Office of Education & Training (OET)

2025 Annual Report

Fred Hutch Cancer Center

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About Office of Education (OET)

The Office of Education and Training (OET) houses educational and professional development programs for high school students and teachers, undergraduates, postbaccalaureate scholars, graduate students, postdoctoral and medical fellows, staff scientists, and faculty. Our programs include all biomedical disciplines pursued at Fred Hutch — basic, translational, clinical and public health sciences research — addressing a range of cancers and infectious diseases. OET prioritizes increasing access to academic and professional pathways for trainees and faculty historically excluded in science.

OET leads the Cancer Research Training and Education (CRTEC) component of the Fred Hutch/University of Washington/Seattle Children's Cancer Consortium. Funded through a National Cancer Institute P30 grant, the purpose of the consortium is to bring together cancer-focused researchers from across its three participating institutions to promote collaboration and support research among its members. As the leader of the CRTEC component, OET plays a critical role in advancing the Cancer Consortium's mission by fostering and enhancing education and training programs for individuals at all career stages.

FY24-26 Strategic Plan

Objective 1
Envision and build OET to fully serve the integrated Fred Hutch Cancer Center and all of its divisions.

Objective 4
Establish new, and expand existing, clinical connections across our education programs.

Objective 2
Enhance efforts related to the recruitment of faculty, trainees, research support and staff, especially from groups historically excluded in science.

Objective 5
Increase engagement with Fred Hutch/UW/Seattle Children's Cancer Consortium and external partners, with an emphasis on expanding efforts across the catchment area.

Objective 3
Strengthen support and retention efforts for Office of Education and Training faculty, participants, and trainees.

From Dr. Nina Salama, Senior VP of Education

I am so pleased to introduce the 2025 Office of Education & Training (OET) Annual Report. Did we face some real challenges from federal funding cuts and shifting priorities? Yes. Did our OET staff, Fred Hutch, and our philanthropic and external partners step up to fill in gaps? Yes. Did foundational work in past years to broaden funding sources and cultivate unique partnerships allow us to not only deliver existing programs but even launch new programs? Yes!

Nina Salama, Ph.D.
Senior Vice President, Education, Professor Human Biology Division, Dr. Penny E. Peterson Memorial Chair for Lymphoma Research

Our outreach capabilities received a huge boost in spring 2025 with the opening of the Alexandria Real Estate Equities, Inc. Learning Lab. This unique space represents the culmination of years of work by many to realize the vision of the founder of our Summer High School Internship Program (SHIP), the late Dr. Beverly Torok-Storb, and to develop a first of its kind partnership with Alexandria Real Estate Equities, Inc. As described in this report, this training space enhances our existing internship programs, helps us launch new programs, and allows us to bring more members of our community into Fred Hutch to learn about cancer research.

Speaking of new programs, we developed a new partnership with Chief Leschi High School in Puyallup to develop a collaborative curriculum for a two-week Native Science, Technology, Engineering, Arts and Math (STEAM) camp that centers topics of community interest for their students. We welcomed the inaugural Seattle Pfizer Oncology Graduate Student Fellows in Fred Hutch labs, a collaboration with the University of Washington and Pfizer. We made progress on our strategic objective to expand our clinical research connections through procuring new grant support from Career Connect Washington to foster more clinical career exposure in our HutchCAN (Career Awareness Network). We launched CLEARE (Clinical LEadership And Research Excellence) to expand our leadership training for new faculty to address needs of clinical researchers distinct from those of our lab-based faculty. Finally, the Office of Scientific Career Development launched our independent Responsible Conduct of Research Program, which meets federal requirements and allows us to ensure that our graduate students and postdocs have the tools they need to perform research to the highest ethical standards in an ever-evolving technology landscape.

Our work would not be possible without our amazing staff and faculty. This year four program leaders had notable awards and honors: Dr. James Alvarez, postbaccalaureate program faculty director, received the 2025 McDougall Award; Dr. Jeanne Chowning, associate vice president of Science Education, received the 2025 Stephaun Wallace Staff Community Health Champion Award; Dr. Amber Ismael, senior manager of the Office of Scientific Career Development, was elected to the National Postdoctoral Association Board of Directors; and Dr. Karen Peterson, director of the Office of Scientific Career Development, received the 2025 Fred Hutch Wyckoff Award.

Please read on to learn more about these 2025 highlights as well as the depth and breadth of scientific education programing at Fred Hutch!

Science Education (SciEd)

Educators | High School | Undergrad

Science Education (SciEd)

Educators | High School | Undergrad

Science Education Outreach (SciEd) directs a wide variety of programs that introduce teachers, high school students, and undergraduates to the excitement and challenges of scientific research and the types of careers available at a major research center. The efforts of the SciEd team are directly aligned with the larger Fred Hutch strategic goals of educating and training the next generation of researchers and clinicians as well as ensuring such careers are accessible for all.

Above: (left) Cammy Umdor-Singh, left, and Maria Garcia Sandoval, right, in the McGuire Lab as part of the Science Education Partnership (SEP) 3-week summer teacher program. *Photo by Connor O'Shaughnessy*, (right) 2025 Native STEAM Camp participants extracting DNA from salmon. *Photo by Jeanne Chowning.*

