

# Career Planning for Mid-Stage PhD Students

## Part 2: Exploring Options

**CLIMB**  
Collaborative Learning and Integrated Mentoring in the Biosciences

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## Let's start with a story

**Pierre: a psychiatrist explores new directions**

- How did he assess himself?
- What was his process for exploring options?

**Reflect and discuss with your neighbors:**

- How is your career planning going?
- What self-assessments have helped? not helped?
- What have you learned about yourself?

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## We're addressing these topics:

- 1. Intro to Career Planning**
  - o professional self-assessments
- 2. Exploring Options**
  - o resources and options for NU PhD students
  - o informational interviews
- 3. Building Relationships**
  - o networking for extroverts and introverts
  - o managing your online profile; branding
- 4. Panel Discussion**
  - o NU professionals with PhDs in the sciences
  - o Discussions on how they explored options

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## Review: Fiske's Career Planning Process

**Job Search/ Action Plan**  
CV's, applying, networking, interviews

**Focusing**  
what organizations are a good fit?  
what do I need to be competitive?  
who can connect me to these organizations?

**Exploration**  
what options are out there?  
what jobs fit my skills? what careers use them?  
do I prefer to work in business, non-profit, or public sectors?

**Self-Assessment**  
who am I? what are my interests? my skills? my values?  
what's my preferred working style? how can I develop my metacognitive skills?

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## What options are available with a PhD?

Keith Yamamoto, UCSF

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**The Good News:** You have lots of options

**The Bad News:** You have lots of options

The next step of "focusing" will help define preferences and set boundaries.

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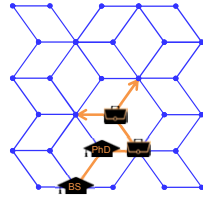
## The pathway of a "career ladder"...

- is an outdated model
- based on hierarchal structure
- considers limited options



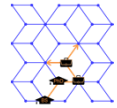
## Instead, consider a "career lattice"

- Is this model better?
- How might this impact your career and career planning?



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## Why is a career lattice relevant and how does it impact me?



Joanne Cleaver  
"The Career Lattice"  
2012

- Why is this relevant?
  - many organizations are now "flat"
  - in a slow growth economy
- How does this impact me?
  - be open to multiple directions
  - seek to be more flexible and creative, e.g. flex-time, part-time, volunteering

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## Remember also that your ideal job will evolve

Your ideal job is a moving target.



- Your career planning process will continue, so:
  - return to professional assessment, exploring, etc at various stages
  - build networks in multiple directions

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## Explore your options and resources

- See handout (emailed to you)
- myIDP website <http://myidp.sciencecareers.org/>
  - Career Exploration > Read about Careers > Resources
- Career case studies (UK):
  - <http://careers.abpi.org.uk/case-studies/Pages/default.aspx>
- Work on this for ~20 minutes
  - identify several interesting options for yourself
  - return to self-assessments as needed
  - discuss with your neighbors

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## To explore and focus options, also conduct informational interviews

- interview someone working in a role that interests you
- a form of professional networking
- ideal time is before you're on the job market
- contact people to interview (warm or cold contacts)
- ask to talk for ~15-20 minutes
- make it clear that you are NOT asking for a job
- prepare questions to ask in advance
- *more suggestions will be provided later*

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## Consider Fiske's 80:10:10 Rule for career advancement

- 80%**
  - my main work activities
- 10%**
  - my own professional and personal development
  - attend talks and workshops in and outside my field
- 10%**
  - to network and to update others of my work
  - not "schmoozing" or "tooting your own horn"
  - building and developing relationships

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## Resources for CLIMB Graduate Students

Steve Lee

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# CLIMB

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in the Biosciences

If you discover broken links or other resources that might interest other grad students, please inform Steve so that he can update this file. Thanks!

### Northwestern University Resources

- NU's portal to information on Fellowships and Scholarships
  - <http://www.tgs.northwestern.edu/financialaid/fellowshipsandscholarships/>
  - Conference Travel Grant
    - <http://www.tgs.northwestern.edu/financial-aid/fello-schola-grants/university-fello/travel/index.html>
  - Funding Opportunities for Underrepresented Minority Students
    - <http://www.tgs.northwestern.edu/financialaid/fellowshipsandscholarships/multiculturalfunding/>
  - Northwestern's Training Grants
    - <http://www.tgs.northwestern.edu/faculty-and-staff/training-grants/nih/at-nu/index.html>
    - <http://www.tgs.northwestern.edu/faculty-and-staff/training-grants/nsf/index.html>
- Student Loans for graduate students at NU
  - <http://www.tgs.northwestern.edu/financialaid/studentloans/>
  - For graduate students, you may likely qualify for obtaining a Stafford Loan to cover additional living expenses.

