UC San Francisco MIND
Motivating INformed Decisions

NPA Meeting
April 4, 2014
St. Louis

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Agenda

• The MIND program
  – Aims
  – Course
  – Peer teams
• MINDbank
• Culture change
• Challenges
• Take-aways
• Fill knowledge gaps
• Address motivational gaps
UCSF MIND Aims

Aim 1: “Catalytic course” teaches the basics
• Use self-assessment (myIDP) results as data for decision-making
• Career exploration through experimental model

Aim 2: Career exploration facilitated “peer teams” address motivation and persistence issues
• Forum for sharing career exposure experiences
• MINDbank database of partners and crowd-sourced career info

Aim 3: Catalyze culture change
• Needs assessment among faculty and senior leaders
• Design interventions based on data obtained
Catalytic Course

- PhD-level job market data
- Career identity model
- Career mapping: what got you here?
- myIDP self assessment
- Career options list
- Career exploration process

Saturday #1

- MBTI communications skills workshop
- MBTI and career development
- Set up career exploration experiments
- Career mapping: mid-term
- Information interviews, networking

Saturday #2

- Career decision-making exercises
- Career mapping; Long term
- Design/team science
- Preparing for peer mentor team process

Saturday #3
MIND program elements mapped onto the phases and features of the career transition cycle. Adapted from: Williams, 1999.
Timeline for Trainees

Sept
Catalytic Course

Oct
Peer Teams

Meet 1x/month for 3 hours

Trainees do information interviews and job shadowing

May
Career Plan A & Plan B

3 Saturdays
Peer Teams Maintain Motivation

Oct  Nov  Dec  Jan  Feb  Mar  Apr  May

UCSF Graduate Division Office of Postdoctoral Affairs
MINDbank

- Crowd-sourced database
  - Website portal
- Trainees responsibilities
  - Do information interviews and job shadowing
  - Input data and impressions
- Partners responsibilities
  - Provide people for trainees to interview
  - Provide job shadowing and job simulation exercises
  - Partner info will be entered by MIND staff
Partners

Biotech and For-Profit
23 and Me
Amgen
Boehringer Ingelheim
BioCentury
Boston Consulting Group
Burrill & Company
Fluidigm
Genentech
Novartis
Sanofi

Academic, Government, Non-Profit
Bay Bio Institute
California Academy of Sciences
California Council on Science & Technology
IDEO.org
Lawrence Berkeley National Laboratory
SF Dept of Health
UC Hastings (law)
## Collecting High Quality Data for MINDbank

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<td>Partner Sign-Up</td>
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<td><strong>2</strong></td>
<td>Partner Intake</td>
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<td>Partner Skills/Tasks</td>
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<td>Informational Interview</td>
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<td>Trainee Reflects</td>
<td>Trainee’s take-aways</td>
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Catalyze Culture Change
Our Approach

- Assess faculty and senior leaders perceptions of non-academic careers
- Identify what they see as the challenges to mentoring trainees about broad range of career paths
- Using data gathered during assessment, design and implement interventions
Challenges

• MIND Team - distributed leadership model
  – 4 PIs and 2 co-investigators
  – Evaluator
  – MIND Program Manager
  – MINDbank technical team
  – Website designer

• Minimize trainees attrition in year-long program
  – Make application process somewhat difficult
Challenges

• 700 trainee-partner interactions
  – Setting up the process
  – Managing the interactions
  – Keeping partners engaged and minimizing burn-out

• Management/Facilitation of peer-teams
Challenges

• Academic culture change
  – Baseline survey of all faculty
  – Focus groups/interviews ~60 faculty to identify possible incentives & disincentives
  – Interviews with senior leaders: Will they be open to innovative institutional incentives to support culture change?
Take-Aways about MIND

• Multi-disciplinary/multi-unit team
• Highly interactive for trainees
• Career exposure & exploration, not career training
• Effective career decision-making
• MINDbank – will be publicly accessible