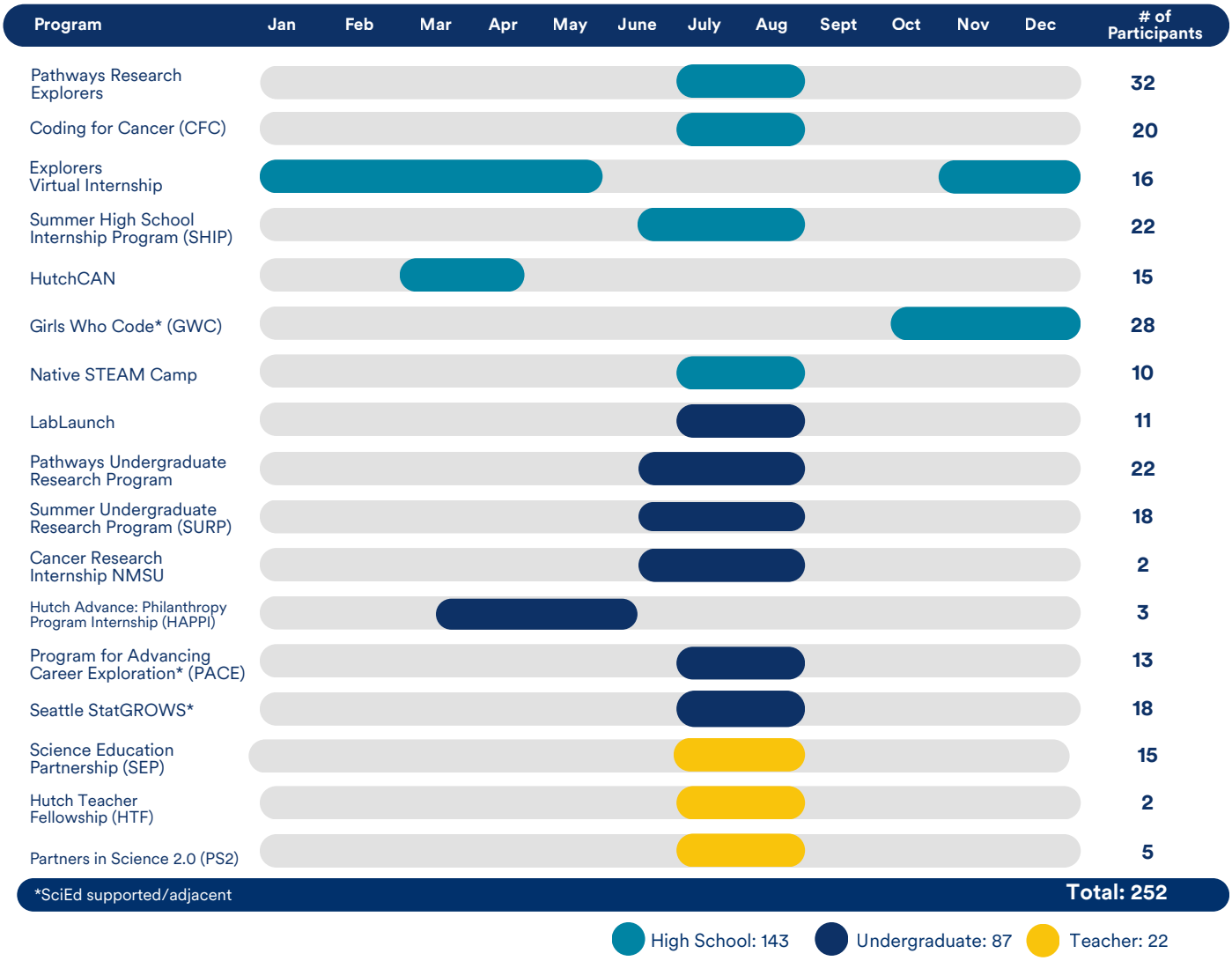
Participant Review

> **"SEP has opened doors for myself and my students in ways NO OTHER resource has. Their sustained effort to provide training and resources...are invaluable to my teaching and invigorate my students. These resources allow my students to explore topics THEY care about in authentic ways that help them SEE themselves as scientists, not just students."**
>
> — Student, Cross-program survey

Demographics

In 2025, SciEd had over 2,288 applicants and 252 participants across 17 programs that were either directly managed by SciEd or supported by us. These included seven programs for high school students (n=143) and seven programs for undergraduates (n=87). Additionally, we offered three programs for middle and high school science teachers (n=22). For a complete breakdown of the demographics of program and participants, see Appendix, Figure 7: Student participant demographics. In 2025, 60% of students identified as belonging to a community underrepresented in science.

Figure 1. Overview of 2025 SciEd program programs and participants.



Above: Flow Cytometry Specialist Erik Huynh teaches PACE Interns in the Flow Cytometry lab. *Photo by Robert Hood.*

Personal, Professional, and Academic Programming

High school programs at Fred Hutch range from introductory experiences that introduce students to scientific research and career pathways (HutchCAN, Pathways Explorers) or computational biology (Girls Who Code, Coding for Cancer) to more immersive summer and school-year internships (Summer High School Internship Program, Explorers Virtual Internship).

Our undergraduate programs help provide career exploration opportunities in emerging and scientific and technical fields (Program for Advancing Career Exploration, PACE) as well as traditional summer internship opportunities in research labs (Pathways Undergraduates, Summer Undergraduate Research Program, Cancer Research Internship for New Mexico State University) or technical or clinical labs (LabLaunch).

We also support internships with a focus on biostatistics and data science (SeattleStatGROWS). Finally, our teacher programs provide three weeks of professional development and classroom resource support through our Science Education Partnership as well as opportunities for two summers of intensive research in mentor labs (Hutch Teacher Fellows and Partners in Science 2.0).

