



NYU STEP Program

Christine Ponder, PhD
Director, Office of Postdoctoral Affairs, New York University

NIH BEST: Broadening Experiences in Scientific Training

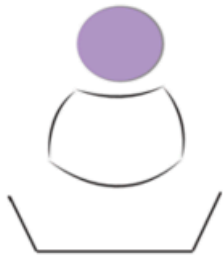


- Call for grants that “seek, identify and support bold and innovative approaches to broaden graduate and postdoctoral training, such that training programs reflect the range of career options that trainees (regardless of funding source) ultimately may pursue and that are required for a robust biomedical, behavioral, social and clinical research enterprise.”
- NIH Directors Office Research Grant
- Supplement to the PhD

Biomedical Research Workforce Working Group Report

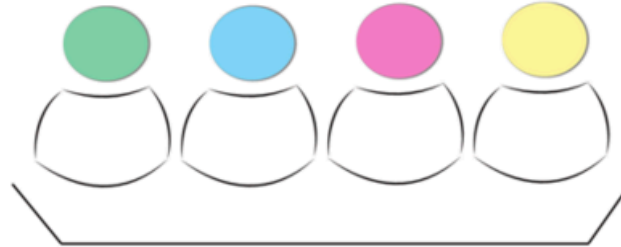


20-25% of PhD trained scientists



**Tenure-track academic
faculty position**

75-80% of PhD trained scientists

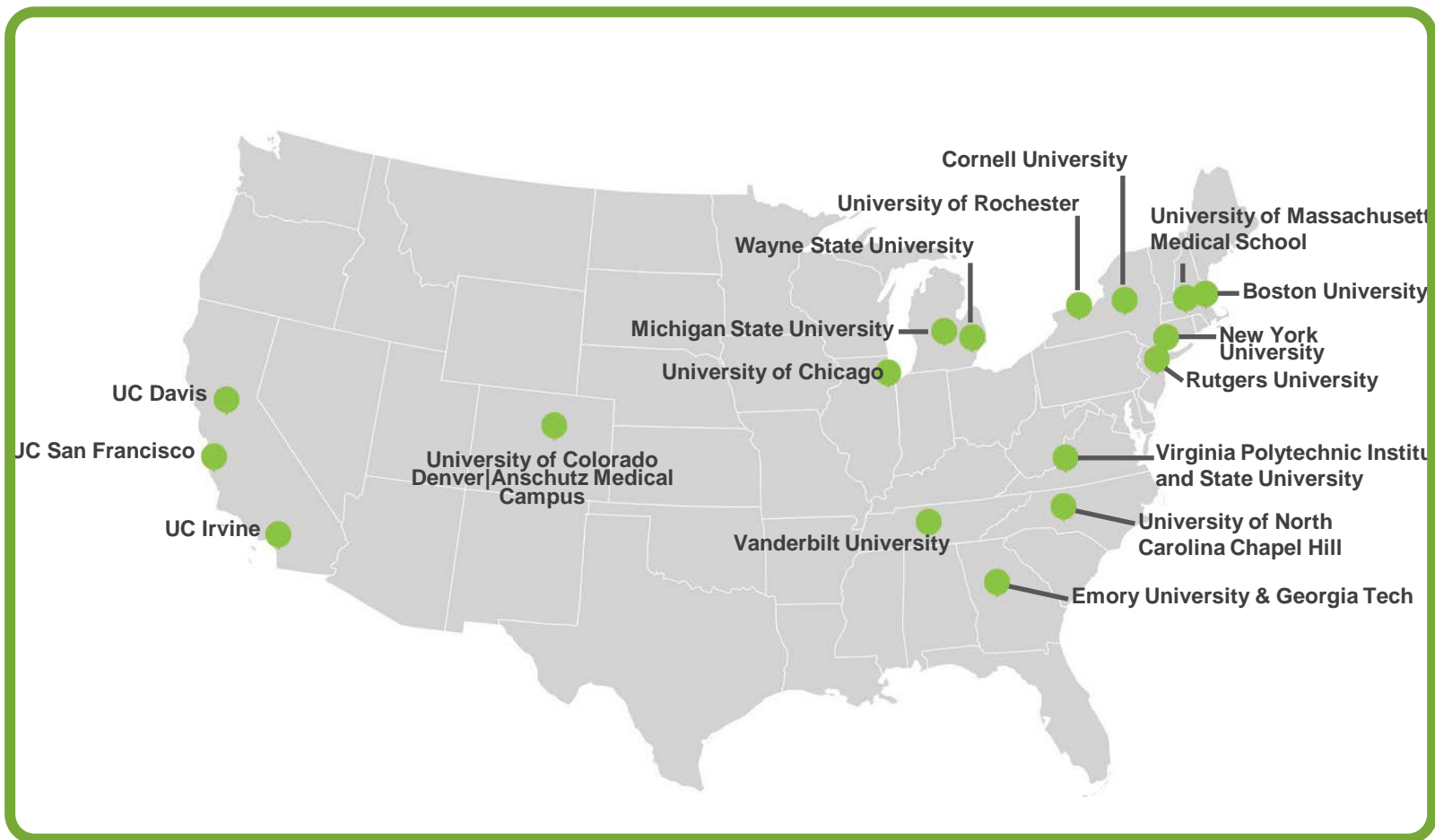


Other biomedical positions

- Science Non-Related Research
- Government Research
- Academic Teaching
- Industry Research
- Non-Science Positions



**Broadening Experiences
in Scientific Training**



NIHBEST.org

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#NIHBEST

Experimental Approaches Across 17 schools

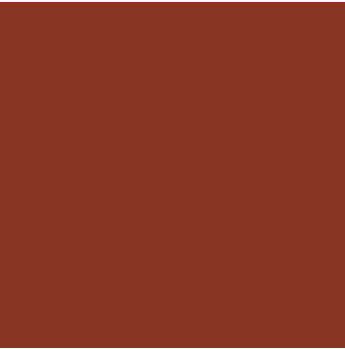


Participation

- Cohort Models focus on peer to peer mentoring and teams
- Alumni Mentoring matches students and postdocs with career specific alumni mentors
- **Broad Exposure Model: All scientists welcomed to participate in all activities**

