Industry Exploration in a Box

Everything You Need to Build an Industry Exploration Program in Your Institution

Cristina Butterfield, PhD
Veronica Huang, PhD
Stephanie Jones, PhD
Who We Are

Committee members of Postdoc Industry Exploration Program at UC Berkeley

Veronica Huang, PhD
Postdoc Researcher
UC Berkeley, Department of Molecular and Cell Biology

Cristina Butterfield, PhD
Postdoc Researcher
UC Berkeley, Department of Earth and Planetary Sciences

Stephanie Jones, PhD
Postdoc Researcher
UC Berkeley, Department of Civil and Environmental Engineering
Academia Outlook for PhDs

Schillebeeckx et al, Nature Biotech 2013
Why PIEP

“I wanted to learn more about industry, but there’s really no good ways for postdocs to do that...”

- Consumed by research
- Difficult to visit companies
- Poor networking skills
- Small professional network
- Non-bench careers are foreign

Chris Tsang, PhD
Postdocs Know Little about Industry

Result: Many postdocs don’t know if they want a career in academia or industry
What PIEP Does

• Educational, career-development program for and by Postdocs

• Industry company site visits

• Informational workshops on campus led by industry insiders
Bus Ride
Company Introduction
Panel Discussion
Networking
Industry Feedback
Industry Wants Great Postdocs
## More Than One Way

<table>
<thead>
<tr>
<th>Site Visit</th>
<th>Large</th>
<th>Small</th>
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<tbody>
<tr>
<td>Funding</td>
<td>UCB Postdoc Office</td>
<td>Minimum to none</td>
</tr>
<tr>
<td>Travel to and from site visit</td>
<td>Bus (all)</td>
<td>Subway/carpool</td>
</tr>
<tr>
<td>Postdocs on typical visit</td>
<td>20-50</td>
<td>2-10</td>
</tr>
<tr>
<td>Site visit structure</td>
<td>Talks, panel discussions, food, networking</td>
<td>Talks, panel, tour, one-on-one, HR overview</td>
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<tr>
<td>Postdoc:employee ratio</td>
<td>3:1 - 5:1</td>
<td>1:1</td>
</tr>
<tr>
<td>Time commitment</td>
<td>2 hrs/week</td>
<td>3-6 hrs/visit</td>
</tr>
<tr>
<td>Committee size</td>
<td>As necessary</td>
<td>1-3</td>
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Outline

• Assembling your postdoc team
• Obtaining internal support from your institution
• Partnering with industry
• Marketing to your fellow postdocs
Site Visit Logistics
Site Visit Logistics

1. Email company of interest (COI)
2. Get to the right person at COI
3. Set a date with COI
4. Create a schedule with COI

Find an advocate at the COI
- Personal connection
- Connection to your institution
- LinkedIn
- Hiring managers/recruiters

Once you get to someone who is interested
- Be patient and persistent with setting the date
- Suggest a schedule yourself
Setting up the site visit

Email company of interest (COI) → Get to the right person at COI → Set a date with COI → Create a schedule with COI

Select and notify candidates → Advertise 3-5 weeks before event → Build application and advertisement → Organize funding if necessary

Funding would primarily be for transportation
- Ask the company
- Ask your institution if you have the ability/relationship

Application - includes some questions about areas of expertise and interest as well as resume upload, as well as deadline to apply (1-2 weeks before event)

Selection done based on resume/company’s interest
Site visit follow-up

- Email company of interest (COI)
- Get to the right person at COI
- Set a date with COI
- Create a schedule with COI
- Advertise 3-5 weeks before event
- Build application and advertisement
- Organize funding if necessary
- Select and notify candidates
- Attend site visit
- Follow-up with company
- Follow-up survey with attendees

What went right? What could have gone better?
Site visit lessons learned

**Networking** hour is the most popular, the most critical, and the most complained-of (if it is too short) aspect of the site visit.

People like to know who to seek out: advertise **who will be available** at the site visit and networking hour, if not in print before the event, then at the beginning of the site visit.

Logistics is critical: **be crystal clear** on when and how to meet to get to the company (bus in the wrong spot, organizing more than about 10 people to get there on their own is very difficult).

**Get the phone numbers** of bus drivers, attendees, and well in advice. Check in for any last minute changes the day before the event (i.e. the bus driver was replaced and we couldn’t find the bus!)
Site visit testimonials

“There are many diverse career tracks and positions within a company for PhDs - more than I realized!”

“I recently got a job offer from Bio-Rad...and have accepted the position...I first met my hiring manager in the visit we had to Bio-Rad...I just wanted to...thank you and let you know that these visits are very useful, and can lead to opportunities!”

I wanted to invite PIEP to have a site visit at my company. I went on a site visit with PIEP when I was a postdoc and found it very helpful.
Q & A

Cristina Butterfield, PhD
Veronica Huang, PhD
Stephanie Jones, PhD

butterfc@berkeley.edu
huangqa@yahoo.com
stephanie.r.jones@gmail.com