> **“All of my experiences at Fred Hutch have always made me feel welcome, and like I have a voice. ”**
>
> — Student, Cross-program survey

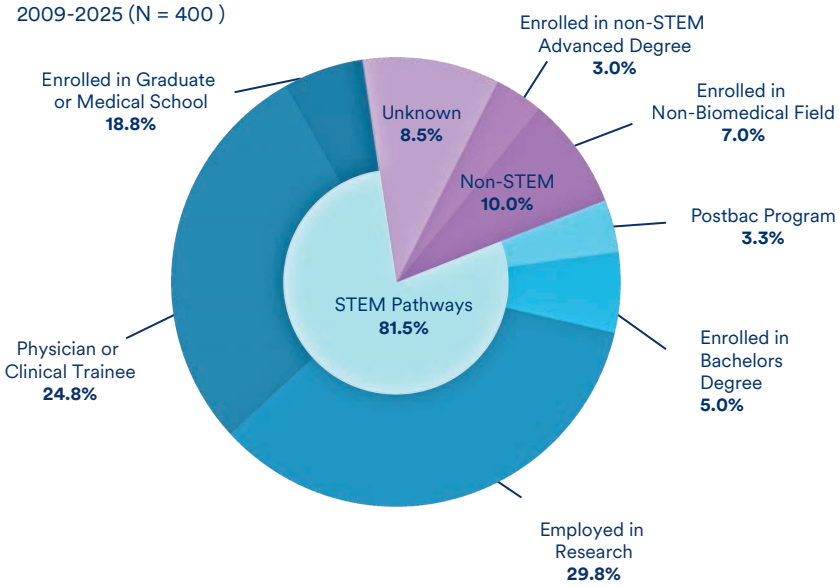
Outcomes and Impact

Long-Term Outcomes

Summer Undergraduate Research Program (SURP)

The SURP program has tracked outcomes since 2009 (Figure 2). The program has successfully tracked the outcome of 91.5% of its 400 trainees, with only 8.5% (n=34) having an unknown status. Overall, 81.5% of all past participants are in a STEMM (Science, Technology, Engineering, Math, or Medicine)-related career or education pathway. Of those with known status (n=366), 89% (n=326), are in a STEMM-related career or education pathway. To date, 58 SURP interns have secured employment at Fred Hutch post participation in the program.

Figure 2. SURP intern outcomes 2009-2025 (N = 400)



Summer High School Internship Program (SHIP) and Pathways Undergrad Interns

Summer HS Internship Program (SHIP) and Pathways Undergrad Interns are detailed in Figure 3: SHIP and Pathways Undergrad Interns Outcomes 2019-2025. Out of a total of 358 participants, including 17 who participated across multiple years, 12.8% (n=46) have been currently or previously employed by Fred Hutch following their internship. Additionally, 78.5% (n=281) are either pursuing or have attained a four-year STEM degree, and 6.1% (n=22) are still in high school. Figure 3 illustrates the employment sectors of SHIP and Pathways Undergraduates.

Figure 3. SHIP and Pathways undergrad interns outcomes 2019–2025 (N = 358)

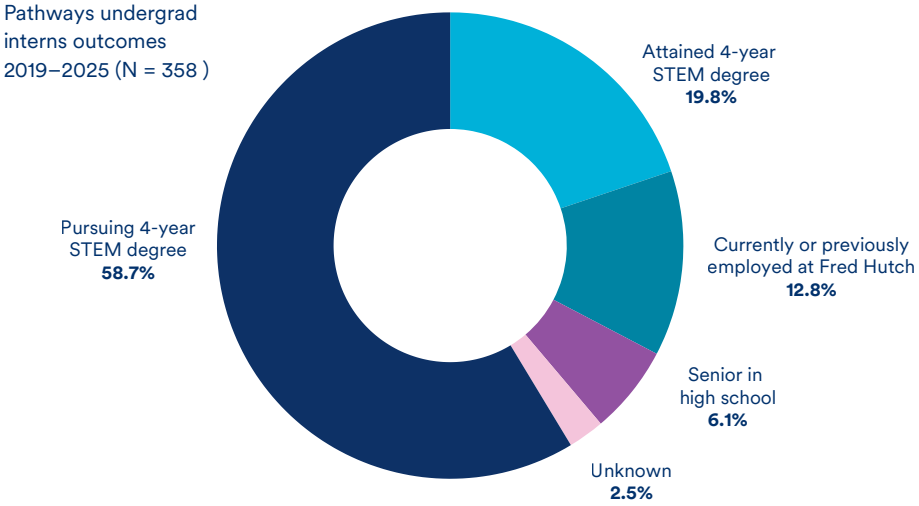
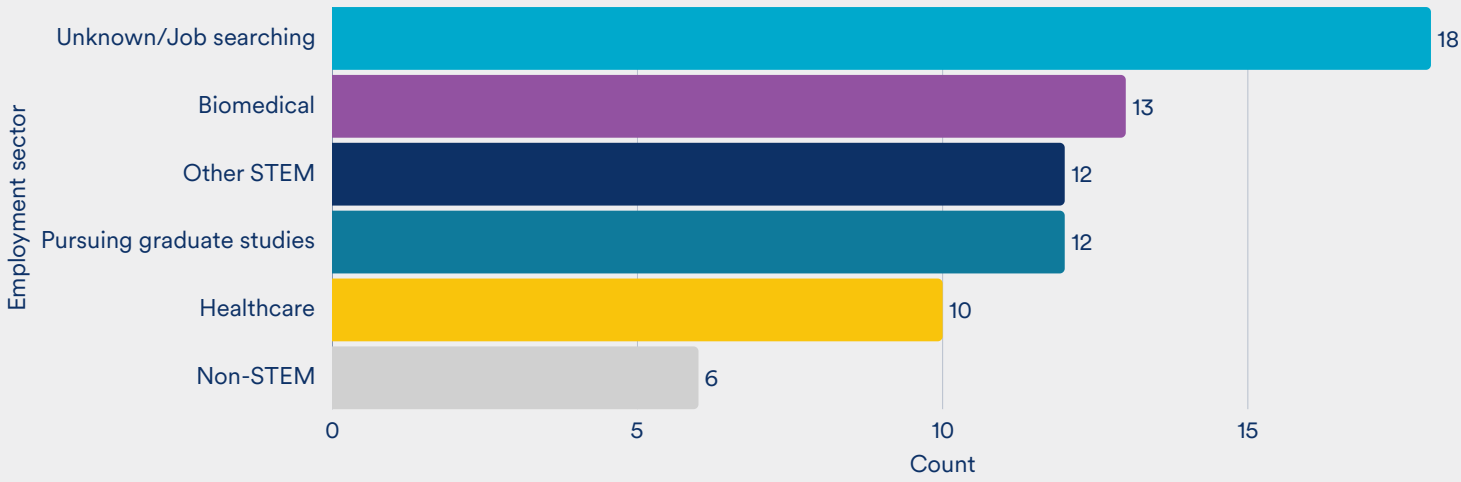