Programing

- Career Development
- Professional Development
- Experiential Learning
- Mentoring

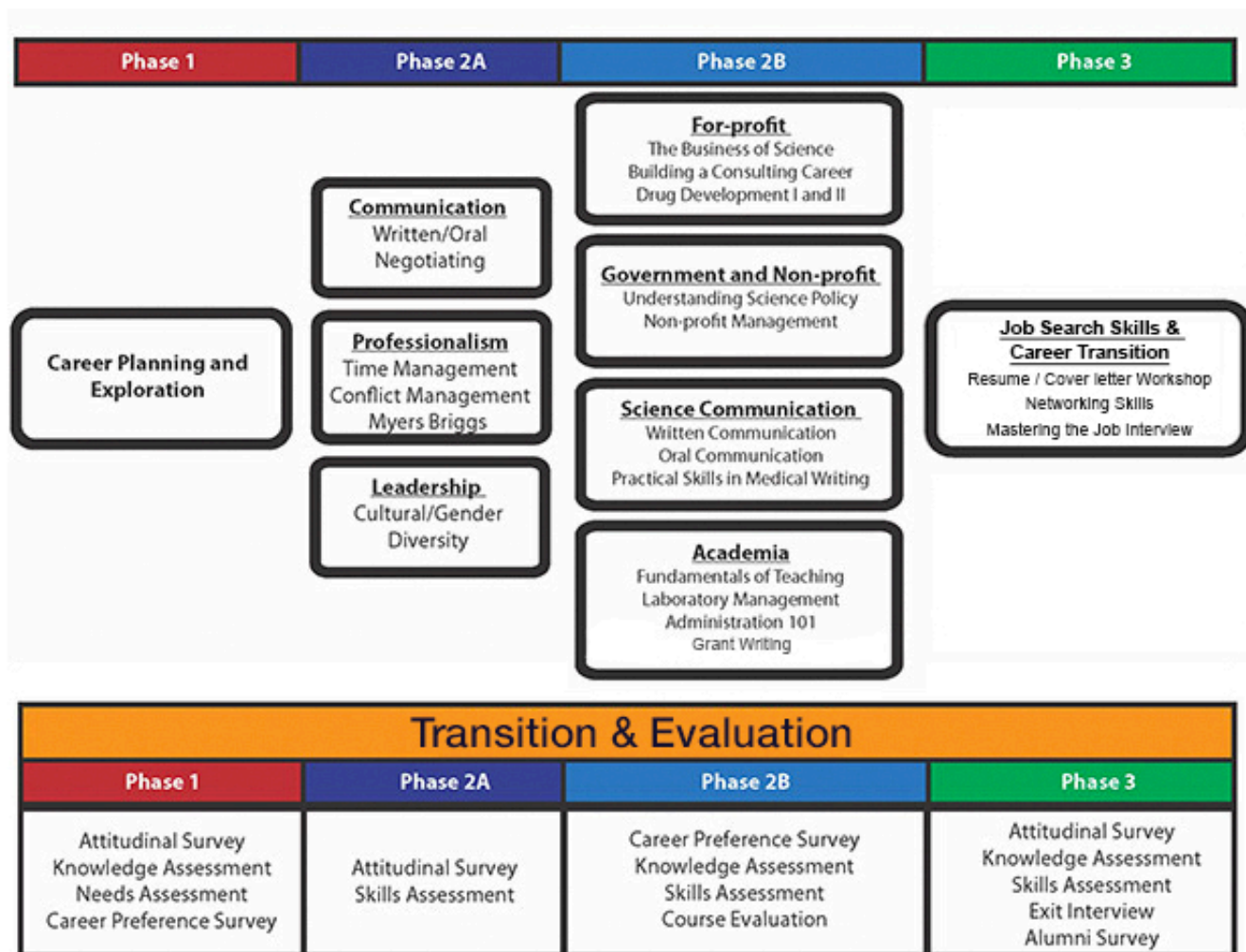


NYU Science Training Enhancement Program (STEP)



- Collaborative effort between NYU School of Medicine and NYU Washington Square
- Co Directors
 - Keith Micoli, PhD, Postdoctoral Program Director at the NYU School of Medicine
 - Christine Ponder, PhD, Director Office of Postdoctoral Affairs, NYU Washington Square
 - Carol Shoshkes Reiss, PhD, Professor of Biology at NYU Washington Square

NYU Science Training Enhancement Program (STEP)



8-week IDP course



[LOG ON](#) | [CONTACT US](#) | [ABOUT myIDP](#) | [ABOUT Science Careers](#)



You have put a lot of time and effort into pursuing your PhD degree. Now it's time to focus on how to leverage your expertise into a satisfying and productive career. An individual development plan (IDP) helps you explore career possibilities and set goals to follow the career path that fits you best.

myIDP provides:

- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
- Articles and resources to guide you through the process

There is no charge to use this site and we encourage you to return as often as you wish. To learn more about the value of IDPs for scientists, read the first article in our myIDP series.

Click below to get started.

[First Time Here?](#)

[Returning User](#)

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Sponsored by:



University of California
San Francisco



- myidp.sciencecareers.org
- Asks trainees to assess their own skills, interests, and values
- Suggests career paths
- Provides format for goal setting (project and career)

