

SciPhD All-Day Session for Graduate Students and Postdocs
Co-sponsored by the Graduate Schools at the University of Memphis and The
University of Tennessee Health Science Center
Thursday June 9, 2016, FedEx Institute, University of Memphis

In one day you will transition from the often quoted “over-qualified and under experienced” kiss of death to the “Best Qualified with relevant experience.”

- ***Session 1: The Business of Science***
- ***Session 2: Practical Project Management for Scientists***
- ***Session 3: Financial Literacy (90 minutes)***
- ***Session 4: Applied Communications and Networking***

The all-day session will be followed by a networking reception at 6 PM @ The Brass Door (sponsored by the Mid-South Academic Alliance and Life Science Tennessee).

Session 1: The Business of Science (7:30 – 9:30)

The career challenges that PhDs face have evolved significantly over the past 10-15 years. Academic tenure-track positions have become more and more competitive, and there is generally little to no training or guidance with respect to the opportunities available outside academia, the critical skills required and how to successfully compete for those jobs.

In this two hour interactive session we will discuss the technical, business and social skills that are valued both within and outside academia and how to relate your own scientific experiences and accomplishments to those skills in a way that demonstrates your hiring value. Participants will learn how to dissect a job ad to identify the required skills, and how to develop a 2 page targeted resume that reflects their qualifications and experiences in the context of those skills, and how to develop talking points to effectively handle the behavioral-based interview process.

Session 2: Practical Project Management for Scientists (10:00 – 12:00)

Project Management experience is highly valued for many professional positions available to scientists, due to its focus on efficiency, and reliably completing projects on time and on budget. Being able to demonstrate practical experience with this important skill provides a real advantage when competing for jobs. The

scientific method, which is the basis of biomedical research, very closely parallels the project management process. So in essence, scientists are putting project management into practice every day (even if they don't realize it!). In this session students will learn to translate their scientific experience into the language of project management by clearly defining the project's goals, success criteria, assumptions and action plan. Their project management experiences are then iterated in their resume and interview preparation. Students will then use that same project management approach to develop a plan to looking for, and land their first job.

Session 3: Financial Literacy (90 minutes) (12:30 – 2:00)

Here is what you need to know about finance to negotiate a salary offer and to evaluate the financial health of an organization. Using a Case Study learning method for a local biotech, we will step through 12 basic financial terms for doing business. Participants will then utilize these terms in evaluating the health of a company. Finally, we will look at the financial considerations of negotiating your total compensation package with your hiring manager at your new job.

Session 4: Applied Communications and Networking (145 min) (2:30 – 5PM)

In this session we will demonstrate how to build an effective career network by leveraging your professional and social contacts, targeting individuals in selected companies, leveraging consulting interviews and finding opportunities to continuously build more contacts. We will practice essential communications skills that enable you to communicate most effectively with a wide variety of audiences regardless of their technical knowledge, professional discipline, and executive position. We rehearse how to manage emotionally charged conversations. We apply these skills in the context of meeting new people, expanding your network, quickly developing relationships and trust, acing your job interviews, and negotiating your career plans to include your departure with your advisor.

Behavioral Outcomes

By attending and participating in this whole-day SciPhD workshop, participants should be able to perform the following:

- Identify and find the type of jobs they are seeking

- Analyze a job ad, identify the critical technical, business and social skills required to qualify for an interview
- Develop a competitive targeted resume that relates their research and life experiences that match the required and unique competitive advantage skills
- Apply industry Project Management best practices to their own scientific research project, and their job search project
- Evaluate companies of interest with respect to their financial health
- Leverage communications techniques to build their network, get company intelligence, and perform well in behavioral-based job interviews.