

## **Fred Hutch Postbaccalaureate Program: Expectations for Scholars**

As a Postbac Scholar at Fred Hutch, you will have two interconnected roles: (1) A 40-hour per week position working at the bench on a research project; and (2) A student scholar role with a curriculum designed to develop a foundation for further graduate studies and a career in research. Scholars will receive wages (\$50,000 per year) for their research position and will be awarded a scholarship (\$5,000 per year) for their scholar role. Below are the expectations for each of these roles, along with what scholars should expect from their Principal Investigator.

### **Expectations for paid research position (40 hours per week)**

- Work full-time on a research project chosen in conjunction with their faculty mentor (40 hours per week unless approved for overtime work in advance), including:
  - Design experiments and contribute to overall project directions
  - Carry out experiments
  - Data analysis and interpretation
- Participate in lab events, e.g. lab meetings and journal clubs
- Meet regularly with their faculty mentor, as well as their secondary lab mentors

### **Expectations for scholar role (variable time commitment; ~4-12 hours per week)**

- Depending on prior experience, attend all or a portion of a two-week training course prior to the program start to learn laboratory and scientific skills
- Work with their faculty mentor to create an Individual Development Plan (IDP)
- Participate in the Postbac Program's academic and scholarly development activities. Examples of these activities include:
  - Monthly mentoring meetings. Sample topics include instructions on choosing a grad school, writing a grad school statement, talking to a mentor, choosing a scientific meeting, using social media for scientific networking and knowledge, preparing for a grad school interview, moving through the phases of scientific projects, structuring scientific presentations, writing scientific manuscripts, and writing fellowships.
  - Required attendance at one seminar/month with an associated mentored journal club.
  - Attendance at one additional monthly seminar of interest.
  - A monthly career options seminar.
- Participation in an annual Postbac Scholar Symposium.
- Meet with a secondary faculty advisor 2-4 times per year to receive additional scientific mentoring
- Complete an annual survey to provide feedback and outcomes on the Postbac Program (while participating in the program and afterwards to provide long-term outcomes)

Beyond these required expectations, postbac scholars will also have the opportunity to participate in optional academic activities. Examples include:

- Receiving guidance on graduate fellowship applications
- Receiving feedback on graduate applications
- Computational training
- Career exploration
- Mock grad school interviews
- Attendance at Division retreats
- Participation in Fred Hutch summer undergraduate and/or Office of Graduate Education programs
- Scholars that stay for more than one year will also have the option of writing an NSF predoctoral fellowship and be mentored through the process
- Opportunity to audit courses based at Fred Hutch

In the event that the faculty mentor leaves Fred Hutch, the postbac scholar can re-apply to the Postbac Program and their application will be prioritized for finding a new position.