Who takes the IDP course

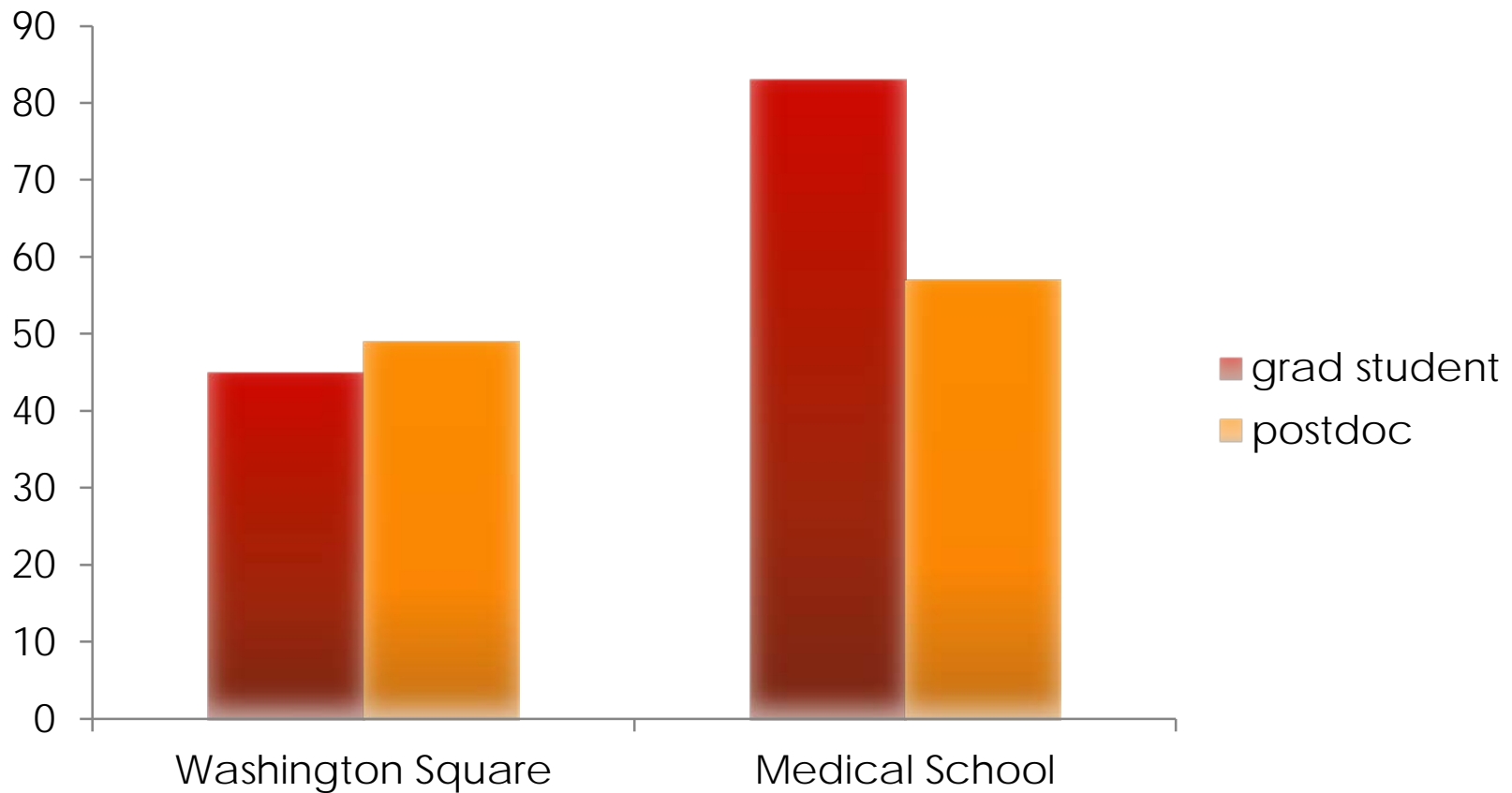
NYU Washington Square

- All graduate students can take the IDP course any time after 2nd year, no requirement
- Postdocs have option to take anytime