### Programs at NU to explore and improve professional skills

- CLIMB Program's LinkedIn Group
  - Articles and resources are posted to help improve your professional skills
- Searle Center for Advancing Learning and Teaching
  - Graduate Teaching Fellows
  - <http://www.northwestern.edu/searle/programs/graduateandpostdoctoral/Graduate-Teaching-Fellows.html>
- NU Center for Leadership
  - The Center for Leadership offers a competitive Fellowship in Leadership for PhD students and for high potential staff who work with Northwestern students.
  - <http://lead.northwestern.edu/pages/programs/fellowship.html>
- NUvention Medical Innovation
  - NUvention Medical Innovation is an interdisciplinary experiential learning program designed to expose students to the entire innovation and entrepreneurial life cycle.
  - <https://entrepreneur.northwestern.edu/nuventionmedical/index.php/medical-home-page>
- University Career Services
  - Kamilah McCoy – associate director for graduate students
  - Kamilah maintains a listserv with announcements for professional development activities and job openings

- Ready, Set, Go
  - A summer STEM communication fellowship program
  - <http://rsg.northwestern.edu/index.html>
- Civically-Engaged Grads – within the Center for Civic Engagement
  - We are a group of Northwestern graduate students from all disciplines who dedicate our time and talents to addressing social problems and engaging in civic life.
  - <http://www.engage.northwestern.edu/ceg/index.html>

### Travel Scholarships

- Keystone Symposia on Molecular and Cellular Biology – travel scholarships
  - <http://www.keystonesymposia.org/Students/Scholarships.cfm>
- Society for Neuroscience’s Chapters Graduate Student Travel Award
  - [http://www.sfn.org/index.cfm?pagename=travelawards\\_gradtravel](http://www.sfn.org/index.cfm?pagename=travelawards_gradtravel)
- American Psychological Association Student Travel Award
  - <http://www.apa.org/science/travinfo.html>
- Carl Storm Underrepresented Minority Fellowship to attend a Gordon Research Conference
  - <http://www.grc.org/diversity.aspx?page=2>
- Janelia Conference Scholarships (at the Howard Hughes Medical Institute) for Students From Disadvantaged Backgrounds
  - <http://www.hhmi.org/janelia/about-conf.html>
- ASPET (American Society for Pharmacology and Experimental Therapeutics) Minority Graduate Student Travel Award
  - <http://www.aspet.org/public/awards/MGSTA.htm>
- American Physiological Society (APS) Minority Travel Fellowship Awards
  - [http://www.the-aps.org/education/minority\\_prog/stu\\_fellows/minority\\_tv/ov\\_mt.htm](http://www.the-aps.org/education/minority_prog/stu_fellows/minority_tv/ov_mt.htm)
- MARC (Minority Access to Research Careers) FASEB (Federation of American Societies for Experimental Biology) Travel Awards for Scientific Meetings & Conferences
  - <http://marc.faseb.org/pages/page2a.htm>
- American Society for Cell Biology – Minority Affairs Committee Travel Award
  - [http://www.ascb.org/index.php?option=com\\_content&view=article&id=209&Itemid=6](http://www.ascb.org/index.php?option=com_content&view=article&id=209&Itemid=6)
- American Society of Hematology Travel and Merit Awards
  - [http://www.hematology.org/education/awards/travel\\_and\\_merit.cfm](http://www.hematology.org/education/awards/travel_and_merit.cfm)
- ACS (American Chemical Society) WCC (Women Chemists Committee) and Eli Lilly Travel Award
  - [http://portal.acs.org/portal/acs/corg/content?nfpb=true&pageLabel=PP\\_ARTICLEMAIN&node\\_id=1383&use\\_sec=false](http://portal.acs.org/portal/acs/corg/content?nfpb=true&pageLabel=PP_ARTICLEMAIN&node_id=1383&use_sec=false)
- Biophysical Society travel awards
  - <http://www.biophysics.org/Awards/TravelAwardsFundingOpportunities/tabid/468/Default.aspx>
- AACR (American Association for Cancer Research) Minority Scholar Awards
  - <http://www.aacr.org/home/scientists/meetings--workshops/travel-grants/minority-scholar-awards.aspx>
- The Endocrine Society
  - <http://www.endo-society.org/awards/index.cfm>

