

UNIVERSITY OF COLORADO DENVER|ANSCHUTZ MEDICAL CAMPUS CAREER DEVELOPMENT OPPORTUNITIES

The Career Development Office (CDO) within the Graduate School at the University of Colorado Denver|Anschutz Medical Campus (CU Denver/Anschutz) provides ongoing career and professional development seminars, workshops, and individual career coaching for pre and postdoctoral trainees. These services are designed to supplement the discipline and research-specific training that pre and postdoctoral trainees receive in the laboratory, and the CDO career development program focuses on providing opportunities for trainees to gain proficiency in, and practical experience with, the following three core competency areas: *Communication* (e.g., speaking, interpersonal communication skills, networking); *Leadership and Management* (e.g., conflict management, mentoring, leadership skills); and *Professionalism* (e.g., workplace, institutional, collegial, and universal professionalism.)

Trainees have opportunities to acquire knowledge in these areas by participating in recurring, monthly, active learning workshops. These workshops consist of brief didactic presentations, followed by opportunities to practice skills and receive feedback. Trainees currently have access to workshops on in two different tracks, Career Skills and Leadership Development. Workshops in the Career Skills series include 1) *Career Exploration and Planning*, 2) *Informational Interviewing*, 3) *Networking*, 4) *CVs and Resumes*, and 5) *LinkedIn for Scientists*. Workshops in the Leadership Development series include 1) *Personality Assessment (using the Clifton Strengths Finder)*, 2) *Emotional Intelligence*, 3) *Conflict Management (two-part series)*, 4) *Foundations of Mentorship (four-session workshop)*, 5) *Stress Management*, and 6) *Managing Career Anxiety*. We are continuously updating and adding to these offerings and future workshops will include, 1) *Negotiation*, 2) *Diversity and Inclusion in the workplace and in life*, and 3) *The Business of Science*. In partnership with faculty, we also currently offer an NIH NRSA best practices seminar, and mock-study section. The mock-study section is offered twice a year and provides trainees an opportunity to work with an additional faculty reviewer as they develop their proposals and undergo a multi-faculty review panel prior to submission.

In addition to the CDO offerings, the Graduate School was awarded an NIH Broadening Experiences in Scientific Training (BEST) grant in 2013 (Associate Dean Inge Wefes, Ph.D. – PI), which sought to innovate the training of biomedical pre and postdoctoral trainees. From the many workshops developed by our BEST grant, four have been converted into long-standing for-credit courses: 1) *Speaking and Presenting for Scientists and Educators (1 credit)*; 2) *Principles and Strategies of Effective Teaching (1 credit)*; 3) *Scientific Writing (1 credit)*; and 4) *Project Management (2 credits)*.

Knowledge acquisition, however, is just one component of helping today's trainees prepare for their careers: they also need opportunities to demonstrate proficiency with these skills and gain relevant professional experience. Trainees at CU Denver/Anschutz can work towards these experiential goals by participating in a number of campus trainee organizations: 1) the Graduate Student Council (focused on advocacy for all predoctoral-related issues); 2) the Postdoctoral Association (focused on advocacy for all postdoctoral-related issues); 3) the Academia Industry Alliance (focused on connecting trainees to the local bioscience community); 4) the Careers in Science Club (focused on exploring academic and non-academic careers); 5) Project Bridge Colorado (focused on science communication to broad audiences); 6) the Association of International Researchers (focused on cultural competency and international issues); 7) Women in STEM (focused on increasing awareness of equity issues in science); and 8) The PhD Post (a trainee run newsletter). Among other skills, active participation with these groups enables trainees to gain experience with, and demonstrate proficiency in, project and time management, leadership, communication, teamwork, fundraising, marketing, budget planning and administration, networking, and university service. Finally, the CDO is developing additional experiential opportunities, such as internships within our institution (e.g., technology transfer office) and with local bioscience companies. Currently, trainees have access to a market analysis fellowship with our tech transfer office, CU Innovations, which provides them an opportunity to better understand the process of scientific commercialization and receive instruction in intellectual property and scientific entrepreneurship. Thus, we believe the career development program at CU Denver/Anschutz provides an outstanding environment of support for advancing our trainees' careers.