss improving career transparency in biomedical PhD career outcomes. The meeting was sponsored by Rescuing Biomedical Research and brought together some BEST institutions as well as the AAU, AAMC, and some non-BEST institutions.

Kim Petrie was an ad hoc reviewer for *CBE-Life Sciences Education*.

## CONFERENCE POSTER PRESENTATIONS

<p>September 2017  <i>“Implementation of a Graduate Internship Program to Broaden Training Experiences for the Future Biomedical Workforce”</i>                      AAMC GREAT Group Annual Meeting, Orlando, FL                      (cancelled due to hurricane)                      Ashley Brady</p>	<p>June 2018  <i>“Enhancing Mentorship within the GCC Community: the Launch of the GCC Mentoring Program”</i>                      Graduate Career Consortium Annual Meeting                      Madison, WI                      Kim Petrie et al. (Rory Flinn, Cynthia Fuhrmann, Christine Holmes, Steve Lee, Jake Livengood, Suprawee Tepsuporn, Kim Petrie, Kerry Landers)</p>
<p>September 2017  <i>“Elective Modules to Broaden Training for Biomedical Scientists”</i>                      AAMC GREAT Group Annual Meeting, Orlando, FL                      (cancelled due to hurricane)                      Kim Petrie</p>	<p>June 2018  <i>“A Graduate Internship Program to Prepare the Future Biomedical Workforce”</i>                      Graduate Career Consortium Annual Meeting                      Madison, WI                      Ashley Brady</p>

# National Career Development Research and Best Practices

## NATIONAL DISTINCTIONS

- Kathy Gould received the 2018 Southeastern Conference Faculty Achievement Award.
- The BRET Office of Career Development was awarded a Burroughs Wellcome Fund Career Guidance for Trainees Award to support development of a new ASPIRE module: *Data Science Essentials: Transitioning Biomedical Scientists from the Bench to the Cloud*.
- Kathy Gould was awarded The Procter & Gamble Fund to support “Leading and Managing People and Projects.”

## IN THE PRESS

The BRET Office of Career Development was highlighted in various media outlets, both at local and national levels.

<p><i>Providing Experiential Business and Management Training for Biomedical Research Trainees</i> Peer-Reviewed Publication <i>CBE Life Sciences Education</i>, Fall 2017,16(3) Written by Kim Petrie, Rob Carnahan, Abby Brown, Kathy Gould</p>	<p><i>Survey of checkpoints along the pathway to diverse biomedical research faculty</i> Peer-Reviewed Publication <i>PLOS One</i>, January 2018 Written by Lindsay Meyers, Abigail Brown, Liane Moneta-Koehler, and Roger Chalkley</p>
<p>“How to Review a Paper” Summary of ASPIRE Cafe for Postdoctoral Fellows seminar and written by Rebecca Helton Edge for Scholars Blog July 5, 2017</p>	<p>“Smile, You’re on Camera” Written by Ashley Brady and D’Anne Duncan <i>Carpe Careers column</i>, Inside Higher Ed March 12, 2018</p>
<p>“Q&amp;A: How to Give a Chalk Talk” Summary of ASPIRE Cafe for Postdoctoral Fellows seminar and written by Rebecca Helton Edge for Scholars Blog January 11, 2018</p>	<p>“New BRET Course Offers Introduction to Data Science” VUMC Reporter Written by Leigh MacMillan June 21, 2018</p>

## ASPIRE ADVISORY COMMITTEE

The ASPIRE Program Advisory Committee consists of external advisors from various industries, as well as Vanderbilt faculty and trainees. The annual meeting serves as an opportunity to seek input, celebrate milestones, and learn from our partners. The Advisory Committee met on September 22, 2017.