Figure 4. Employment sectors of SHIP and Pathways Undergraduate interns who attained 4-year STEM degrees (n = 71)



Student Cross-Program Survey

Since 2023, SciEd has gathered data on student experiences across our programs. In 2025, 125 students completed the survey (70% response rate). Retrospective pre-post outcomes show statistically significant ($p<.05$) changes in students' belief that they could succeed in a scientific career, their ability to identify STEM careers, and to see themselves as scientists. Students reported largest changes in their confidence in using scientific skills and techniques learned (+2.2 on a 7-point Likert scale) and their understanding of the role biomedical research plays in contributing to the prevention and treatment of disease (+2.0).

Cross program survey results indicate that 99% of students felt supported at Fred Hutch and 99% felt welcome to bring their whole self to the Fred Hutch program of which they were a part. (See Figure 32, Fred Hutch Cross-program survey results, Appendix).

Secondary Science Teachers

The Science Education Partnership (SEP) has been supported by Fred Hutch since 1991. Up to 20 teachers participate in a three-week summer program annually, receiving professional development from scientists and staff and helping scientists with science communication and teaching strategies. During the school year, teachers have additional workshops, including a year-end follow-up reflecting on the program's impact. Teachers can borrow equipment and supplies to do hands-on modern molecular biology with their students. In 2025, SEP offered teachers 41 different types of kits (aligned to our lessons, units, or protocols), 105 kits, and 143 total crates (many kits consist of multiple crates).

Table 5. 2024-2025 SEP kit use data (Appendix) provides additional details on kit usage. **Last year, we served 9,959 students across Washington state through our Kit Loan program.** Approximately one-third belonging to a group underrepresented in science.

The programs serve mostly public school teachers (89%) but also serve private and parochial schools. Teachers made 412 requests, and because individual students may use multiple kits, we had overall 42,486 student-uses of kits and supplies.

In 2025, we developed a new mussels curriculum focused on marine ecology, biotechnology, and species introduction as well as a corresponding kit that allows teachers to incorporate Polymerase Chain Reaction (PCR) in their classrooms. The curriculum was developed in conjunction with the University of Washington Friday Harbor Labs and was made possible by a grant from the Dean Witter Foundation.

Teacher feedback is consistently positive. On our annual survey (n=99), teachers note that SEP has contributed to their professional growth (98% strongly agree or agree), help them be more effective in teaching science (98%), and help them incorporate more molecular tools and techniques (98%).

Above: Alisa McFeron in the Boeckh Lab as part of the Science Education Partnership (SEP) 3-week summer teacher program. *Photo by Connor O'Shaughnessy.*

Teachers also consistently note the value of SEP for their own content knowledge (95%) and for the professional community it provides (96%). Table 6, Teacher participant demographics (Appendix) provides information about our 2025 SEP cohort.

Tours and Visits

The SciEd team hosted 38 on-campus visits for 666 visitors in 2025. Visits included campus tours (35 groups) and hands-on activities in the dedicated student training lab (25 groups). Fred Hutch site visits provide community visitors with a unique insight into the world of cancer research and prevention. Students learn from professionals across research, health care, and operations about what it's like to work at a mission-driven organization like Fred Hutch. See Table 8 (Appendix) 2025 Group Visits for additional information on our tours and visits.

Above: Community group visitors (left to right): Washington State Opportunity Scholars, Homeschool Group, and University of Washington-Tacoma. *Photos by Gennifer Goode.*

Above: (Left) Fred Hutch Director Tom Lynch welcomes staff from Senator Patty Murray's office for the Learning Lab Opening. (Right) Dr. Gennifer Goode works with visiting students in the new Learning Lab. *Photos by Robert Hood.*

Highlights

Student Learning Lab Opens

Thanks to generous support and partnership from Alexandria Real Estate Equities, Inc., Fred Hutch has a new, state-of-the-art learning laboratory where high school and college students who participate in our education programs, or who visit with school and community groups, can learn and be inspired by science.

The new learning lab is a purpose-built site for young scientists, a goal long pursued by the late Beverly Torok-Storb, PhD, a pioneering stem cell biologist who founded both SHIP and the Pathways Undergraduate Researchers program. Dr. Torok-Storb, by sheer will, pieced together lab space for education for more than a decade, ultimately securing two adjacent labs on the ground floor of the Thomas Building on Fred Hutch's South Lake Union campus. The new training space unites them as one large lab.

It is the permanent home for training that Dr. Torok-Storb envisioned. The lab was designed to meet stringent safety standards for minors. But it's nearly indistinguishable from other newly renovated research labs at Fred Hutch. Creating this type of learning environment — and having it in a prime scientific space — is a testament to the commitment Fred Hutch and our partners have to future scientists.

> **"Alexandria's investment in this space reflects our shared belief that the best way to inspire future scientists is to provide incredible mentorship in a vibrant space that brings impact to life. The learning lab is just that.**
>
> — Thomas Thomas J. Lynch Jr., MD, president and director of Fred Hutch, and holder of the Raisbeck Endowed Chair

Partnering with the Office of Community Outreach and Engagement

Explorers Virtual Interns (EVI) joined staff members from Fred Hutch and the American Cancer Society Cancer Action Network for a visit to the Washington state capital of Olympia to talk with state legislators and staff about the power of research, screening and more during Colorectal Cancer Awareness Month in March. The EVI program is made possible by a Youth Enjoy Science (YES) grant from the National Cancer Institute.

