Future of Bioscience Graduate and Postdoctoral Training

Workshop #2: New Models for Training Bioscientists
New Models for Training Bioscientists: Challenges

• Students/PD are largely being trained for a career track that only accommodates 15-20% & training periods are long

• Professional development is regarded as optional and distracting from the research mission

• Currently professional development and outcomes tracking are heavily dependent on overburdened faculty

• Effective mentoring is not well-defined and not incentivized
New Models for Training Bioscientists: Solutions

• National adoption of an M.S. checkpoint as the first major decision point for professional commitment

• Integration of professional development as part of curriculum and training expectations, including practical learning experience (PLE)

• Establishment of centralized professional development services to include career coaching, alumni networking and outcomes tracking.

• Alignment of expectations through incentivized use of mentor:trainee compact - more explicit training and evaluation of mentors & trainees
New Models for Training Bioscientists: Strategies to implement, overcome barriers and identify allies

- **MS:** Agree on a mechanism for establishing inter-institutional policy (national — e.g., CGS?), incorporate a “non-terminal” M.S. infrastructure (institutional), explore diverse goals and funding models for M.S. vs. Ph.D. phase (national, internal, external, student, faculty, institution)
- Track trainee reporting on professional interests (myIDP), progress on scientific & professional core competencies at annual committee mtgs or at annual PD appt renewal (Allies — Graduate Chairs, faculty, staff). Establish partnership portfolio for PLE (allies — external, internal).
- **Prof. Devpt:** Leverage fed. requirements for tracking (allies — NIH, NSF) to justify resource commitment to dedicated staff for prof devpt, alumni network (barriers — limited institutional funding, allies — faculty, chairs)
- **Mentoring:** mentor training & early articulation of mentor:trainee compact