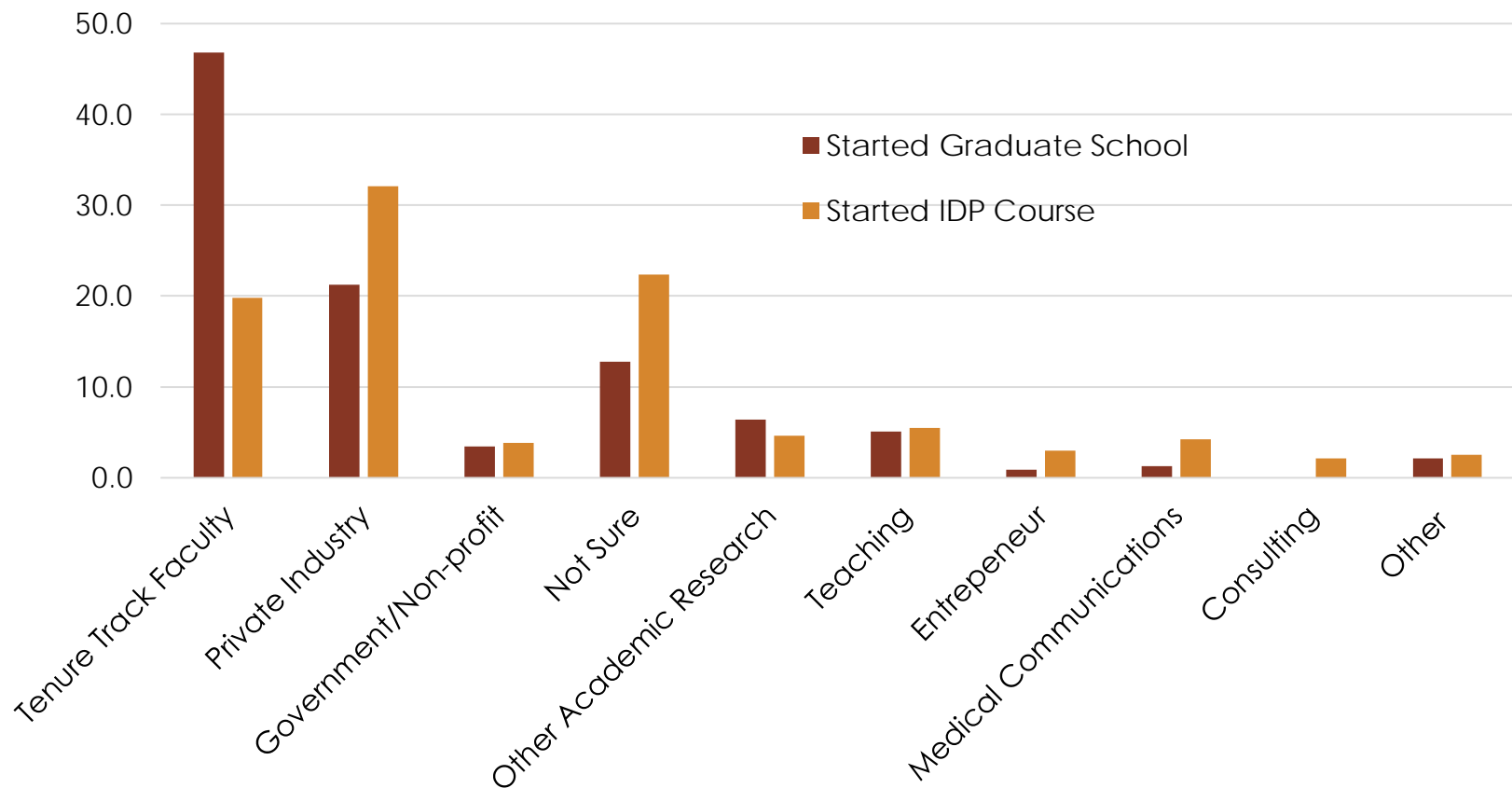
NYU School of Medicine

- All graduate students at the Sackler School of Medicine are required to take the IDP course in the 3rd year
- Postdocs have option to take anytime

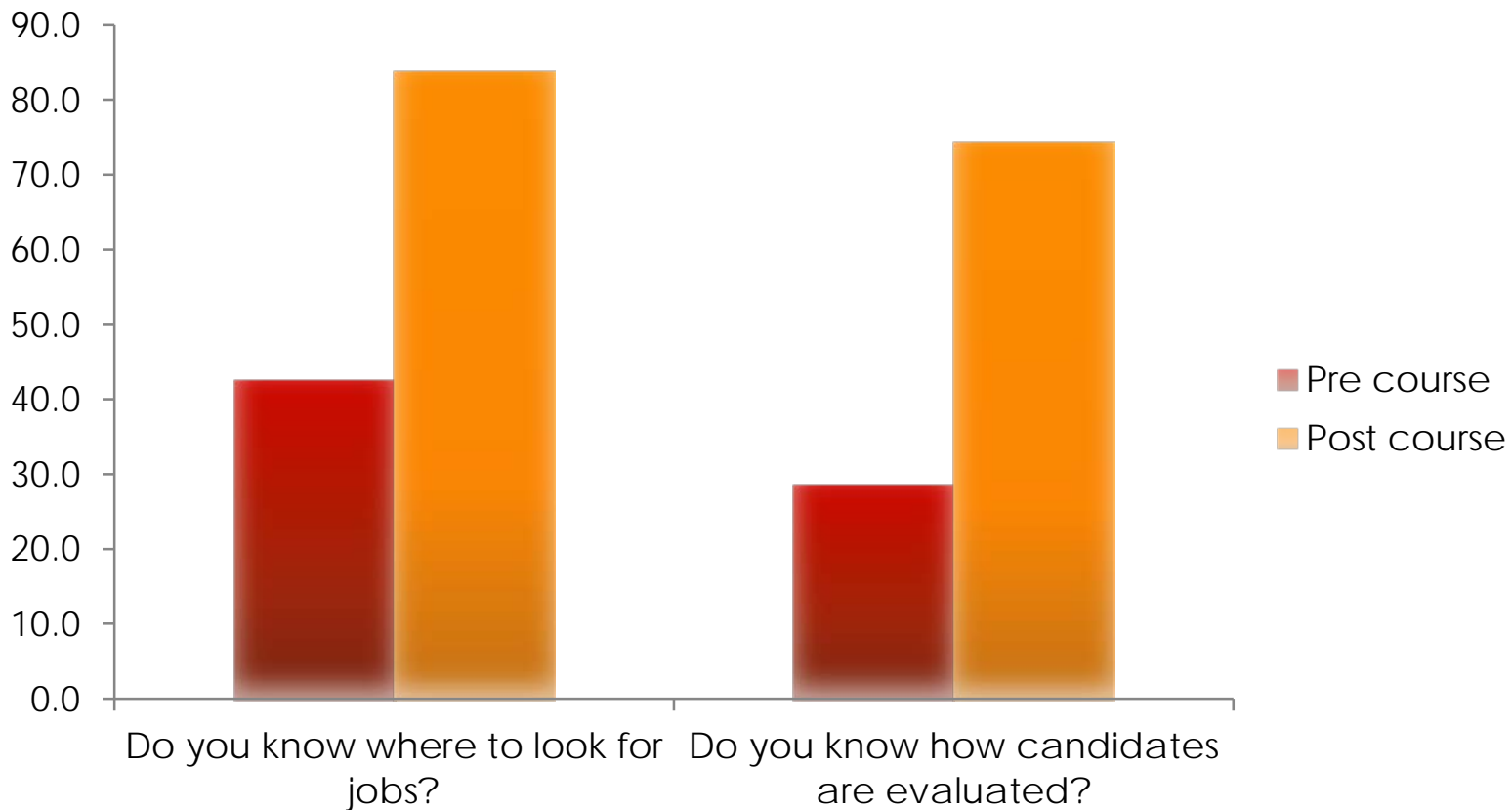
Total Enrollment for 12 sessions of IDP course: 234



What was your career goal? What is it now?