- |  |   |
|--|---|
| ROB CARNAHAN ( <i>Vanderbilt University</i> )        | INES MACIAS-PEREZ ( <i>Cumberland Pharmaceuticals</i> ) |
| DALE EDGAR ( <i>Eli Lilly</i> )                      | ALAN MARNETT ( <i>Benchfly</i> )                        |
| EFRAIN GARCIA ( <i>Health &amp; Human Services</i> ) | RICHARD O'BRIEN ( <i>Vanderbilt University</i> )        |
| KEN HOLROYD ( <i>Vanderbilt University</i> )         | STEVE ROBERDS ( <i>Tuberous Sclerosis Alliance</i> )    |
| DANIEL HUTCHESON ( <i>Indivior</i> )                 | KEENAN TAYLOR ( <i>Vanderbilt University</i> )          |
| BRIAN LADEN ( <i>TriStar Technology Ventures</i> )   | LAURIE VANDERVEEN ( <i>Nektar Therapeutics</i> )        |
| LORENA INFANTE LARA ( <i>Vanderbilt University</i> ) | NANCY WALL ( <i>Lawrence University</i> )               |
| KEVIN LEE ( <i>The Lawrence Ellison Foundation</i> ) | CHRIS WRIGHT ( <i>Vanderbilt University</i> )           |



# National Career Development Research and Best Practices

## INVITED NATIONAL AND REGIONAL TALKS

08  
2017

August 2, 2017  
"Career Services for Biomedical PhD Students"  
VU-EDGE/Vanderbilt University Enhancing  
Diversity in Graduate Education Diversity  
Initiatives  
Nashville, TN  
Ashley Brady

November 9, 2017  
"Keeping Life Science Talent in Tennessee"  
LST|CON Panelist and Moderator  
Nashville, TN  
Ashley Brady

09  
2017

August 7, 2017  
"Career Outcomes and Creating a Career  
Taxonomy for PhD Careers"  
Meeting on Career Outcomes sponsored by  
Rescuing Biomedical Research  
Bethesda, MD  
Roger Chalkley

01  
2018

January 23, 2018  
"Sleuthing Careers in Science"  
Senior Seminar for Science Majors  
Fisk University  
Ashley Brady

02  
2018

February 7, 2018  
"Career Development Resources at Vanderbilt"  
Fisk University Master's to PhD Bridge Program  
Ashley Brady (co-presented with Ruth  
Schemmer)

September 6-7, 2017  
"Staffing at BEST Institutions"  
Pre-meeting workshop about BEST programs  
sponsored by Burroughs Wellcome Fund, AAMC  
GREAT Group annual meeting  
Orlando, FL  
Kim Petrie and Roger Chalkley, co-presented  
with representatives of UC-Irvine and Emory/  
GATech BEST Programs  
(cancelled due to hurricane)

February 22, 2018  
"CVs and Biosketches"  
Meharry Medical College  
Kim Petrie

September 6-7, 2017  
"Implementation of a Graduate Internship  
Program: Broadening Training Experiences for the  
Future Biomedical Workforce"  
BEST Practices Workshop, co-sponsored by  
the NIH Common Fund and the Burroughs  
Wellcome Fund,  
AAMC GREAT Group annual meeting  
Orlando, FL  
Ashley Brady  
(cancelled due to hurricane)

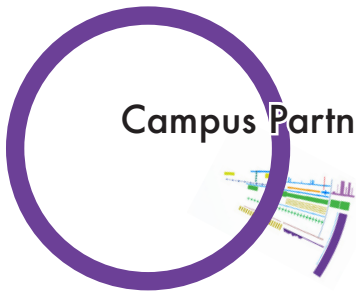
06  
2018

June 26, 2018  
"Ask Us Anything" Panel  
Pre-meeting workshop for new PhD career  
development professionals, Graduate Career  
Consortium annual conference  
Madison, WI  
Kim Petrie

June 28, 2018  
"Treks, trips and travel. Site visits as a mechanism  
for career exploration"  
Graduate Career Consortium (GCC) Annual  
Meeting  
Madison, WI  
Ashley Brady (co-presented with Patrick Brandt,  
Brianna Konnick, and Abby Stayart)

11  
2017

November 2, 2017  
"Broadening Training Experiences for the Future  
Biomedical Workforce: Implementation of the  
ASPIRE Internship Program"  
BEST Consortium annual meeting  
Bethesda, MD  
Kim Petrie and Ashley Brady