Above: *Photos by Connor O'Shaughnessy.*

SciEd AVP Jeanne Chowning honored at 2025 Pathways to Health Symposium

Dr. Jeanne Chowning received the 2025 Stephaun Wallace Staff Community Health Champion Award at the 2025 Pathways to Health Symposium, hosted by the Fred Hutch Office of Community Outreach and Engagement. The award recognizes a Fred Hutch staff member who has contributed to elevating community health. Dr. Chowning was recognized for the pathways that she and the Science Education team have built to promote science careers and build awareness about the connections between access and health outcomes.

Above: Brian Saelens, Jeanne Ting Chowning and Shelley Cooper-Ashford were honored with awards for their contributions to the health of Washington's communities during the 2025 Pathways to Health Symposium. *Photo by Connor O'Shaughnessy*

Native STEAM Camp launches in partnership with Chief Leschi Tribal School

This past summer, Fred Hutch Science Education launched the Native Science, Technology, Engineering, Arts, and Math (STEAM) Camp, a two-week educational program for Native American high school students hosted at Fred Hutch and Chief Leschi High School. Developed in partnership with indigenous staff at Fred Hutch and community organizations such as the Salish Cancer Center, the camp was intentionally designed to foster interest in STEAM while honoring cultural relevance and community connection. The camp featured hands-on laboratory learning experiences and career exploration activities, including a tour of the Puyallup Tribal Health Authority.

In their final program projects, students applied their learning to real-world health issues affecting their communities. Many students chose to write opinion editorials (op-eds) on topics such as mental health and access to health care, while one student developed an outreach plan to spread cancer screening awareness by tabling at different community events. The camp was made possible through strong internal and external partnerships, with particularly critical support from Chief Leschi Schools and Fred Hutch indigenous staff. Together, these collaborations ensured a culturally grounded and meaningful learning experience for participating students. The program will continue in 2026 with funding from the Vadon Foundation.

Above: Cancer awareness and screening outreach tabling organized by a Native STEAM Camp student at a community event as a final project. *Photo provided by the student.*

Hutch Advance Highlights

Above: HutchCAN student visits the Nutrition Lab with Program manager Dr. Mary Grace Katusiime (right). *Photo by Jeanne Chowning.*

State and Private Funding Supports Awareness of Clinical Careers

Hutch Advance, SciEd's suite of programs connecting student interests with workforce needs, continued to expand in 2025 with funding from Washington state's Career Connect Washington program and private donations. The Fred Hutch Career Awareness Network (HutchCAN) gives high school students the opportunity to explore a variety of career paths through a series of eight weekly, two-hour sessions. In 2026, the program will have a new focus on clinical roles including oncology, genetic counseling, nursing, and clinical laboratory science.

Hutch ASCEND: Launch of New Program for Two-Year and Four-Year College Graduates

Hutch ASCEND (Accelerated Support for Clinical Excellence and New Development) will train and mentor recent two- and four-year college graduates as clinical research coordinators (CRCs) in a two-year professional development initiative. In its pilot year, it is currently delivering programming with existing CRCs. The program is a collaboration between the Fred Hutch/University of Washington/Seattle Children's Cancer Consortium's Cancer Research Training and Education Coordination (CRTEC) and the CRTEC liaison for the Cancer Center Support Grant (CCSG). It is a joint effort between the Fred Hutch Clinical Oncology group and Science Education (SciEd). Hutch ASCEND is made possible in part through the generosity of Costco and the Funk Furick Foundation.

Above: Suzi Jones, clinical research training specialist, with PACE interns in a clinical research support discussion. *Photo by Robert Hood.*

Participant Review

> **I cannot thank you enough for the amazing opportunity to participate in a program like this, for how welcoming and supportive everyone at Fred Hutch has been, and for having an opportunity to work with a lab mentor who I believe is a teacher at heart.**

— PS2@FH 2025 Participant

Spotlight on Teacher Research Programs

In addition to our three-week Science Education Partnership, we host teachers for intensive summer research experiences through two other programs. Partners in Science 2.0 @ Fred Hutch (PS2@FH) is a two-summer program for secondary science educators seeking an in-depth biomedical research experience. The program launched in summer 2024. The Hutch Fellowship for Excellence in STEM Teaching (HTF) is a paid one- or two-year program for secondary STEM educators seeking an in-depth cancer-focused biomedical research experience coupled with curriculum design.

During summer 2025, six teachers conducted research in Fred Hutch labs through our teacher research programs — more than ever before! These secondary science teachers were hosted in the Barry, Cohn, Dey, and Salama labs where they conducted research on topics related to HIV, H. pylori, gastric cancer, E. coli, the microbiome, and melanoma. We offer two paid teacher research programs for educators that place teachers into host labs where the teachers engage in an authentic research project under the guidance of a scientific mentor. Participants in both programs receive rigorous scientific training, professional development, participant stipend, Washington STEM clock hours, transportation support and more.

PS2@FH is supported by the M.J. Murdock Charitable Trust's Partners in Science program. HTF is supported by the Pathways to Cancer Research program funded by a Youth Enjoy Science (YES) grant from the National Cancer Institute. Additional funding provided by the Swarts Foundation and private philanthropic donations.

Above: Ray Guzman, right, works under the guidance of Dr. Neel Dey as part of the PS2@FH program. *Photo by Connor O'Shaughnessy.*

Recent Publications

In addition to developing and running science education programs, Science Education staff and partners also publish journal articles about our work in curriculum development and educational programs.

