University of Colorado **Anschutz Medical Campus**

The Partnership Advantage: Innovating programs to strengthen trainee communities

Bruce H. Mandt, PhD
Associate Dean, Graduate School
Director: Postdoctoral Office,
Career Development Office

The Partnership Advantage – Session Objectives

What the ...

- WHAT led to developing these programs

- WHAT we did in the programs

- WHAT happened because of the programs

- WHAT you could do

(Courtesy: University of Colorado Anschutz Medical Campus)

Setting the stage

- Charge: augment the training environment to prepare grad students and postdocs for array of careers

- Average 350 postdocs, 550 PhD students, 350 master's students at Anschutz Medical Campuses

- Greater than 95% are biomedical researchers; ~30% international postdocs, ~6% international students

- Office of less than one ...
  - 1.0 FTE split between Career Development Office (CDO) and Postdoctoral Office (not HR)
  - No centralized career services

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CU Anschutz Career Development

Initial approach

- Needed career skills programming

- Menu of a la carte workshops

- CV/Resumes are easy, managing stress is not

- Only so many hours in the day ... needed to find partners

- Collaborator at heart

Career Skills Workshops

CVs and Resumes

When do you need a CV? When do you need a résumé? What's the difference anyway? This workshop presents information on how to create an effective CV or resumes and will help you learn how to decide when to use which one.

View the recorded session and access workshop resources.

Career Exploration and Planning

What are PhD career options? What do you need to do to be competitive? How can you find out? This workshop will help guide you on exploring and planning your career(s) and developing strategies for finding the right career(s) for YOU!

View the recorded session and access workshop resources.

Informational Interviewing

Is that job really the one you want? What's in it beyond the job posting? One of the best ways to answer these questions is with an informational interview. But, how do you get one of those? And what is it really? This workshop will teach you skills to get the most out of this powerful career tool.

View the recorded session and access workshop resources.

LinkedIn for Scientists

Is LinkedIn really that important? Of course it is! 80-90% of recruiters use LinkedIn, 85% of jobs are landed through networking, and the first thing potential employers will do is Google you. But, what makes a good profile? And, what else is LinkedIn good for? This workshop will teach you how to leverage LinkedIn to your career advantage.

View the recorded session and access workshop resources.

Networking

You know you need a network but ... who makes up a network? How do you build one? How do you maintain your network? What's a good conversation starter? The questions go on and on ... This workshop will teach you about networking fundamentals and provide strategies to get comfortable building your professional network.

Check out the Events Calendar and keep an eye out for the next live session of this workshop.

Leadership Development Workshops

Conflict Management

Conflict is a part of life, but you can learn to deal with it. This workshop focuses on strategies to recognize and deal with the conflict that can prevent you from getting the most out of your professional relationships.

View the recorded session and access workshop resources.

Emotional Intelligence

When are you at your best? What value do you bring? What do find rewarding in your work? A certain degree of self-awareness is required to answer these questions, but self-awareness can sometimes be a difficult thing to develop. This workshop will allow you to explore your natural talents and learn how to talk about the value that YOU specifically bring to a job!

View the recorded session and access workshop resources.

Finding YOUR Strengths

When are you at your best? What value do you bring? What do find rewarding in your work? A certain degree of self-awareness is required to answer these questions, but self-awareness can sometimes be a difficult thing to develop. This workshop will allow you to explore your natural talents and learn how to talk about the value that YOU specifically bring to a job!

Check out the Events Calendar and keep an eye out for the next live session of this workshop.

Managing Career Anxiety

We all get nervous. In fact, a little bit of nervousness can be helpful. But what do you do when that nervousness becomes something bigger and starts to prevent you from being at your best? From giving talks to dealing with the uncertainty of job prospects, learning to manage career-related anxiety can free you up for success. This workshop provides concrete strategies for taking control of your worry.

View the recorded session and access workshop resources.

Managing Stress to Optimize Productivity

This is a stressful time. You have deadlines to meet, experiments to finish, papers to write, and more, all while trying to figure out exactly what it is you want to do for your career. It's easy to add all of those items to your to-do list, but what about dealing with the stress that all of those items cause? This workshop will help you understand the important role that stress management plays in becoming more efficient and effective at the many roles and responsibilities that you play.

View the recorded session and access workshop resources.

Opportunity knocks …
thankfully I was home

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Program #1: International Scholar Collaborative Opportunity for Research Exchange (iSCORE)

International Scholar Collaborative Opportunity for Research Exchange (iSCORE)

The Problem

- Many international scholars lack opportunities to practice their English language skills
- ESL programs are expensive and time intensive
- Cultural exchange in the classroom is artificial
- Undergraduate students seek research opportunities
- Many undergraduate students will never have an "out of the country" experience

Knock, knock …

- The Office of International Affairs was interested in helping international scholars (postdocs) build English language skills and connection to the US

