



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