## Campus Partnerships & Faculty Outreach

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

- Vanderbilt School of Medicine Basic Sciences
- Vanderbilt University Medical Center
- Vanderbilt Center for Science Outreach
- Vanderbilt Center for Teaching
- Vanderbilt Center for Tech Transfer & Commercialization
- Vanderbilt Corporate & Foundation Relations
- Vanderbilt Creative Services
- Vanderbilt Development & Alumni Relations
- 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. Kathy Gould serves in the following role:

- Faculty Advisor, Vanderbilt International Biomedical Student Association (VIBS)

Dr. Kim Petrie serves in the following roles:

- BRET representative, Graduate Development Network, Vanderbilt University
- Reviewer, VICTR Grant Studio, two Vanderbilt faculty submissions, NSF National Research Traineeship applications
- Selection Committee, 2018 Mary Jane Werthan Award, Leadership Award, and Mentoring Award, Margaret Cuninggim Women's Center
- University Committee, Graduate Leadership Development Institute initiative
- Faculty Advisor, Vanderbilt Student Policy Group

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

All team members attend the twice annual Vanderbilt Graduate and Professional Career Services Networking meeting, coordinated by the Graduate School.



## MARKETING SERVICES DEPARTMENT-WIDE

Each month, the BRET Office of Career Development provides a 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.

# 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**  
**2017**

July 14, 2017  
“Services of the BRET Offices”  
New Faculty Orientation  
Kathy Gould

July 18, 2017  
“Ask Me Anything: Office of Career Development”  
Pathology, Microbiology, and Immunology 3rd Years  
Career Development Team

July 20, 2017  
“Introduction to NRSAs”  
Cell & Development Biology Department  
Kim Petrie

July 26, 2017  
“Career Planning for Careers in Science”  
Summer Science Academy  
Kim Petrie

**08**  
**2017**

August 18, 2017  
“Career Development Campus Resources for Postdocs”  
Vanderbilt Postdoc Association Town Hall Meeting  
Ashley Brady

**09**  
**2017**

September 11, 2017  
“Ask Us Anything: Office of Career Development”  
Chemical Physical Biology Program  
Career Development Team

September 26, 2017  
“Orientation to BRET Career Resources”  
Clinical Pharmacology Fellows Lecture  
Ashley Brady

**10**  
**2017**

October 3, 2017  
“Resources with the BRET Office of Career Development ASPIRE Program”  
Vanderbilt International Biomedical Student Association Symposium  
Ashley Brady

October 17, 2017  
“Getting a Postdoc and Preparing for the Next Step of Your Career”  
Cell and Developmental Biology Department  
Kathy Gould

October 24, 2017  
“Introduction to NRSAs”  
Neuroscience Department  
Kim Petrie

October 31, 2017  
“NRSAs and Fellowships”  
CBMS Training Grant Journal Club  
Kim Petrie

**11**  
**2017**

November 9, 2017  
“Introduction to NRSAs”  
Pharmacology Department  
Kim Petrie

November 17, 2017  
“Career Development Roadshow”  
Biological Sciences Faculty Meeting  
Kathy Gould and Kate Stuart

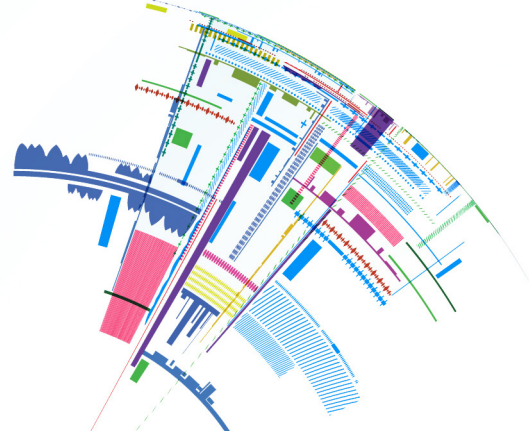
November 28, 2017  
“Career Planning, Session 1”  
Neuroscience Department  
Kim Petrie