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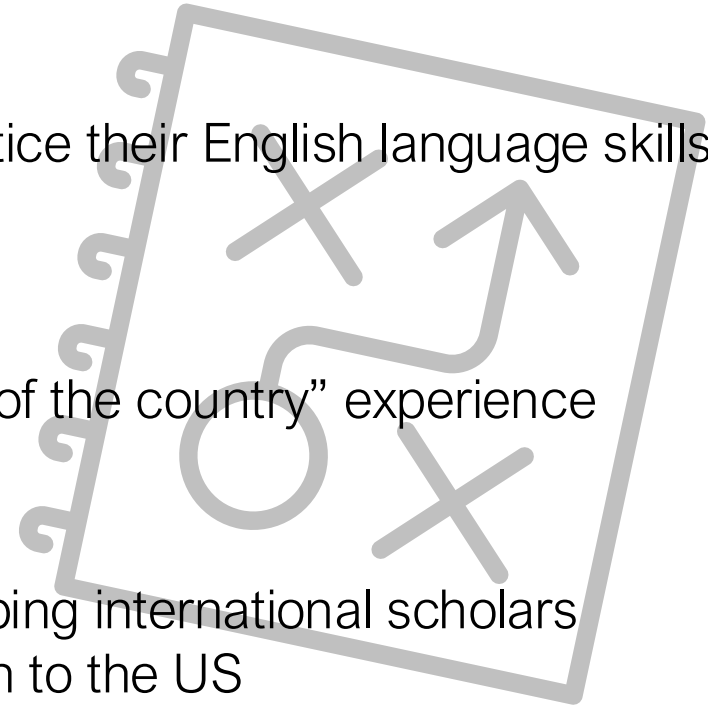
iSCORE – Partners and Support

- Program started in 2017

- Cristina Cenciarelli, PhD - International Scholars Outreach Coordinator

- Office of International Affairs
  - <u>Mission</u>: With an <u>unwavering commitment to belonging</u>, we cultivate a globally minded community and empower individuals to succeed in an increasingly interconnected world. We provide guidance to protect the rights and welfare of those we support as well as <u>facilitate equitable access to education and intercultural exchange</u>.

- Internal CU system grant ($3000)

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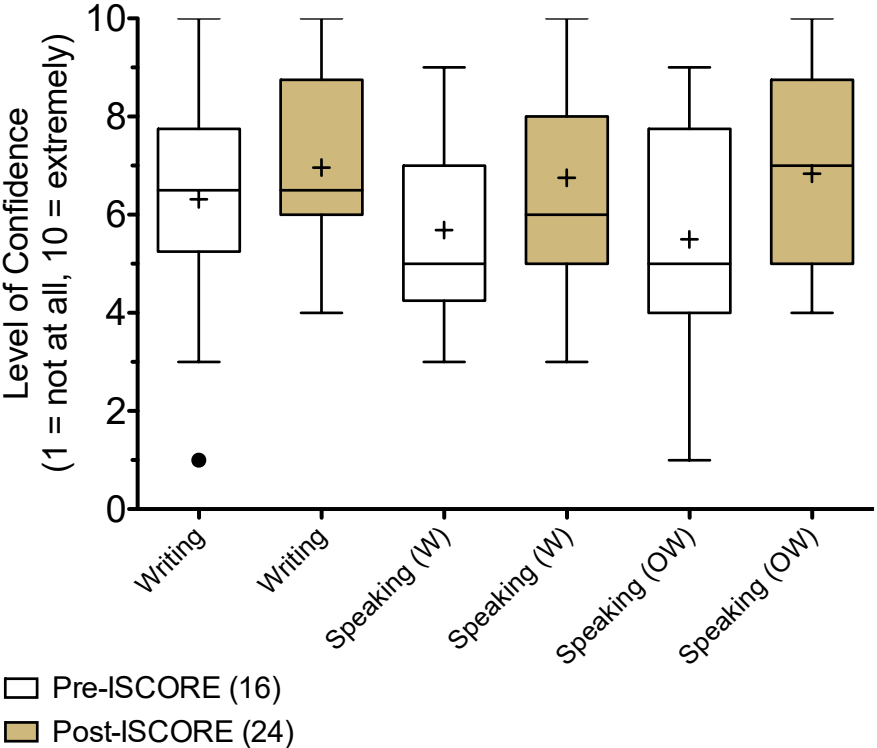
iSCORE – The Program