Compare entry and exit survey for IDP course



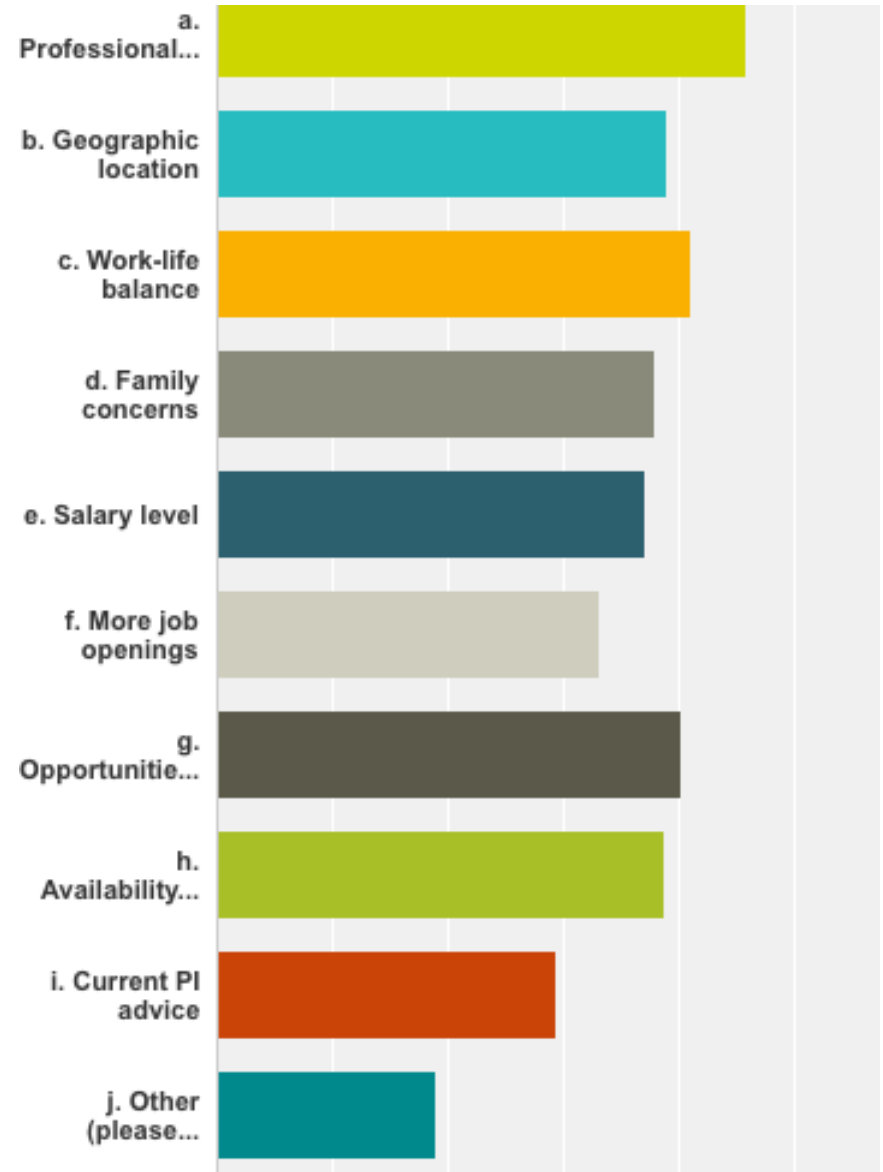
Large Scale Assessment by NIH and Windrose Vision



- All Graduate Students participating in a BEST program are given surveys
 - Entry
 - Interim
 - Exit
- All Postdocs participating in a BEST program are given surveys
 - Entry
 - Exit

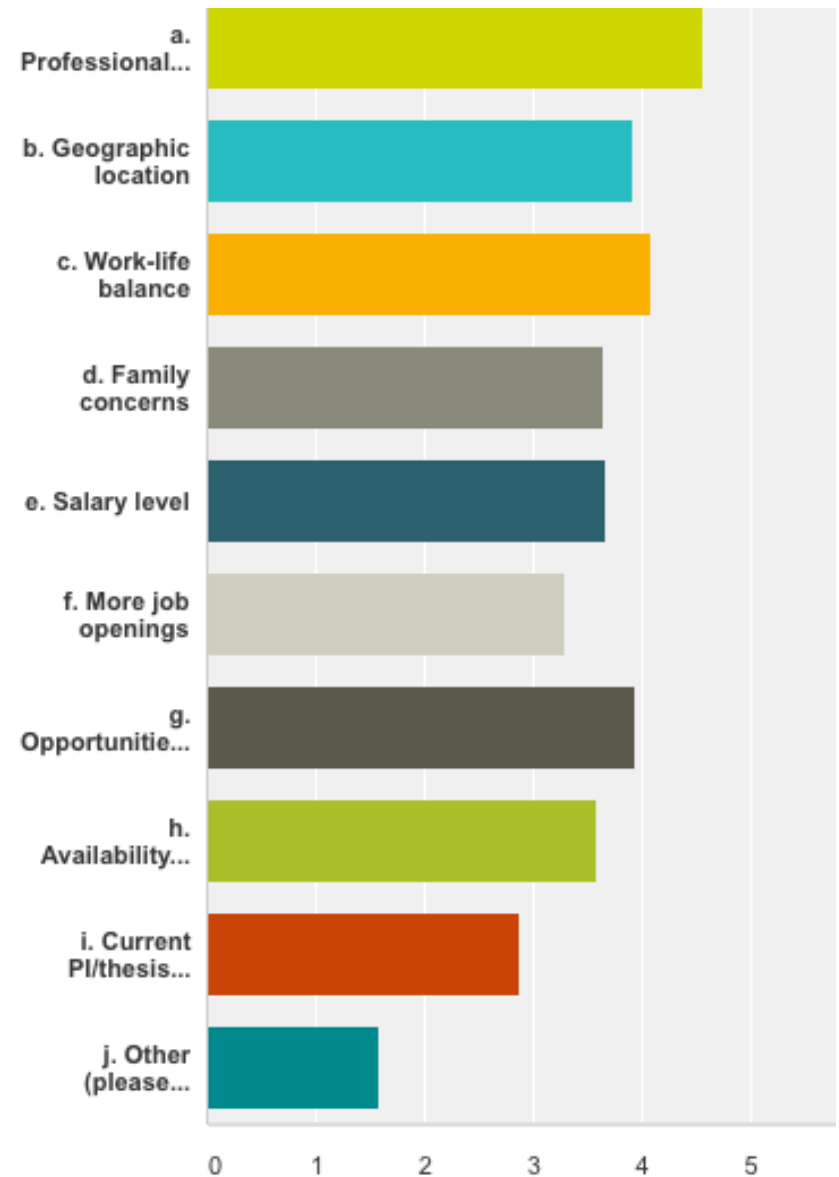
How Influential are the following factors in your choice of career path(s)?

