

# Wayne State University's BEST Program

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**Council of Graduate Schools**



# NIH's Broadening Experiences in Scientific Training (BEST) Program

- Recognizes that various career outcomes are successful
- Encourages exposure to multiple career opportunities in areas that trainees are entering
- Transforming culture to make institutions, trainees and faculty accept these career outcomes as the “norm”

# NIH's Broadening Experiences in Scientific Training (BEST) Program

- Supports innovative approaches to broaden graduate training to reflect a range of career options other than tenure track faculty positions
- Establishes collaborations with non-academic partners to ensure that internships come from a broad spectrum of research and research-related careers

## Goal of WSU's BEST Program

*Transform the institutional training culture such that all science related careers are considered valuable and important to the success of the biomedical research enterprise*

## How Do We Transform Institutional Culture

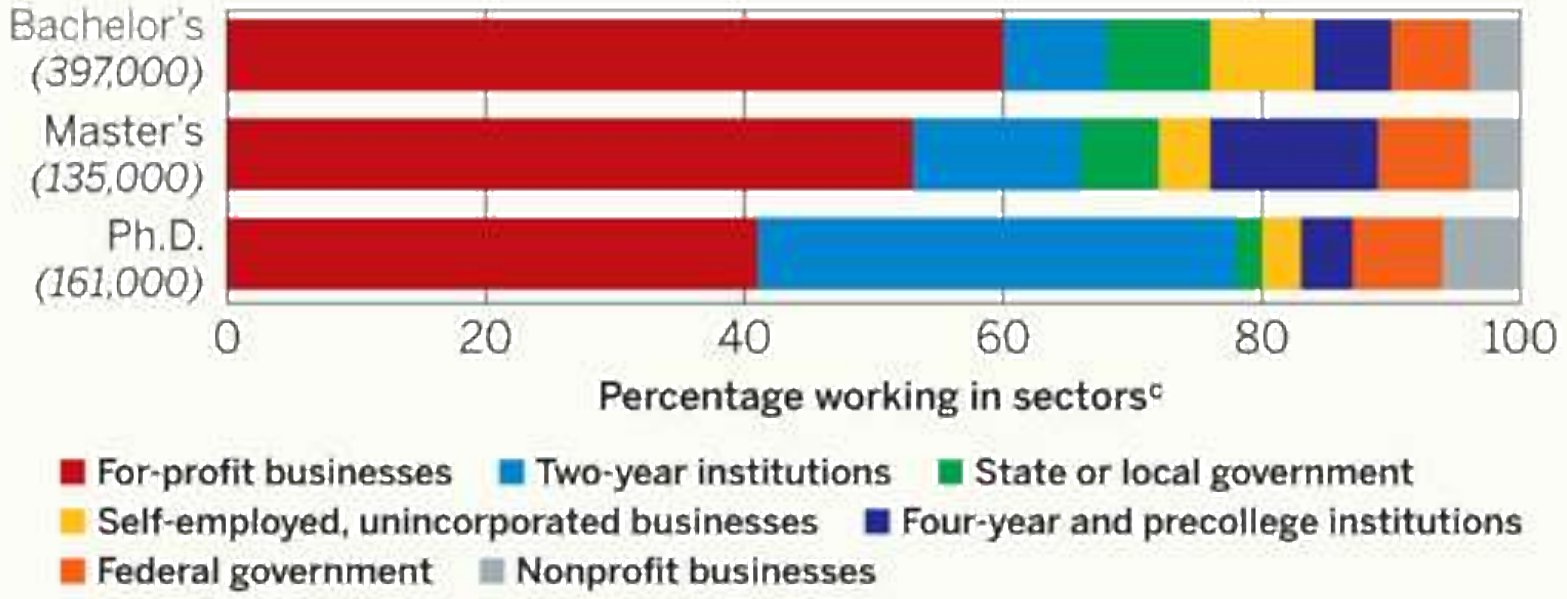
- **Greater emphasis on career planning for trainees**
  - Individual Development Plans (IDPs)
  - Plans of Work and Annual Reviews
  - Office of Graduate Career Services
  - Experiential learning and Career Services
  - Professional Development
  - Faculty Mentor involvement and acceptance
- **Collect better data on trainees, programs and alumni**
  - Use data analytics to improve program outcomes
  - 15-year post-training outcomes

# Career Tracks

- Industry/Biotechnology
- Government
- Administration
- Science Policy
- Communication
- Law

## 2014 NSF Science & Engineering Indicators

Most people with physical science degrees end up working in the private sector.