- Pairs domestic undergrad with international scholar
- Students observe research, attend seminars, read papers
- Scholars' practice speaking/writing English
- Participants meet for at least 3 hours each meeting
- Total program is 8 weeks long (excluding holidays)
- Once a semester during academic year (not summer)
- Students and scholars attend a half-day orientation
  - Lectures on cultural competence and communication skills (e.g., active listening, mirroring, nonverbal)
  - Complete mentor/mentee expectation agreement and PI agreement form
  - Participants set plan for meetings over the semester
- Program staff checks-in monthly (Cristina!)
- Participants complete pre and post-program assessments
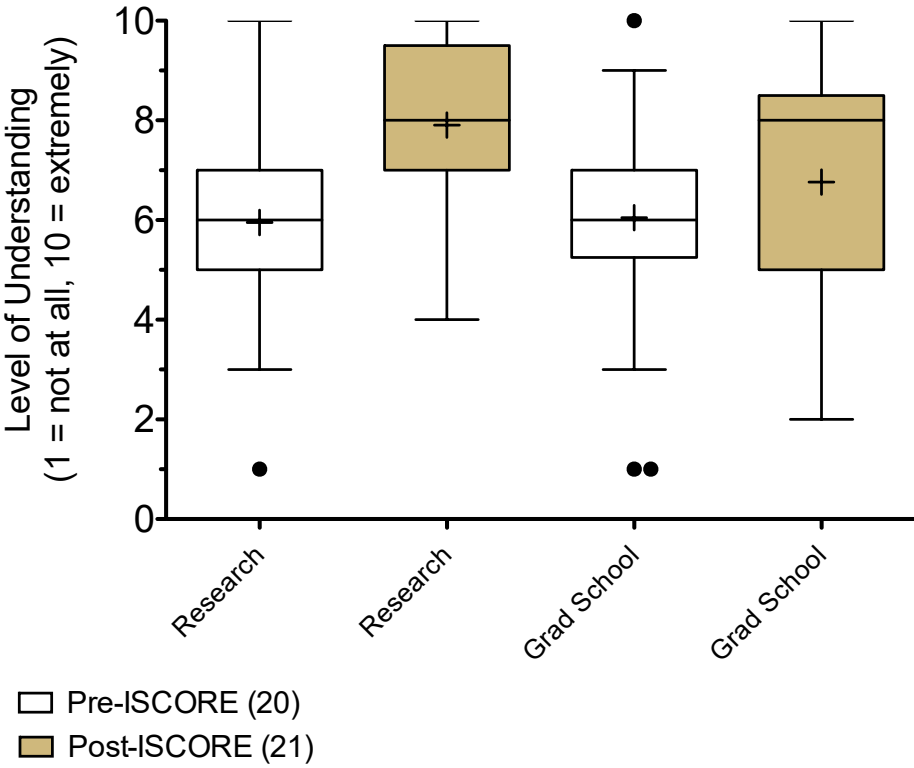- End of session gathering at home of program coordinator

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iSCORE Outcomes

International Scholars

Domestic Students
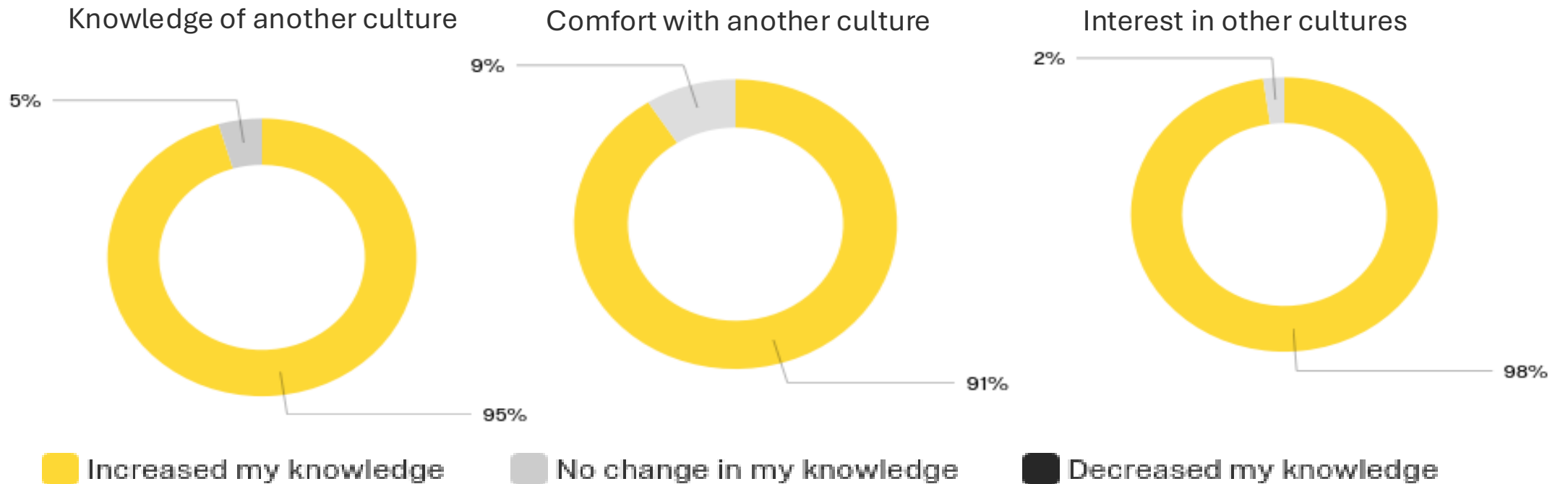
iSCORE Outcomes

- 98% of participants (students and scholars) would recommend the program to their peers
  - Dr. Sangeeta Chakraborty (International Scholar): "there is more to it than just an exchange or development of language skills. It is a journey of 8 weeks <u>where both partners learn a great deal in terms of communication skills and language refinement</u>. ISCORE boosted my personal communication skills and it allowed me to grow."
  - Katherine (Kate) Brassell (Undergrad): "What makes ISCORE truly special is how it opens doors for students with no previous lab experience, pairing us with outstanding mentors who foster genuine scientific curiosity"
- Identification of paid summer research opportunities
- Assistance applying for undergraduate research grants
- iSCORE mentioned in acknowledgements of a publication!