Why Do Elephants Rarely Get Cancer? Exploring Genomic Evolutionary Adaptations and the Role of a Tumor Suppressor Gene,

The Science Teacher, March 2025.

Science Education Staff: Kristen Bergsman, Jeanne Chowning
Partners (Educators): Peggy O'Neill Skinner, Laurie Matthews

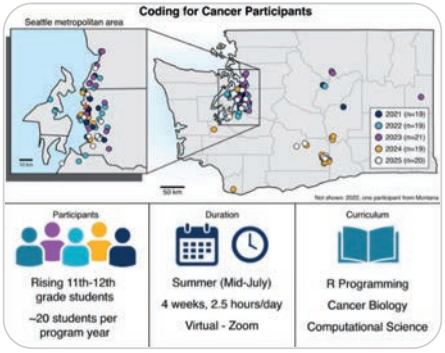
This article, in a journal of the National Science Teaching Association, describes a short Fred Hutch unit from the Science Education Partnership that investigates why elephants don't get cancer as often as humans.

Improving the Biomedical Pipeline: Long-term Outcomes of an Undergraduate Internship

International Journal of Research in Education and Science, July 2025.

Staff: Julian Simon, Marilyn Drennan, Allison Meisner, Megan Shippen, Beti Thompson

The Summer Undergraduate Research Program (SURP) presents outcome data from six cohorts of rising seniors and demonstrates that the program can increase attainment of advanced degrees for all participants, regardless of racial, ethnic, or socioeconomic background.



Ten Simple Rules for Running a Virtual Program to Introduce Computational Biology at the High School Level

PLOS Computational Biology, December 2025

Science Education Staff: Hanako Osuga, Liza Ray (former), Jeanne Chowning. Fred Hutch/UW Scientists: Matthew Chan, Katherine Brower.

This article describes the experiences and lessons learned from creating and presenting the Coding for Cancer program. It offers helpful guidelines for others who want to develop similar programs.

Funding

Figure 6. SciEd resource support actuals, FY25.

*Philanthropy includes funding from foundations, corporate partners, private, endowments and other sources.

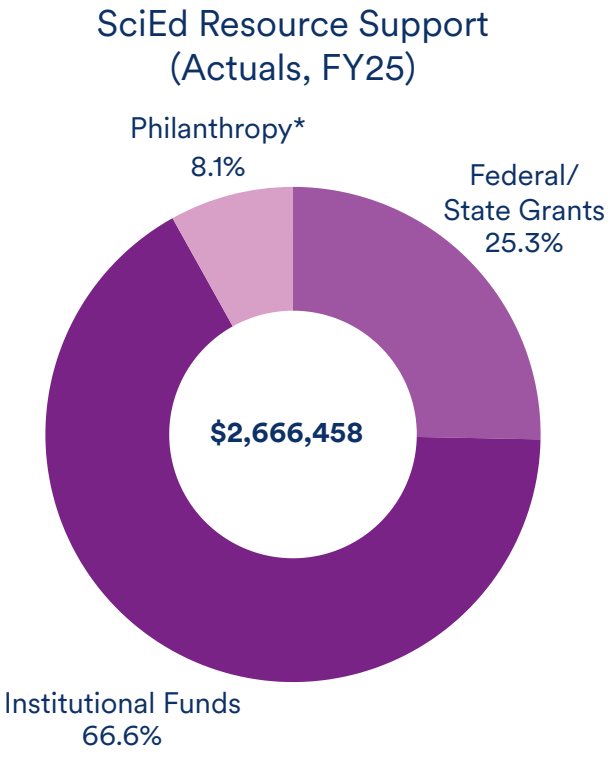
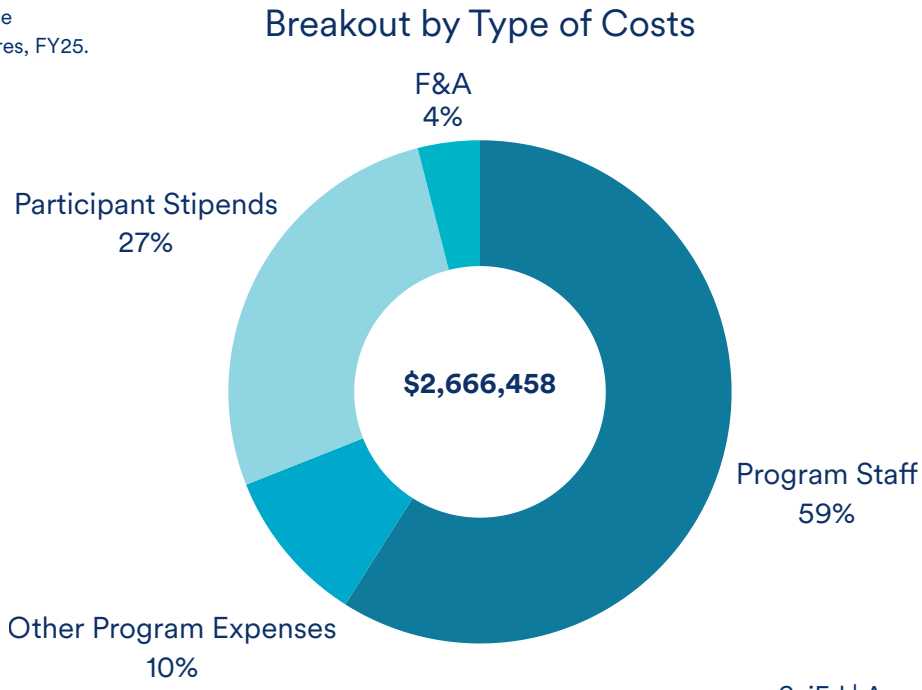


Figure 7. SciEd resource stewardship expenditures, FY25.