Postdocs



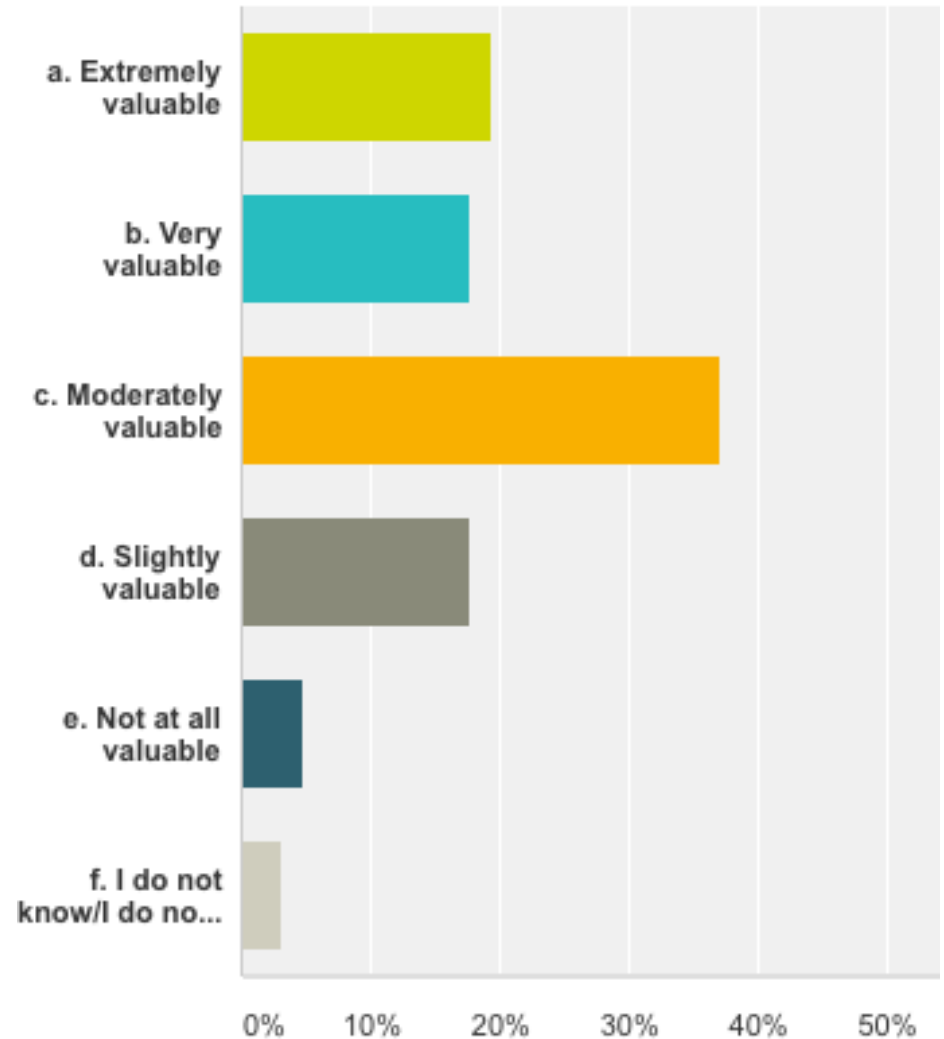
How Influential are the following factors in your choice of career path(s)?

Graduate Students



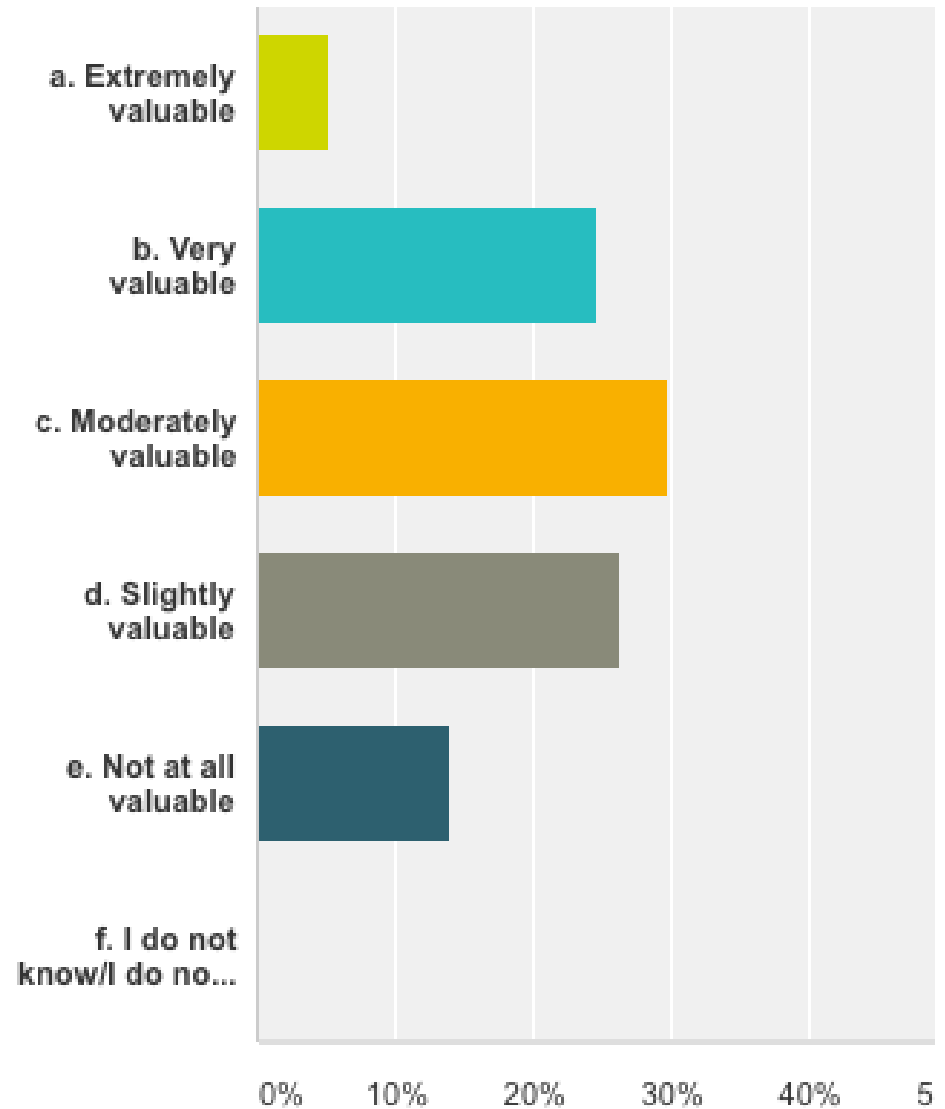
How valuable was the individual development plan to you?