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iSCORE Sustainability

- Currently run by CU Denver Office of Undergraduate Research & Creative Activities
- International "TEA" monthly coffee meetups
- WhatsApp Group

American Pre-Health Undergraduates & International Scholars Celebrate ISCORE
Program Collaboration Between CU Denver & CU Anschutz Medical Campus

Dec 11, 2017

Opening Doors to Scientific Research: ISCORE
CU Anschutz International Scholars Mentor CU Denver Students

Jan 31, 2025

...dergraduates with the abilities of distinguished international ...get? The ISCORE program. The International Scholar ...was developed by the Office of International Affairs, ...nces; it offers a unique, friendly learning environment that ...U Denver campus with international researchers and ...oth groups.

...e exciting research that's taking place in labs on the ...ularly scheduled conversations aimed at enhancing ...ters student success for the undergraduates and ...ir labs and into American society.

...I Excellence Grant through the Office of Diversity

"What makes ISCORE truly special is how it opens doors for students with no previous lab experience, pairing us with outstanding mentors who foster genuine scientific curiosity," explained University of Colorado Denver student Katherine (Kate) Brassell. "There's something extraordinary about walking into a lab for the first time and having mentors who take the time to build your foundation in research while encouraging you to ask questions and understand not just the 'how' but the 'why.'"

The International Scholar Collaborative Opportunity for Research Exchange (ISCORE) program matches University of Colorado Denver pre-health undergraduates with distinguished international scholars at the University of Colorado Anschutz Medical Campus. During the eight-week session, which is non-credit and free of charge, the undergraduate students have a chance to learn first-hand about the exciting research that's taking place in labs throughout the medical campus.

During the application process, students and scholars are interviewed to ensure a suitable alignment of their academic interests, resulting in a productive exchange and sharing of knowledge.

"The ISCORE program offers a unique and friendly learning environment for both undergraduate students and international researchers," said Mahmood Kabeil, MD. "The initial email explaining the program and recruiting scholars immediately caught my attention."

Cristina Cenciarelli, PhD, International Scholars Outreach Coordinator, Office of International Affairs, leads and

...able to help me improve my ...rican culture," explained ...e home country is China.

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Program #2: Learning and Building Collaborative Cooking Classes (LAB Collab)

Learning and Building (LAB) Collaborative Cooking Classes

The Problem

- PhD and postdoctoral training can be isolating
  - Even more so for international students and scholars
- Long training hours can be barrier to healthy living
- Cost of living in Denver is high; stipends are low = food insecurity

Knock, knock …

- The Anschutz Health and Wellness Center organizes cooking classes for the campus community, but did not have a dedicated program for research learners

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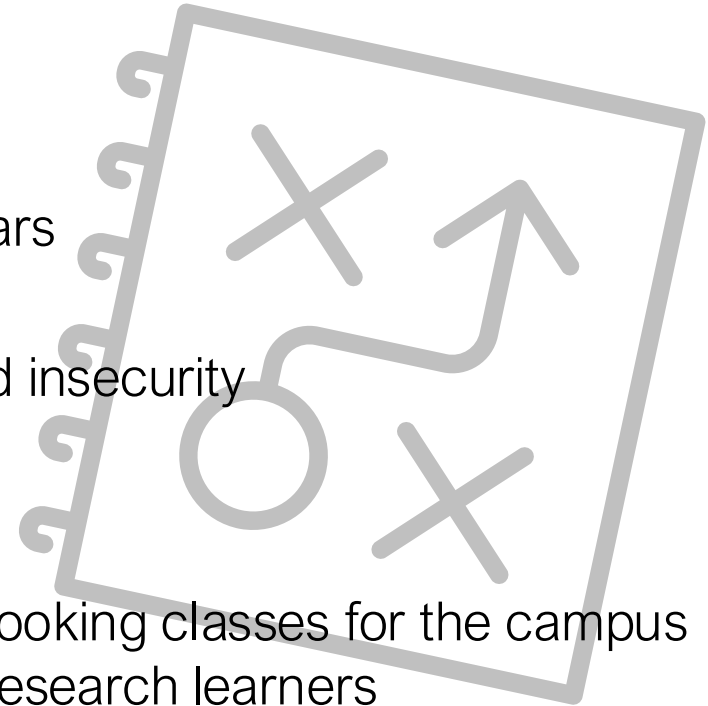
LAB Collab – Partners and Support

- Program started in 2019

- Cristina Rebellon, RD; Courtney Kiang, RD; Anita Corbin, RD

- Cristina Cenciarelli, PhD - International Scholars Outreach Coordinator

- CU Denver/Anschutz Postdoctoral Association

- Anschutz Health and Wellness Center (AHWC)
  - Mission: To collaborate with campus partners to develop and deliver programs and services targeting physical activity, nutrition and mental wellbeing to enhance the lives of people who come here.