SciEd Team Page

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Program Manager, High School Explorers, Explorers Virtual Interns and Tour Visits

Mary Grace Katusiime, Ph.D.
Program Manager, Hutch Advance

Hanako Osuga
Program Manager, Coding for Cancer, RIPPLES Curriculum Design Lead

Kristen Bergsman, Ph.D.
Sr. Program Manager of Teacher Research & Curriculum Design Project Lead, Hutch Fellowship for Excellence in STEM Teaching and Partners in Science 2.0 @ Fred Hutch

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Laboratory Technician, Science Education Partnership

Ruth Wise Maldonado
Laboratory Technician, Science Education Partnership

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Marilyn Drennan
Program Co-Director, Summer Undergraduate Research Program and Cancer Undergraduate Internship for NMSU Graduate Students

Megan Shippen
Program Assistant, Summer Undergraduate Research Program and Cancer Undergraduate Internship for NMSU Graduate Students

Postbaccalaureate Scholars Program

Postbac

Above: Postbac 2025 cohort group photo. *Photo by Robert Hood.*

Postbaccalaureate Scholars Program

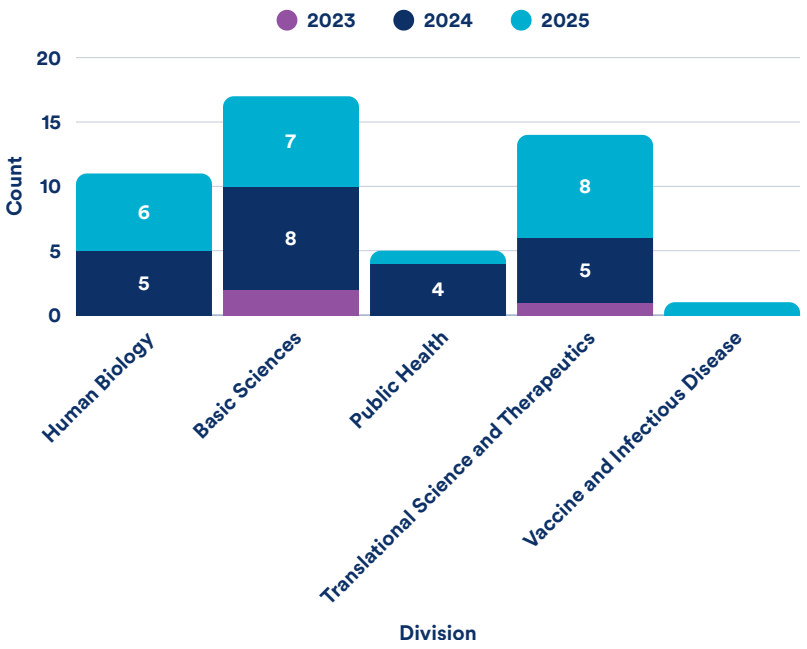
Postbac

The Fred Hutch Postbaccalaureate (Postbac) Scholar Program, launched in 2023, provides research experience and training to strengthen candidates' competitiveness for biomedical PhD programs while equipping them for success in the lab. This flexible two-year program combines hands-on research with academic professional development as scholars work as research technicians on dedicated projects while engaging in a curriculum designed to build a strong foundation for graduate studies and a research career.

Demographics

In the summer of 2025, the Fred Hutch Postbac Program welcomed 23 postbac scholars across five of the seven Fred Hutch research divisions. These 23 scholars were chosen from an outstanding pool of 221 applicants from across the United States. The scholars joined us for our annual bootcamp, while some may leave early for graduate school, we expect most to return for their second year!

Figure 8. Current postbac scholars by division and year (n = 23)



> **“The Postbac Program helped me get into graduate school and connected me to lots of people at Fred Hutch.”**
>
> — Postbac Scholar Alumni

> **“This [Program] gave me the ability to have my own project that I managed and saw through, something no other technician really was able to do. I can say confidently that I would not be in grad school today without the Fred Hutch Postbac Program.”**
>
> — Postbac Scholar Alumni

> **“It helped me by making the transition to a graduate program easier. It was a great intermediate step that prepared me for the workload of a graduate program.”**
>
> — Postbac Scholar Alumni

Personal, Professional, and Academic Programming

PROPEL Collaboration

The University of Washington’s Postbaccalaureate Research Opportunities to Promote Equity in Learning (PROPEL) and the Fred Hutch Postbac Program joined forces in 2025 to help welcome a total of 33 postbacs to the Seattle area (23 in Fred Hutch labs and 10 in UW labs). This partnership has continued to bloom at our shared Research in Progress Seminars (RiPS), a weekly session where two postbacs give scientific talks. A 2025-2026 Spring Postbac Symposium is currently planned for June 2026.

Incoming Initiatives 2026

Entry and Exit survey

To better evaluate the efficacy of our program, we are currently working on entrance and exit surveys. These surveys will be built to help better assess the professional development sessions we offer across the two years. Our goal is to show that the type of professional development training we offer is helpful and meets the needs of the current scientific moment.