**12**  
**2017**

December 5, 2017  
“Career Planning, Session 2”  
Neuroscience Department  
Kim Petrie

December 12, 2017  
“A Fair Look: Reviewing a Paper”  
Cellular, Biochemical, and Molecular Sciences Training Program (CBMS)  
Kathy Gould

December 13, 2017  
“Your Career Starts Here: Career Planning for PhD Students”  
IGP IMPACT (all 1st Years)  
Kim Petrie



**01**  
**2018**

January 25, 2018  
“NRSA Review”  
Pharmacology Department  
Kim Petrie

March 19, 2018  
“Career Development Roadshow”  
Session for New Faculty  
Career Development Team

**02**  
**2018**

February 13, 2018  
“Career Development Roadshow”  
Junior Faculty Leadership Development Program  
Kathy Gould

**04**  
**2018**

April 24, 2018  
“Introduction to NRSA’s”  
Microenvironmental Influences in Cancer  
Training Grant  
Kim Petrie

February 20, 2018  
“Career Development Roadshow”  
Chemistry Biology Interface Training Grant  
Career Development Team

**05**  
**2018**

May 17, 2018  
“Finding Funding: An Introduction to PIVOT  
and Other Resources”  
Masters of Science in Clinical Investigation,  
Masters in Public Health  
Ashley Brady

February 27, 2018  
“Career Development Roadshow”  
Molecular Biophysics Training Grant  
Career Development Team

**06**  
**2018**

June 5, 2018  
“Career Development Roadshow”  
Microenvironmental Influences in Cancer  
Training Grant  
Career Development Team

February 27, 2018  
“Applying for Postdocs”  
Microenvironmental Influences in Cancer  
Training Grant  
Kathy Gould

**03**  
**2018**

March 8, 15, 22, and 29, 2018  
“CVs and Biosketches”  
IMPACT (five sessions)  
Ashley Brady and Kim Petrie

June 7, 2018  
“Preparing for the Next Step of Your Career”  
Cell and Developmental Biology Department  
Kathy Gould



## TRAINING GRANT PARTNERSHIPS

17 Training Grants supported this year’s Annual Career Symposium, “R3: Research and Research-Related Careers in Academia, Government, and Nonprofits.” 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.

Furthermore, Kathy Gould and Kate Stuart met with 15 Training Grant directors to discuss individualized needs and ways the BRET Office of Career Development could partner. By learning more about each training grant, the office was able to provide a number of unique presentations to the trainees as well as create new sessions to meet the needs of the training grant population.



# Alumni Relations & Outcomes and Development

*The Office of Career Development serves as the main contact for biomedical PhD and postdoctoral 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 design and write 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 article, a faculty profile, recent events of note, and current trainee achievements.

Newsletters are published in the spring and fall each year. Issue 6 was published in November 2017, and Issue 7 was published in June 2018.



## SOCIAL MEDIA GROUPS

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

LINKEDIN MEMBERS 1050



FACEBOOK MEMBERS 282



## ALUMNI GIVING

Generous philanthropic support from alumni and the community can make a tremendous impact on the training opportunities afforded to PhD students and postdoctoral fellows. Development and Alumni Relations has encouraged departments to manage their own annual fund giving, and the Office of Career Development fundraises for both the Simple Beginnings Fund (providing white lab coats to incoming graduate students) and the ASPIRE Scholar Fund (providing additional training resources to jump start graduate students and postdocs with their career planning and management).