## **Fellowships for Graduate Students**

- NRSA Institutional Predoctoral Training Grants (T32)
  - <http://www.nigms.nih.gov/Training/InstPredoc/default.htm>
- MARC Predoctoral Fellowships (F31)
  - <http://www.nigms.nih.gov/Training/MARC/MARCPredocutorial.htm>
- Research Supplements to Promote Diversity in Health-Related Research
  - <http://www.nigms.nih.gov/Research/Mechanisms/PromoteDiversity.htm>
- NSF Doctoral Dissertation Improvement Grants in the Directorate for Biological Sciences
  - [http://www.nsf.gov/funding/pgm\\_summ.jsp?pims\\_id=5234&govDel=USNSF\\_39](http://www.nsf.gov/funding/pgm_summ.jsp?pims_id=5234&govDel=USNSF_39)
- American Psychological Association – Minority Fellowship Program
  - <http://www.apa.org/mfp/>
- American Society for Microbiology Robert D. Watkins Graduate Research Fellowship
  - <http://www.asm.org/Education/index.asp?bid=6278>
- SfN (Society for Neuroscience) Fellowships, Awards and Prizes
  - <http://www.sfn.org/index.aspx?pagename=FellowshipAndAwards>
- Ford Foundation Diversity Fellowships
  - <http://www7.nationalacademies.org/fordfellowships/>
- GEM Fellowships
  - <http://www.gemfellowship.org/>
- NSF Graduate Research Fellowship Program
  - [www.nsf.gov/grfp](http://www.nsf.gov/grfp)
  - [www.nsfgrfp.org](http://www.nsfgrfp.org)
- National Research Council of the National Academies: The Ford Foundation Fellowship Programs
  - <http://national-academies.org/ford>
- Hispanic Scholarship Fund
  - [www.hsf.net](http://www.hsf.net)

## **Other Financial Resources**

- NIH Loan Repayment Programs
  - <http://www.lrp.nih.gov/HomePage.aspx>
  - In exchange for a two or three-year commitment to your research career, NIH will repay a portion of your qualified educational debt.
- Southwest Airlines and the Hispanic Association of Colleges and Universities Open Travel Program for College Students
  - <http://www.hacu.net/hacu/Lanzate.asp>
  - Southwest provides roundtrip airline tickets to graduate students across the country with socio-economic need who travel away from home to pursue a higher education. Each student is eligible to receive between one and four roundtrip tickets for the student and/or parent to use when traveling to/from the university. The complimentary airline ticket(s) can be used for travel to any of the 64 destinations that Southwest serves.

## **Other Resources for Graduate Students**

- Leadership Development and Grant Writing Seminar Program for Graduate Students and Postdoctoral Fellows, sponsored by MARC (Minority Access to Research Careers)