- Costs split four ways

Lab Collab – The Costs

- AHWC purchases all ingredients

- Participants pay $5 refundable registration charge

- Ingredients on-site for in-person; pickup for virtual

- Up to 18 participants for in-person; 40 participants for virtual

Program Cost Fiscal Year 2023-2024

Virtual class total cost = $1048.00 divided among 4 partners (CNP included)
Cost per partner/class = $262.00
Cost per partner/FY = $524.00

In-person class total = $796.00 divided among 4 partners (CNP included)
Cost per partner/class = $199.00
Cost per partner/FY = $398.00

Cost per partner/FY = $922.00

LAB Collab is offered quarterly; 2 in-person and 2 virtual classes/FY. Costs include food, paper goods, staffing requirements, building usage/kitchen space and additional administrative costs.

Program Cost Fiscal Year 2024-2025

Virtual class total cost = $1166 divided among 4 partners (CNP included)
Cost per partner/class = $291.50
Cost per partner/FY = $583.00

In-person class total = $874.00 divided among 4 partners (CNP included)
Cost per partner/class = $218.50
Cost per partner/FY = $437.00

Cost per partner/FY = $1020 (Previous FY $922.00)

LAB Collab is offered quarterly; 2 in-person and 2 virtual classes/FY. Costs include food, paper goods, staffing requirements, building usage/kitchen space and additional administrative costs.

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Lab Collab – The Program

Virtual Classes

- Classes are 1 hour
- Facilitator introductions
- Description of ingredients origin of world vegetarian recipe(s)
- Cultural and historical background of chosen recipe(s)
- Step-by-step recipe guidance including cooking techniques, preparation methods and healthy recipe modifications
- Active engagement through nutrition trivia and education
- Participants encouraged to show completed dishes

Featured Cuisine and Recipes

Month	Featured Cuisine	Recipe Titles
August 2022 (virtual)	Middle Eastern	Grilled eggplant with herb feta and rice
November 2022 (in-person)	Ethiopian	Ethiopian samosa, collard greens, Ethiopian hot tea, Ethiopian fruit salad
February 2023 (virtual)	German	Potato lentil soup, German cucumber salad
May 2023 (in-person)	Korean	Kimchi lentil stew with poached eggs, young cabbage, spicy radish salad, cinnamon punch, red bean mochi cake

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Lab Collab – The Program

In-person Classes

- Classes are 1.5 hours
- Registrants meet culinary educators in AHWC lobby to receive name tag and assigned to a recipe cooking station
- Recipes are prepared among 9 stations in the kitchen; 2 participants per station
- Step-by-step guidance and cooking tips provided throughout class
- Nutrition trivia and education
- All participants eat prepared meal together and socialize
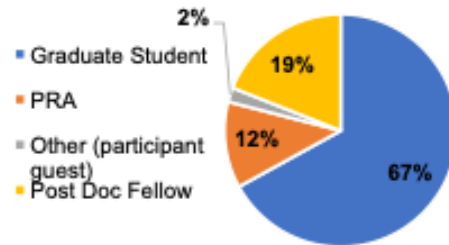- Leftover food can be taken by participants

Featured Cuisine and Recipes

| Month	Featured Cuisine	Recipe Titles
August 2023 (in-person)	Indian	Red lentil curry, raita, chapati, Baingan bharta, and chai tea
November 2023 (virtual)	Mexican	Pinto posole, cumin-lime vinaigrette slaw
February 2024 (Virtual)	Hungarian	Chickpea paprikash, cucumber salad
May 2024 (in-person)	Greek	Greek orzo salad, briami, tzatziki, Greek walnut cake, Cretan mountain tea

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Lab Collab Outcomes

Virtual Classes

What is your current position?

- Graduate Student
- PRA
- Other (participant guest)
- Post Doc Fellow

2%, 19%, 12%, 67%

Are you an international scholar or student?

- Yes
- No

47%, 53%
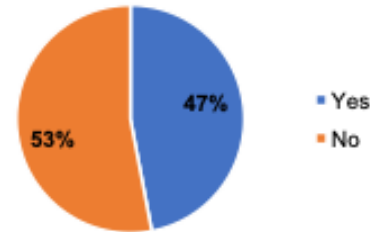
Attending this class VIRTUALLY allowed me to feel more connected to my peers, colleagues, or others within my department/school.
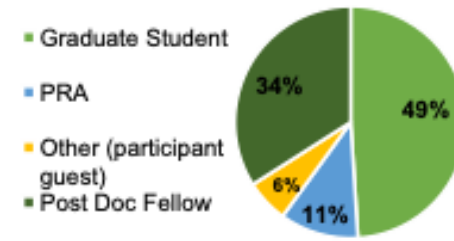
- Strongly agree
- Agree
- Disagree

38%, 50%, 13%
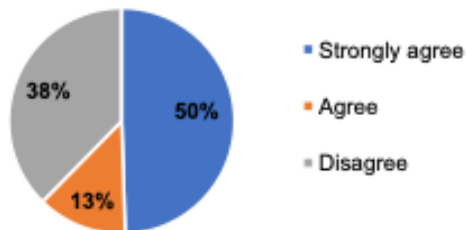
Attending this class VIRTUALLY positively affected my mental well-being.