# Trainee Disciplinary Participation

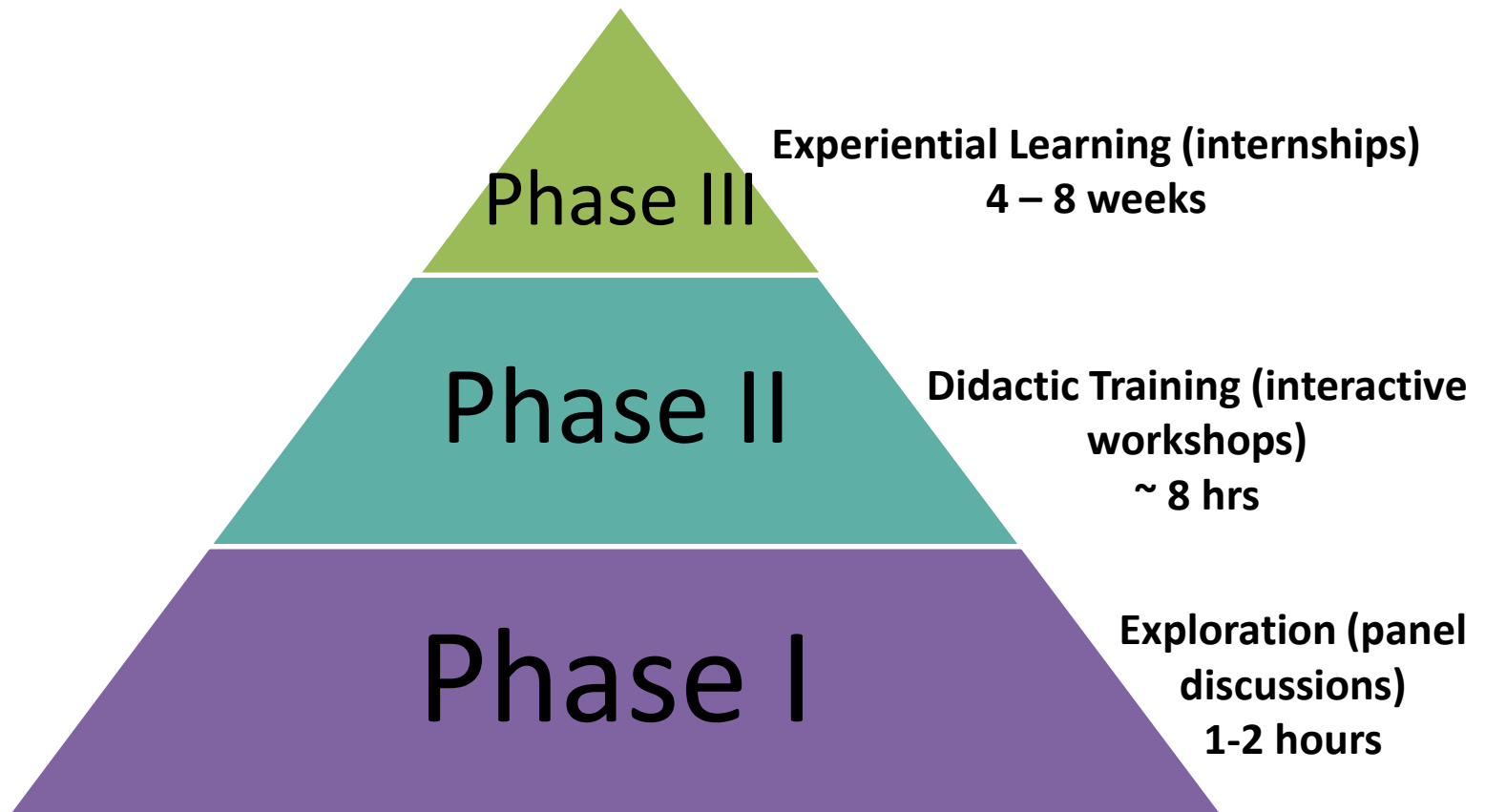
*Since career issues span disciplines, WSU's BEST program has made programming available to students in all disciplines, including engineering, social sciences and the humanities*