Postdocs



How valuable was the individual development plan to you?

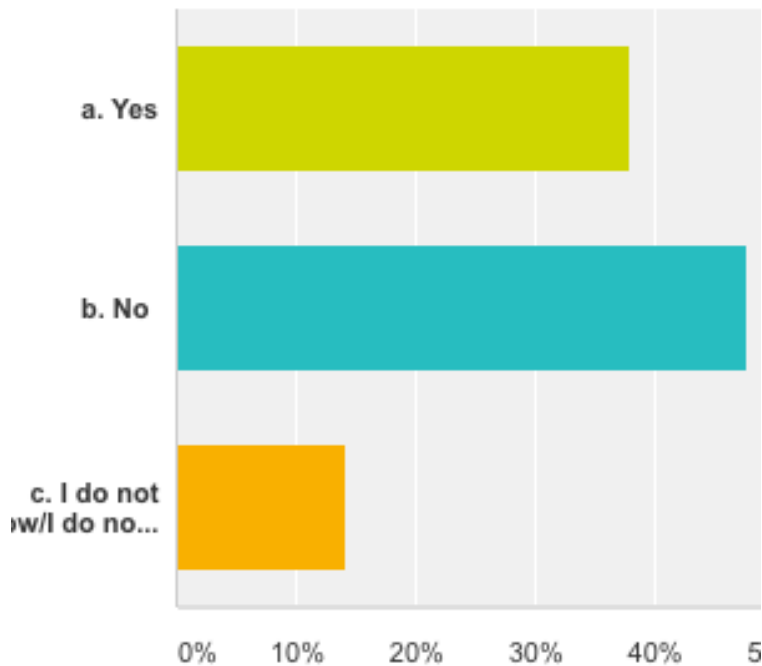
Graduate Students



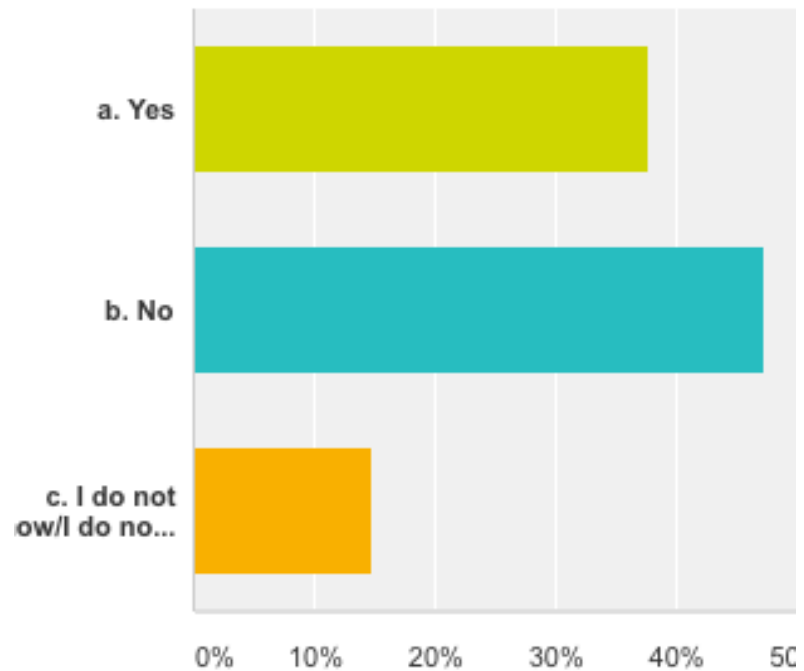
Have you participated in any STEP related activities? (Entry Survey)