- <http://www.faseb.org/Marc/MARC-and-Professional-Development/Travel-Awards/Grantsmanship-Training-Program.aspx>
- Intramural NIAID Research Opportunities (INRO)
  - INRO brings academically talented students from populations underrepresented in the sciences to the NIAID (National Institute of Allergy and Infectious Diseases) to learn about research training opportunities in the areas of allergy, immunology, and infectious diseases. The program offers lectures, tours of labs on the NIH campus, and interviews with principal investigators.
  - INRO 2012 will take place February 6–9, 2012 on the NIH Campus in Bethesda, Maryland, and all travel and housing costs are covered. Applications are being accepted until Oct 15, 2011.
  - <http://www.niaid.nih.gov/LabsAndResources/labs/training/inro/Pages/default.aspx>
- Keystone Symposia Fellows
  - [http://www.keystonesymposia.org/AboutUs/Diversity\\_Fellows.cfm](http://www.keystonesymposia.org/AboutUs/Diversity_Fellows.cfm)
- International Center for Professional Development (ICPD)
  - The ICPD runs the Science Mentoring and Diversity Program (SMDP) to encourage workforce diversity in the biotech industry. The SMDP helps graduate and postdoctoral students from underrepresented racial and ethnic groups receive the guidance, training and networking they need to excel. A key aspect of the program is the mentoring relationships that students form with staff from leading companies.
  - <http://www.icpdprograms.org/>
- Rice University's Future Faculty Workshop
  - Workshops for underrepresented postdocs & late stage PhD students in sciences, engineering & psychology. This workshop is targeted to female and underrepresented postdocs and late stage PhD students
  - <http://advance.rice.edu/futurefacultyworkshop/>
- BRAINS (Broadening the Representation of Academic Investigators in NeuroSciences), a program based at the University of Washington, is designed to accelerate and improve the career advancement of neuroscience postdoctoral scholars and assistant professors from underrepresented groups. BRAINS participants are early career Ph.D. scientists in neuroscience-related fields from underrepresented groups (including racial and ethnic minorities, people with disabilities, and people from disadvantaged backgrounds).
  - <http://depts.washington.edu/brains/>
- Productive Writer
  - <http://www.gradschool.cornell.edu/about/publications/productive-writer>
  - Sponsored by the Cornell Graduate School, the Productive Writer is free and open to all, especially graduate students writing papers, proposals, theses, and dissertations. Once you sign up, you will begin receiving messages, every other week, about managing your time for greater writing productivity, reducing distractions, staying motivated, revising and editing, binge writing, communicating with your advisor, dealing with writer's block, and managing procrastination and perfectionistic tendencies.
- Institute for Broadening Participation – Building partnerships to support diversity in STEM
  - [www.pathwaystoscience.org](http://www.pathwaystoscience.org)
  - Chris Cash – Student Assistance Programs Director
  - [ccash@ibparticipation.org](mailto:ccash@ibparticipation.org)
- iBioSeminars - videos

- [www.ibioseminars.org](http://www.ibioseminars.org)
- Karen Dell – [Kdell@cmp.ucsf.edu](mailto:Kdell@cmp.ucsf.edu)
- iBioMagazine
  - [www.ibiomagazine.org](http://www.ibiomagazine.org)
  - iBioMagazine offers a collection of very short talks that highlight the human side of research. iBioMagazine goes “behind-the-scenes” of scientific discoveries, provides advice for young scientists, and explores how research is practiced in the life sciences.

### **Postdoctoral Positions**

- Postdoc Bootcamp at UCSF
  - <http://graduate.ucsf.edu/content/postdoc-bootcamp>
  - The purpose of this two-day interactive workshop is to provide comprehensive information and practical strategies that will help students obtain the best possible Postdoc position for them, and that will help them get the most out of their postdoc training once they are placed in a lab.
  - Student must be an advanced doctoral student in the life sciences, within 1-2 years of graduation. Student should be genuinely interested in applying for a postdoctoral position at UCSF.
- Minority Postdoc Diversity Recruiting
  - [www.minoritypostdoc.org/](http://www.minoritypostdoc.org/)
- University of Pennsylvania – Biomedical Postdoctoral Programs
  - [www.med.upenn.edu/postdoc](http://www.med.upenn.edu/postdoc)
- Wistar Institute (for postdoc’s)
  - [www.wistar.org](http://www.wistar.org)
- Fred Hutchinson Cancer Research Center
  - [www.fhcrc.org](http://www.fhcrc.org)
- Cincinnati Children’s
  - [www.cincinnatichildrens.org](http://www.cincinnatichildrens.org)
- Lawrence Livermore National Laboratory
  - [www.llnl.gov/postdocs](http://www.llnl.gov/postdocs)
- UCLA – Office of Postdoctoral Affairs
  - [www.biomedpostoc.ucla.edu](http://www.biomedpostoc.ucla.edu)
  - [www.postdoc.ucla.edu](http://www.postdoc.ucla.edu)
- NIGMS IRACDA program for postdoc positions
  - <http://www.nigms.nih.gov/Training/CareerDev/TWDInstRes.htm>
- Northwestern – Northeastern IRACDA program
  - <http://nuagepwebserver.cs.northwestern.edu/nustart/>

### **Industry Postdoc’s**

- P&G postdoc positions in life sciences, engineering and physical sciences
  - [www.experiencepg.com](http://www.experiencepg.com)
- Novartis - Presidential Postdoctoral Fellowship
  - [www.nibr.com/careers/postdocs.shtml](http://www.nibr.com/careers/postdocs.shtml)