UNIVERSITY OF COLORADO DENVER|ANSCHUTZ MEDICAL CAMPUS

CAREER DEVELOPMENT OPPORTUNITIES

The Postdoctoral and Career Development Office (PCDO) 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 counseling for pre and postdoctoral trainees. These activities are designed to supplement the discipline and research-specific training that pre and postdoctoral trainees receive in the laboratory, and consequently, the PCDO currently is establishing a structured career development program. This program focuses on providing ample opportunities for trainees to gain proficiency in, and practical experience with, the following three core competency areas: *Communication (e.g., writing, speaking, teaching and mentoring, interpersonal communication skills, and networking)*; 2) *Leadership and Management (e.g., personnel management, project management, and leadership skills*); and 3) *Professionalism (e.g., workplace, institutional, collegial, and universal professionalism.)*

Trainees have opportunities to acquire knowledge in these areas by participating in recurring, monthly, peer-review workshops led by the Director of the PCDO. These workshops consist of brief didactic presentations, followed by opportunities to practice skills and receive feedback. The PCDO also hosts special focus seminars and workshops, and in 2015, these included, 1) *Animal Research: For the Less Familiar;* 2) *Animal Research: For the more advanced;* 3) *Course Design: I’ve been asked to teach – now what?;* 4) *Grant Writing: Establishing Impact and Significance;* 5) *Grant Writing: The approach and its components;* 6) *Speedmentoring; and* 7) *Writing a Specific Aims Page.* Additionally, the Graduate School was awarded a NIH Broadening Experience in Scientific Training (BEST) grant in 2013 (Associate Dean Inge Wefes, Ph.D. – PI), which aims to innovate the training of biomedical pre and postdoctoral trainees. The BEST Program also hosts events throughout the year, and examples of BEST Program offerings for 2016 - 2017 include the following seminars and workshops: 1) *Advanced Critical and Analytical Thinking;* 2) *Learning How to Teach;* 3) *Project Management for Biomedical Scientists;* 4) *Scientific and Technical Writing;* and5) *Team Building and Leadership Development*.These workshops typically consist of multiple sessions and are led by CU Denver/Anschutz faculty members, and nationally recognized professionals.

In addition to these seminars and workshops, trainees at CU Denver/Anschutz also can gain real-world practical experience with these competencies by participating in a number of pre and postdoctoral campus 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); and 5) the Association of International Researchers (focused on cultural competency and international issues.) Among other skills, organizing events with these groups enables trainees to gain experience with, and demonstrate proficiency in, project and time management, leadership, teamwork, fundraising, marketing, budget planning and administration, and networking. Finally, the PCDO also is developing additional experiential opportunities, such as internships within our institution and with local bioscience companies and a mentored teaching program. Thus, we believe the career development program at CU Denver/Anschutz provides an outstanding environment of support for advancing our trainees’ careers.