Collaboration and Cooperation:
A Milestones Approach to Postdoctoral Training

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Overview

• Gladstone and Today’s Challenges
• Overall Scope of the Office of Postdoctoral and Graduate Affairs
• Programs and Partnerships
• Postdoctoral Milestones Schematic
• Novel Program Ideas and Partnerships: An Interactive Exercise
• Conclusions
Gladstone Institutes

Gladstone commits itself to two main products:
- Scientific Discoveries
- People We Develop

Postdoctoral Scholars

Graduate Students
Challenges to the Location

Pros:
• Location: SF Bay Area
• UC system and Stanford

Cons:
• Cost of living
• Affects the postdocs and students disproportionately

We need to create DIFFERENTIATORS
Curriculum

Career Development

Career Exploration
- Individual Development Plan, Career Exploration
- Career Mentors

Career Progression
- Academic Industry ExCITe (Non-bench roles)

Salary and Benefits
- Commuter Subsidy
- Relocation, Child Care Support, Laptops for Work

Office of Postdoctoral and Graduate Affairs

Research/Scientific Support
- Presentation Skills
- Career Advancement Awards
- Writing Support
- Bio-Informatics Training
- Scientific Ethics and Integrity

Community Building
- Networking
- Postdoc and Grad Student Appreciation Week Events

Professional Development
- Scientific Leadership & Management
- Mentor Training
- Teaching Skills
- Time Management
- Presentation Skills
- Career Advancement Awards
- Writing Support
- Bio-Informatics Training
- Scientific Ethics and Integrity
Career Development: Academic Careers

Career Progression

Academic Careers
Trainee to Tenure Track Program

2017-2018
Series of 6 workshops:
• Academic Career Readiness Assessment (UCSF)
• Presentation (Art of Lecturing)
• Interviewing for an academic position
• How to Give a Chalk talk
• Negotiating Your Start-up package
• Meeting Your Alumni (in faculty positions)

Primary Partners:
Gladstone Investigators
Career Development: Industry Research

2018
Series of 7 workshops:
- Career Search Strategy
- Informational Interviewing (Office)
- Resumes: Looking Your Best on Paper
- Working with Recruiters (Alumni)
- Industry Job talk (Stanford)
- Negotiating Your Industry job (UCSF)
- Meeting Your Alumni (in Industry Bench Roles)

Primary Partners:
Gladstone Postdoc Advisory Committee
Career Development: Non-bench Industry Careers

Exploring Careers in Industry and Technology ExCITE (Non-bench roles)

Career Progression

2014-2018
Career roles or employers:
Average of 3 independent workshops/panels per year:
• Regulatory Affairs
• US Federal jobs
• IP and Tech Transfer

Primary Partners: Industry Partners and Networking

Primary Partners:
Industry Partners and Networking
Professional Development: Mentor Training Series

2015-2016
Series of 4 workshops:
• Effective Mentoring Principles
• Defining Boundaries
• Respecting Differences
• Having Difficult Conversations

Primary Partner: Outreach and Diversity
Professional Development: Scientific Leadership & Management

2005-2017
Two day intensive workshops
• Introduction to the Myers-Briggs Type Indicator (MBTI)
• Influencing Others: Motivating
• Managing Conflict
• Leading Up
• Building Your Scientific Vision
• Staffing Your Research Group
• Managing Your Time Effectively
• Difficult Conversations and Negotiations
• Goal Setting

Primary Partner:
University of California, San Francisco (UCSF)
Pathway to Success
Postdoctoral Milestones Curriculum

Suggested guidelines to successfully complete postdoctoral training at Gladstone

- Project development plan
- Fellowship application
- Grant writing
- Scientific ethics and integrity
- Bioinformatics analyses training series
- Postdoc orientation
- myIDP
- Fellowship resources
- Scientific writing
- Funding life cycle
- Presentation skills
- Scientific leadership and management
- Networking
- Mentor training
- Business of science
- Career exploration series
- MIND program
- Effective resume writing
- Career panels
- Trainee to tenure track
- Staff scientist
- Core managers
- Non-tenure faculty
- Industry research series
- ExCITE programs (non-bench roles)
- Entrepreneurship
- Teaching careers

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• Currently being developed
+ Provided in collaboration with UCSF OCPO
Postdoctoral Milestones Curriculum

Suggested guidelines to successfully complete postdoctoral training at Gladstone

- Project development plan
- Fellowship application
- Grant writing
- Scientific ethics and integrity
- Bioinformatics analyses training series
- Postdoc orientation
- myIDP
- Write and publish scientific papers
- Present at conferences
- Write grants (K99, independent research awards, and fellowships)

Years of Postdoctoral Training:
- 0
- 1
- 2
- 3

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Postdoctoral Milestones Curriculum: Professional Development

- Fellowship resources
- Scientific writing
- Funding life cycle

- Presentation skills
- Scientific leadership and management
- Networking
- Mentor training
- Business of science

- Negotiation skills
- Managing up
- Conflict resolution

Years of Postdoctoral Training

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Postdoctoral Milestones Curriculum

Career Development Workshops

- Career exploration series
- MIND program +
- Effective résumé writing
- Career panels
- Internships *
- Informational interviews
- Career counseling +
- Trainee to tenure track
- Staff scientist *
- Core managers *
- Non-tenure faculty *
- Industry research series
- ExCITE programs (non-bench roles)
- Entrepreneurship
- Teaching careers

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Postdoctoral Milestones Curriculum Customizable, Interactive Tool
Interactive Exercise

• Divide into groups
• Brainstorm two new program ideas you have wanted to develop
• Identify possible strategic partners you could explore!
Interactive Exercise
Interactive Exercise
Lessons Learned: Best Practices

• Thematic distribution of programming efforts
• Packaging or series development promotes better engagement
• Symbiotic partnerships are the most successful
• Leadership support and faculty buy-in is critical for success
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