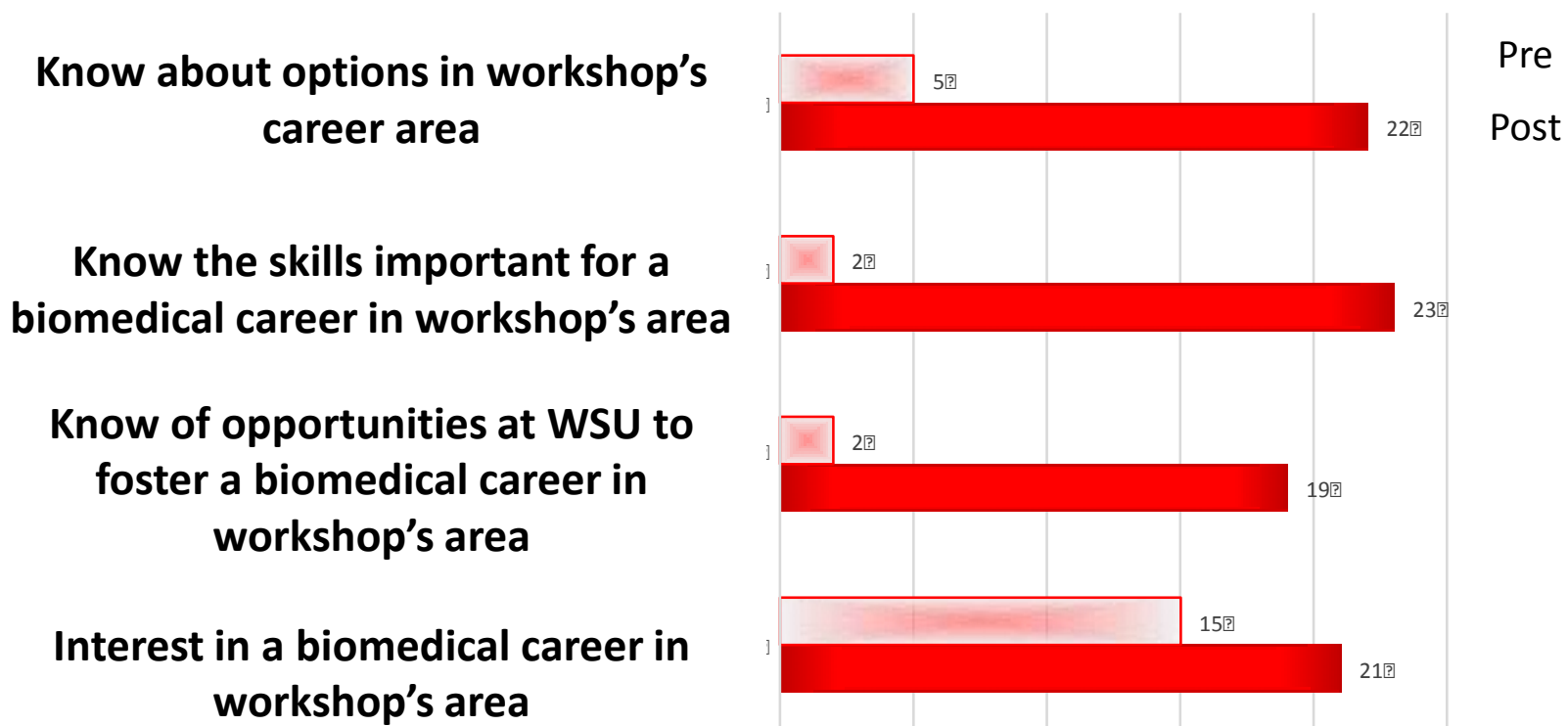
## Program Participation Statistics (2014-2015)

- 116 unique participants:
- Disciplinary breakdown:
  - 84 biomedical
  - 18 social sciences
  - 12 engineering/CS/physics
  - 2 humanities

# WSU Structured Approach to Career Development



## Sample Learning Outcomes from Phase II Modules Pre/Post Pairing (N = 24)



## 2015 Phase III Internship Partners

- WHO
- USDA
- MMS Holdings
- Cayman Chemicals
- Arbor Assays
- Campus Health Center
- Detroit Dept. Health & Wellness
- ASCI
- Lawrence Technological University

## Faculty Perceptions: 2013 vs 2015 Results % who Strongly or Moderately Agree

■ 2013 (N = 189-191)

■ 2015 (N=290-291)

1) I encourage my best graduate students to pursue careers in academia.



2) I try to understand the career goals of my graduate students and seek the training most appropriate to help them accomplish their...



3) I speak with all of my graduate students about non-academic career options.



4) I encourage my students to attend career development activities at conferences/ workshops run by the relevant scholarly societies in my field.



5) I encourage my students to attend departmental career development activities.