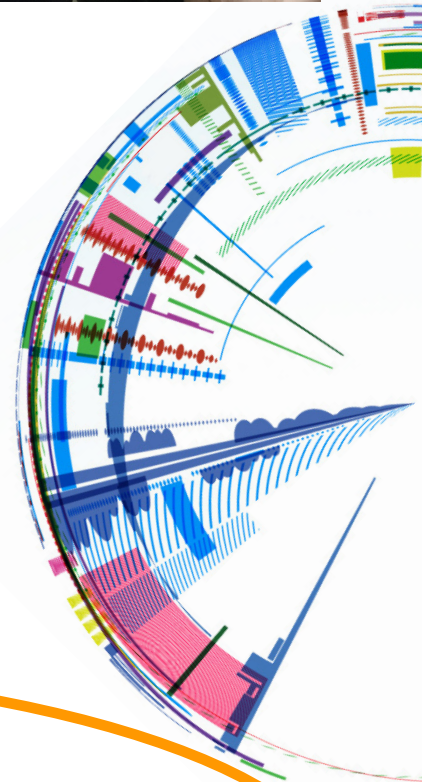
The Office of Career Development has led the BRET efforts to raise money at different times throughout the year: Vanderbilt's Annual Giving Day (early June), in anticipation of the Simple Beginnings ceremony (late August), and end of the year giving (mid-December).

## Alumni Relations & Outcomes and Development

### ASPIRE ON THE ROAD: BOSTON ALUMNI HAPPY HOUR

On the evening of May 3rd, 2018 the BRET Office of Career Development welcomed nearly 60 Boston-area alumni to Clerys for drinks, appetizers and networking as part of our *ASPIRE on the Road* initiative. The networking happy hour was held in conjunction with an employer site visit in which 11 current PhD students and postdoctoral fellows toured area biotech and pharmaceutical companies over two days. This event, co-sponsored by Development and Alumni Relations, was an outstanding opportunity for the BRET Career Development Office and current trainees to connect with our alumni, and for Boston-area alumni to meet each other.

Dr. Larry Marnett, Dean of Basic Sciences and Dr. Kathy Gould, Associate Dean of Biomedical Sciences, also attended and enjoyed meeting and catching up with our guests.



### ALUMNI DATABASE

Dr. Abby Brown and Dr. Kim Petrie are working with Lindsay Meyers (BRET) and Dr. JP Cartailier, Director of Informatics, to create a comprehensive database of alumni who graduated from VU biomedical PhD programs. The database links several different data sets and serves as a repository for outcomes information. The database will be a valuable tool to administrators and program directors who wish to gain insight into PhD career trajectories and design programs aligned with workforce needs.

# LOOKING AHEAD TO 2018-2019

*The Burroughs-Wellcome Fund awarded BRET Career Development a Career Guidance for Trainees award, to create a Data Science Essentials short course/module, launching fall 2018.*

*The Cellular, Biochemical and Molecular Sciences T32 Training Grant Program was awarded a supplement to partner with the BRET Office of Career Development to create additional coursework in management and teamwork principles. The supplement begins early fall 2018.*