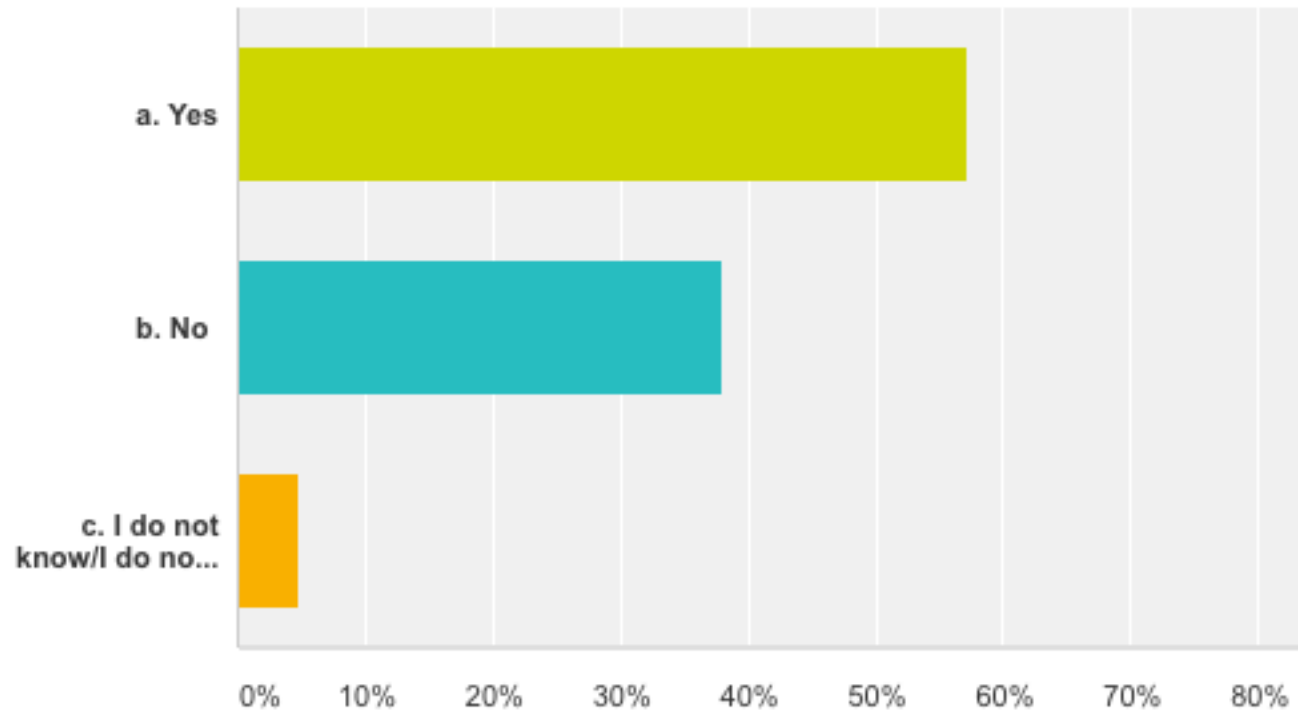
Graduate Students



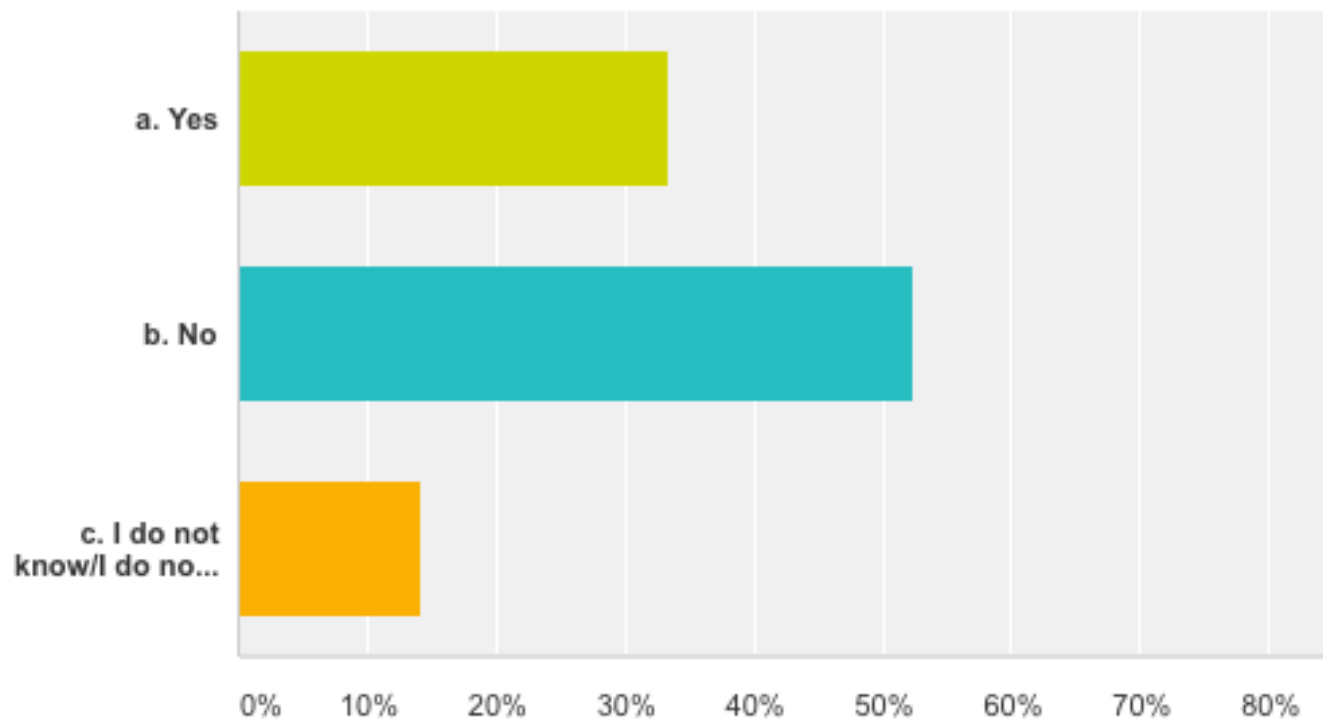
Postdocs



Have you participated in any STEP related activities? (Grad Exit Survey)



Did you participate in career development activities other than the ones provided by the NYU STEP program? (Grad Exit)

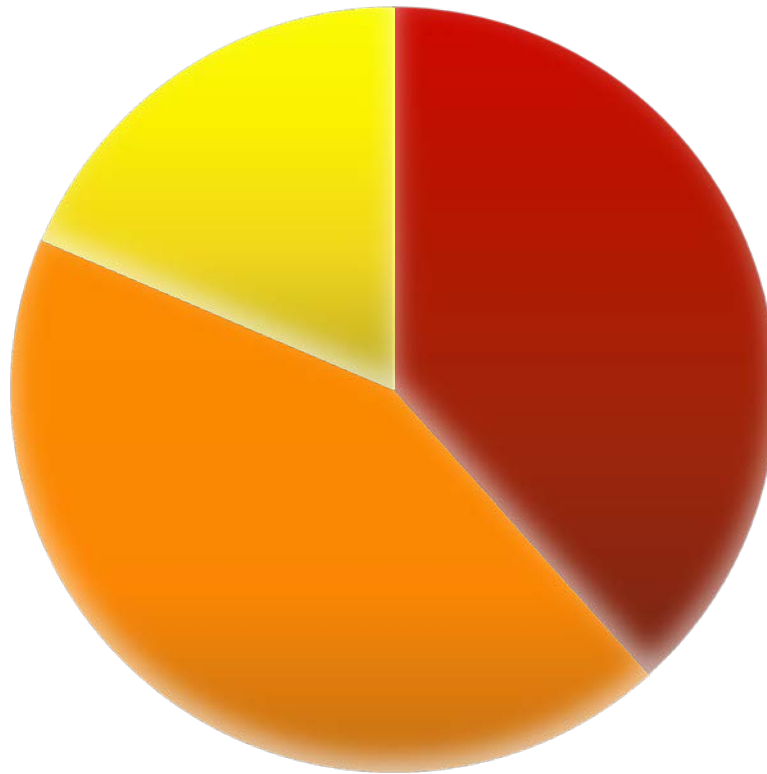


What Should We Do?

- Requiring some career development content results in greater exposure to non-academic careers and greater confidence about job market
- Engagement with career development increases by the end of training
- University program is the primary place Grad Students engage with career development activities



Did the IDP course affect your career goal?



- Yes
- No
- Not Sure