

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 (\$51,000 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)

- Attend the Postbac Program's annual four-day bootcamp, a training course prior to the program start to practice 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:
 - Research in Progress Seminar:
 - A weekly seminar that includes two presentations by current Postbac Scholars.
 - Core Workforce competency series:
 - A professional development series that focuses on navigating the difficulties of biomedical STEM graduate school.
 - Topics include moving through the phases of a scientific project, presenting seminars, aligning expectations, building self-efficacy, networking, and addressing conflict.
 - Graduate school application series:
 - Application FAQ, application writing workshop, interview panel (with Q+A), and Mock grad school interviews
 - Spring journal club and seminar series
 - Attendance at one additional monthly seminar of interest.
- Participation in an annual Postbac Scholar Symposium.
- Meet with a secondary faculty advisor 2-4 times per year to receive additional scientific mentoring
- Complete a quarterly 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 fellowship applications
- Receiving feedback on graduate applications
- Computational training
- Career exploration
- Attendance at Division retreats
- Participation in Fred Hutch summer undergraduate and/or Office of Graduate Education programs