- Strongly agree
- Agree
- Disagree

13%, 50%, 38%
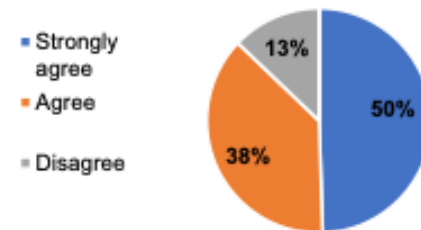
In-person Classes

What is your current position?

- Graduate Student
- PRA
- Other (participant guest)
- Post Doc Fellow

34%, 49%, 6%, 11%

Are you an international scholar or student?

- Yes
- No

34%, 66%
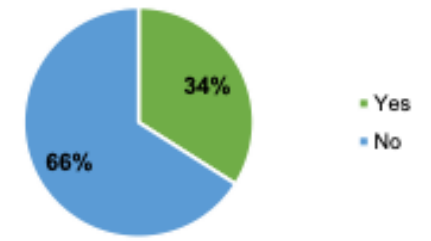
Attending this class IN-PERSON allowed me to feel more connected to my peers, colleagues, or others within my department/school.

- Strongly agree
- Agree

31%, 69%
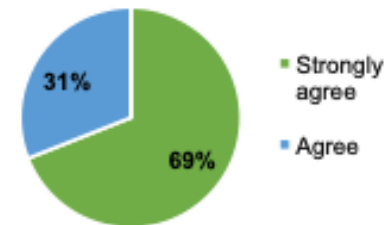
Attending this class IN-PERSON positively affected my mental well-being.

- Strongly agree
- Agree

25%, 75%

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2025 CGS Toolbox Session
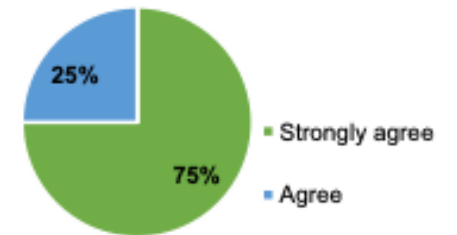
Lab Collab Testimonials

- "One thing I love about these classes is that they give me new ideas for recipes that are healthy, easy, and affordable. This is helpful as a graduate student because the recipes are quick and don't contain expensive ingredients, so I am more likely to make them again."
- "These classes use very basic healthy ingredient to show me how I can do that on my own."
- "I work in the area of chronic disease epidemiology, so learning more about nutrition in classes gives me new insight on modifiable risk factors such as diet."
- "I met new people from around campus and made new friends!"
- "This was delicious, quick and affordable to remake."
- "I like how the instructors are thoughtful about incorporating culture and choose recipes from different continents. It helps me learn about new places and people"
- "Getting to know other campus members helps with collaborations and community."
- "This class was so much fun and made me happy!!"

LAB Collab Sustainability

- Fully supported by the Chancellor's Office!

Hi LAB Team!

I am writing with great news; we have received the funding from the Chancelor's office and quarterly LAB offerings will be fully supported!