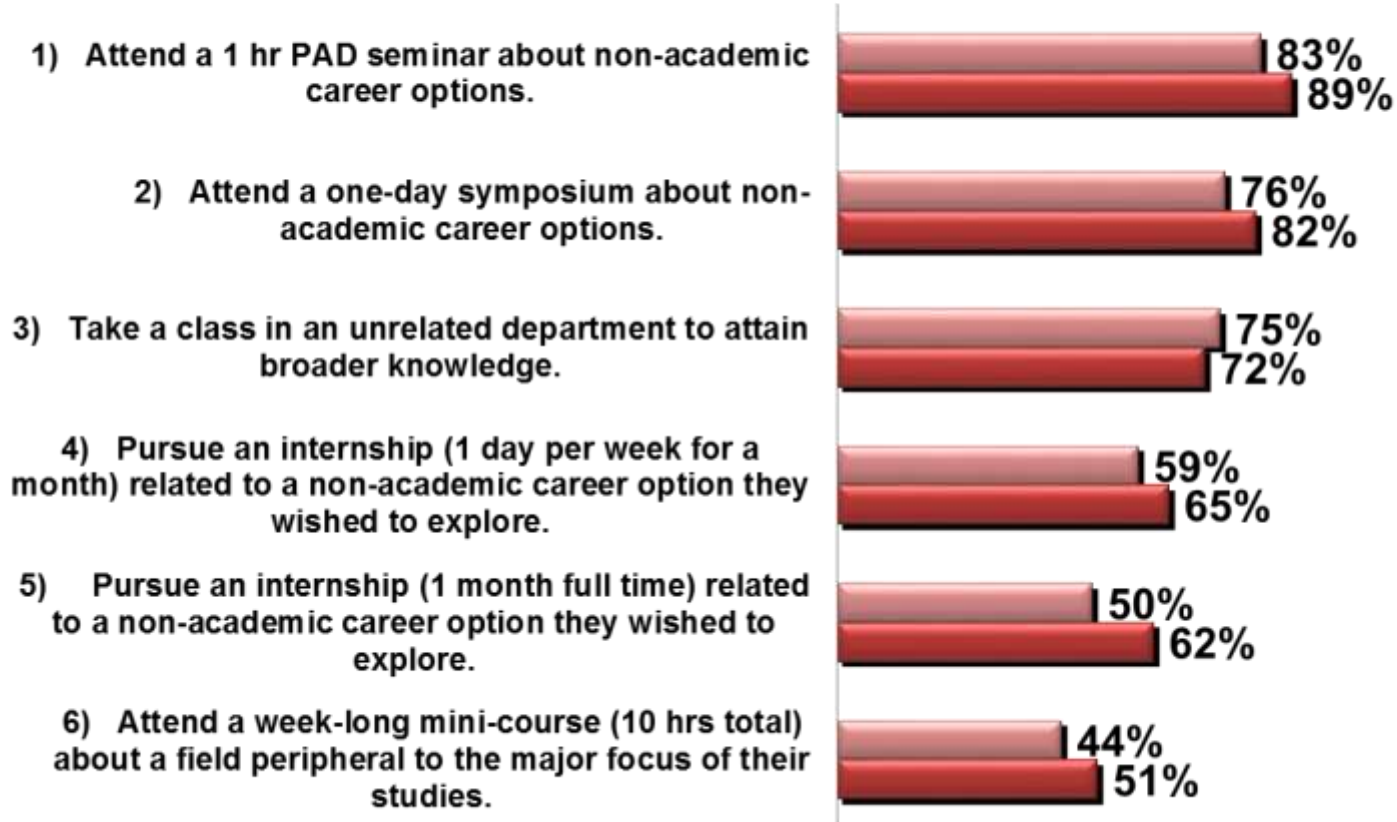
6) I encourage my students to attend campus-wide career development activities offered at Wayne State.



## Faculty Perceptions: 2013 vs 2015 Results % who Strongly or Moderately Encourage

■ 2013 Survey (N=189-191)

■ 2015 Survey (N=289-291)



## Videos of WSU's BEST Panels

### Business Panel

<https://www.youtube.com/watch?v=EFWG-BrB4Y8>

### Government Panel

<https://www.youtube.com/watch?v=ZZc9IbZDhiM>

### Teaching Panel

<https://www.youtube.com/watch?v=tTe2QcaJlyc>

### Law Panel

<https://www.youtube.com/watch?v=TSsYJQZqYOI>

### Communication Panel

<https://www.youtube.com/watch?v=F-J-MhQvDR8>

### Community Engagement Panel

<https://www.youtube.com/watch?v=x2ftTzd6jMU>

***Thank You!***