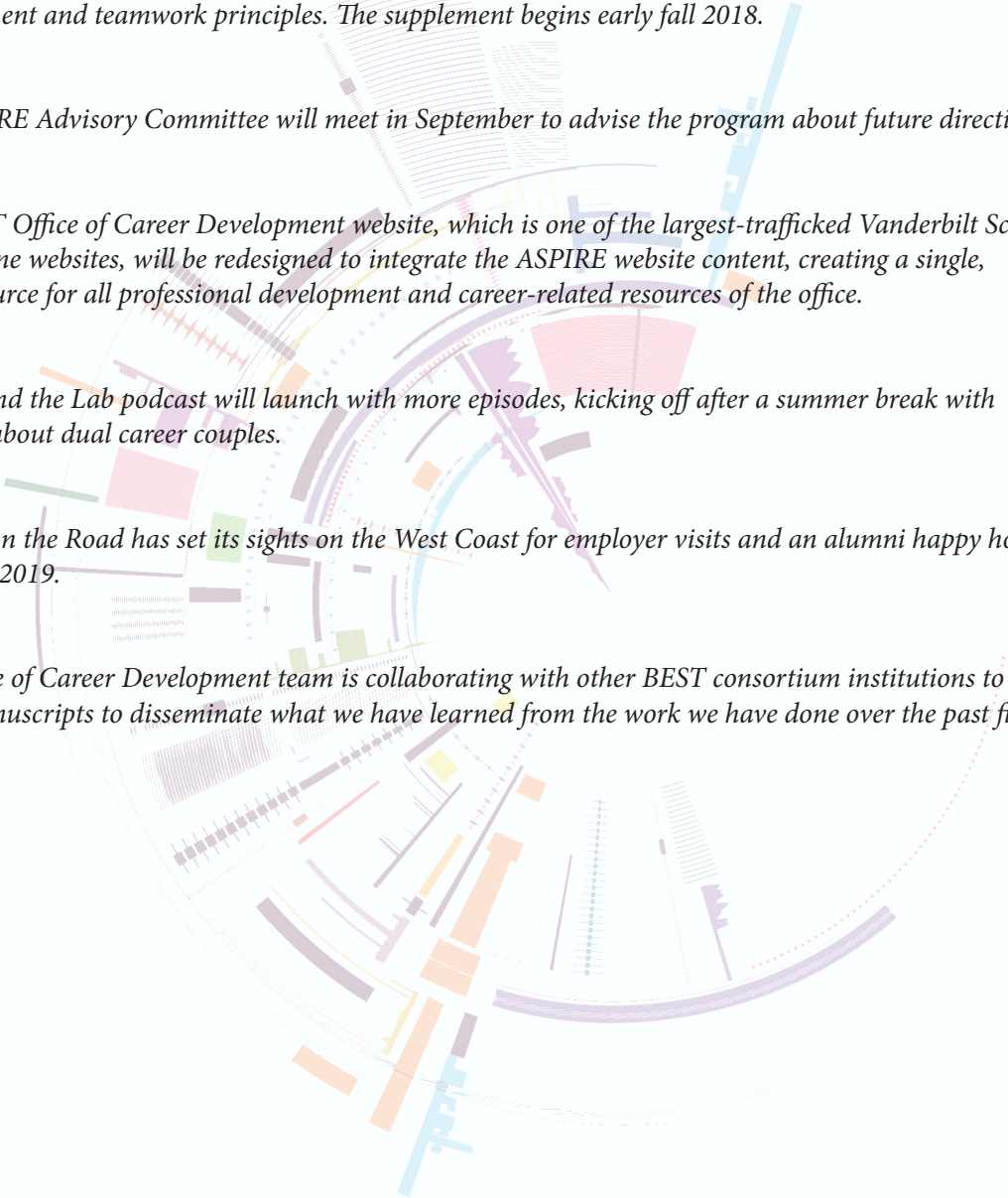
*The ASPIRE Advisory Committee will meet in September to advise the program about future directions.*

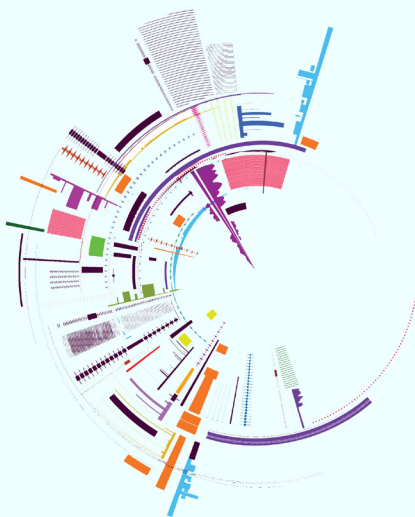
*The BRET Office of Career Development website, which is one of the largest-trafficked Vanderbilt School of Medicine websites, will be redesigned to integrate the ASPIRE website content, creating a single, robust source for all professional development and career-related resources of the office.*

*The Beyond the Lab podcast will launch with more episodes, kicking off after a summer break with episodes about dual career couples.*

*ASPIRE on the Road has set its sights on the West Coast for employer visits and an alumni happy hour in Spring 2019.*

*The Office of Career Development team is collaborating with other BEST consortium institutions to write manuscripts to disseminate what we have learned from the work we have done over the past five years.*





OFFICE OF CAREER DEVELOPMENT  
BIOMEDICAL RESEARCH EDUCATION AND TRAINING  
VANDERBILT UNIVERSITY SCHOOL OF MEDICINE  
ANNUAL REPORT  
2017-2018