With any funds you had set aside for LAB, we can consider additional 1-2 LAB cooking classes or cooking demonstrations (combined or individual groups) throughout the year like the cooking demo for Postdoc Appreciation Week last year.
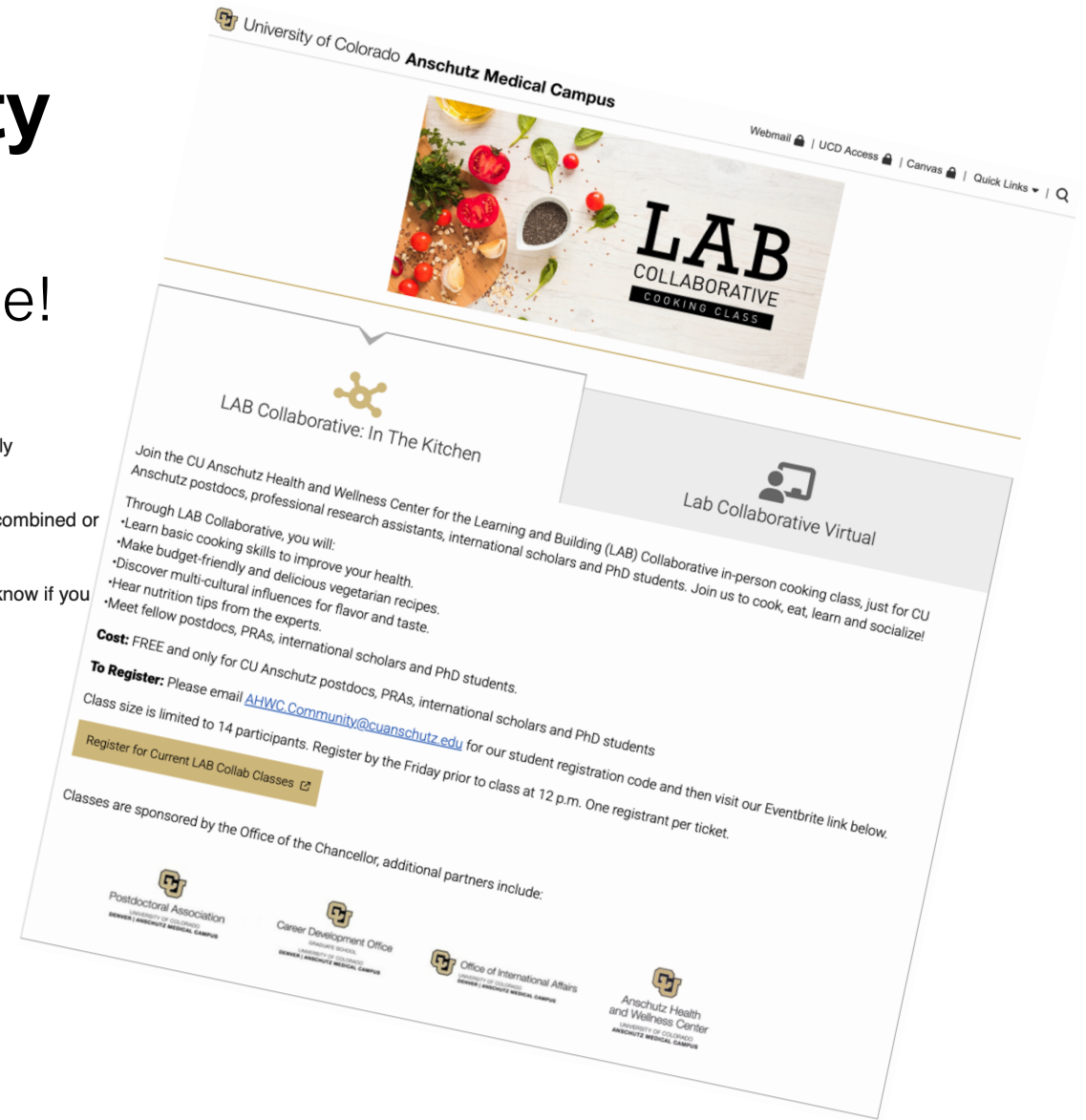
I wanted to share the good news with you as soon as possible. We are still working out a few more details so please let me know if you have any questions and I will reach back out in the next couple weeks to outline FY 24-25.

Thank you so much for your continued support with LAB Collab!

Have a wonderful holiday weekend.

Thank you,
Courtney

Courtney Kiang, RD
Registered Dietitian | Community Nutrition Programs
Pronouns: she, her, hers
Cooking classes and more!
CU Anschutz Health and Wellness Center
University of Colorado Anschutz Medical Campus

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Webmail 🔒 | UCD Access 🔒 | Canvas 🔒 | Quick Links ▾ | 🔍

LAB Collaborative: In The Kitchen

Lab Collaborative Virtual

Join the CU Anschutz Health and Wellness Center for the Learning and Building (LAB) Collaborative in-person cooking class, just for CU Anschutz postdocs, professional research assistants, international scholars and PhD students. Join us to cook, eat, learn and socialize!

Through LAB Collaborative, you will:
- Learn basic cooking skills to improve your health.
- Make budget-friendly and delicious vegetarian recipes.
- Discover multi-cultural influences for flavor and taste.
- Hear nutrition tips from the experts.
- Meet fellow postdocs, PRAs, international scholars and PhD students.

Cost: FREE and only for CU Anschutz postdocs, PRAs, international scholars and PhD students.

To Register: Please email AHWC.Community@cuanschutz.edu for our student registration code and then visit our Eventbrite link below. Class size is limited to 14 participants. Register by the Friday prior to class at 12 p.m. One registrant per ticket.

Register for Current LAB Collab Classes ⤴

Classes are sponsored by the Office of the Chancellor, additional partners include:

Postdoctoral Association
Career Development Office
Office of International Affairs
Anschutz Health and Wellness Center

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Program #3: NRSA Mock Study Section

NRSA Mock Study Section Program

The Problem

- Grant writing and establishing a history of funding is critical for biomedical PhD students and postdocs
- Many students lack guidance in navigating unique aspects of fellowships
- Junior faculty do not yet have expertise in building training plans
- Falling behind other institutions

Knock, knock …

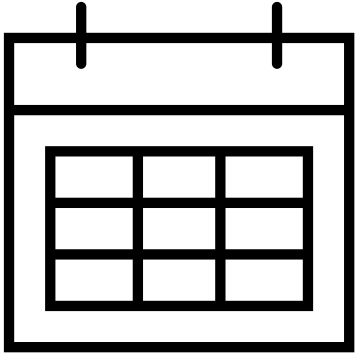- Two faculty program directors wanted to replicate a program they had seen

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NRSA – Partners and Support

- Program started in 2019

- Mary Reyland, PhD – Cancer Biology Program Director

- Kristin Artinger, PhD – Biomedical Sciences Umbrella Program Director

- Joan Hooper, PhD – Professor, Cell and Developmental Biology

- Vice Chancellor for Research
  - <u>Mission</u>: The Office of the Vice Chancellor for Research <u>collaborates and engages with the campus research community</u> to advance scientific discovery

- Internal funding
  - OVCR provided $8k per year for 3-year pilot ($24K total)
  - Small FTE for program directors, gift card for reviewers, food

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NRSA Program and Schedule

Early September	NIH NRSA workshop presentation. Overview of NRSA process and application tips presented by Program leaders. Panel discussion including trainees with funded NRSAs. Information recorded and included on website.
Early October	Letter of intent due from trainees. Consisted of specific aims and sponsor/collaborator information. Program Directors designed an online LOI application system.
October	Trainees prepare draft of full application.
Late October	Full application due. Program Director assigns applications to a "core reviewer (CR)" faculty member. CRs provide trainees feedback on their application in preparation for the mock study section. CRs and Program Directors enlist additional secondary/tertiary reviews, such that each application has at least three reviewers for the mock study section discussion.
Early November	In-person or virtual mock study section discussion of applications. Reviewers include both faculty and trainees.
Mid-November to Early December	Post-program survey evaluation. Program Directors designed and administered a survey to gather feedback for program revision.
Late December	Begin advertising spring program.
Mid-January	LOIs due for spring program. Three-month process repeats.

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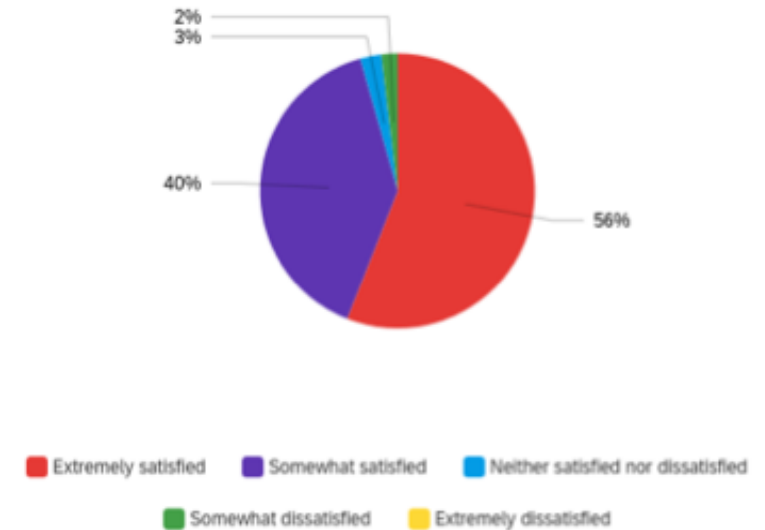Anschutz Medical Campus

NRSA Program Testimonials

- "Alan's F31 that was mock reviewed last Fall received an impact score of 19 and 6th percentile! Another success to add to the program's statistics. Thanks for running this!!"

- "This was very beneficial and without a doubt will positively impact our NIH submission/scores! Thanks for all the time invested by all to make this program a success!"

- "This is a great program and was very helpful, both with respect to technical content and for the trainees to see how their proposals are perceived."

- "… I have advocated for and described the utility of this study section to other trainees, and I hope they find it as beneficial as I did."

Q2 - Overall, how satisfied were you with the NRSA mock study section program?

2%
3%
40%
56%

- Extremely satisfied
- Somewhat satisfied
- Neither satisfied nor dissatisfied
- Somewhat dissatisfied
- Extremely dissatisfied

NRSA Program Impact

- Almost 40% of program participants successfully received funding

21st in the country 2015-2019
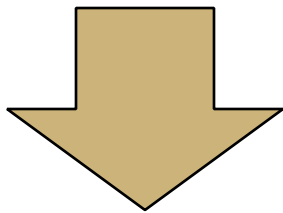
12th in the country 2020-2024

F30, F31, F32	2015	2016	2017	2018	2019	2020	2021		Avg pre	Avg post
No. of Awards	38	44	49	30	46	70	83		41	77
Ranking	22	20	22	35	21	15	13		24	14

F30	2015	2016	2017	2018	2019	2020	2021		Avg pre	Avg post
No. of Awards	4	5	3	4	5	8	10		4	9

F31	2015	2016	2017	2018	2019	2020	2021		Avg pre	Avg post
No. of Awards	19	20	25	16	25	39	45		21	42
Ranking	18	19	14	29	19	11	10		20	11

F32	2015	2016	2017	2018	2019	2020	2021		Avg pre	Avg post
No. of Awards	15	19	21	10	16	23	28		16	26
Ranking	22	18	24	39	17	11	10		24	11

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NRSA Program Sustainability

- Wrote into CTSA renewal
- Complements other grant programs (K, R)
- Provides greater effort for PD and dedicated title

How could these work for YOU?

At your tables, discuss …

- If you tried one of these programs, which would it be and why?

- What problems are highest priority?

- Who could you partner with?

- What are your barriers?

- Do you have other or similar programs already?

(Courtesy: University of Colorado Anschutz Medical Campus)

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Summary & Lessons Learned

- Identify your problems

- Be on the lookout for partners!

- Align with institutional sponsors

- Might as well ask for money … worst they can do is say no!

- Start small and try it out

- Sustainability is easier once it's proven

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Questions?

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