Grad School 101, Spring

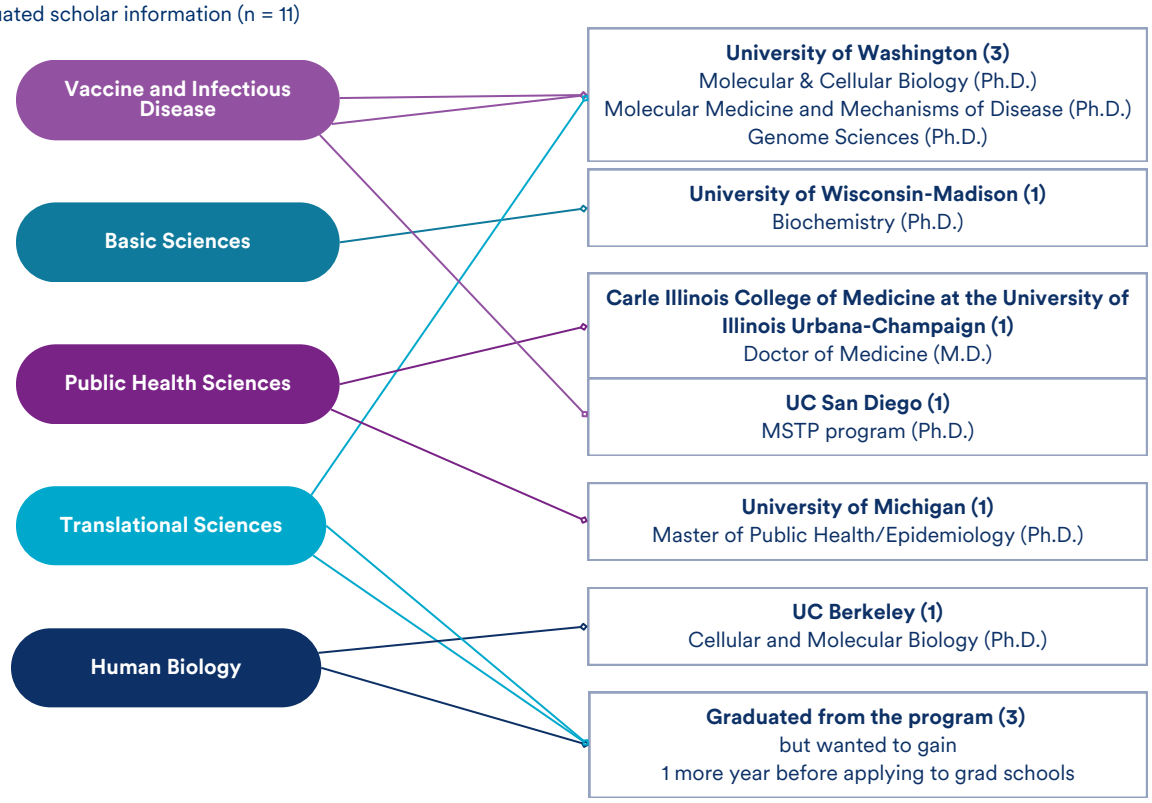
Several alumni indicated in the one-year alumni survey that a session on preparing for graduate school would have strengthened the current curriculum. Designed for scholars entering PhD and MD/PhD programs, the new Grad School 101 workshop will cover key topics such as rotations, funding, coursework, and selecting a research lab.

Outcomes

11 Postbac scholars graduated from the program in 2025. Of these 11 scholars, eight entered graduate school, and three remained at Fred Hutch to gain more experience before applying next year.

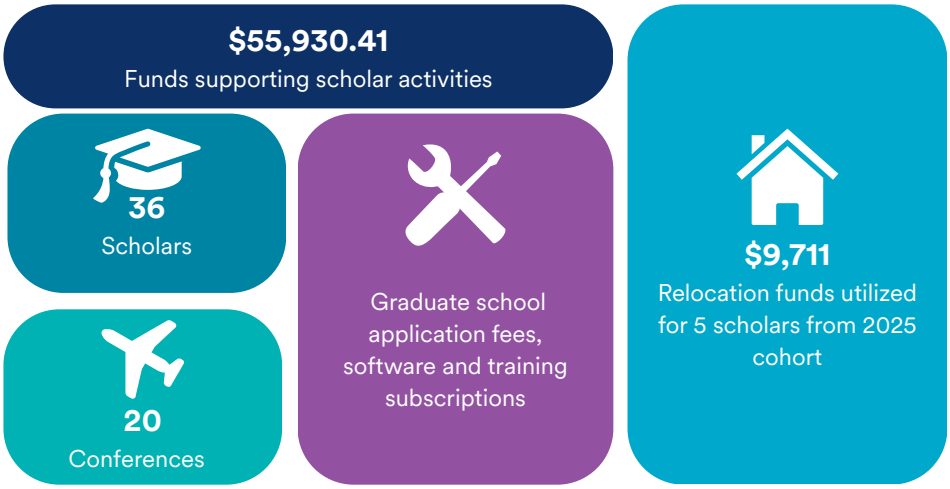
Graduated Scholar Information

Figure 9. Graduated scholar information (n = 11)



External Funding

The Postbac Program has been fortunate to receive philanthropic support to help our scholars develop as scientists outside of the lab. These funds have been instrumental in providing scholar stipends, relocation assistance, and support for educational opportunities beyond Fred Hutch. See Figure 27, Global conference participation and OET Support, (page 54) for specific conferences attended.



Postbac Team Page

James Alvarez, Ph.D.
Director, Postbac Program

Kyle Shea, M.Ed.
Director, Postbac Program

Office of Graduate Education (OGE)

Graduate

Office of Graduate Education (OGE)

Graduate

Fred Hutch is home to graduate students from across 20 departments and programs, and six schools and colleges at the University of Washington (UW). The Office of Graduate Education (OGE) supports this community by providing professional development and wellness resources, as well as business and administrative support for research administrative staff and faculty. These services include tuition, payroll, and insurance processing, training grant reporting, and related academic administration. OGE also jointly administers the UW-Fred Hutch Molecular & Cellular Biology (MCB) PhD Program, and partners closely with the UW MCB Program Office to manage day-to-day graduate program operations.

Demographics

Graduate Student Academic Year Participation

UW School of Medicine graduate students join Fred Hutch labs on a rotational basis quarterly during their first year to determine the lab where they will complete their thesis work. At the end of their first year, they join a permanent lab, where they will spend the remainder of their graduate student tenure.

UW graduate students from other departments in the School of Public Health, College of Arts & Sciences and the College of Engineering join Fred Hutch labs and groups to complete dissertation and project-based work.

Figure 10. Academic year 2024–2025 graduate student labs/groups by Fred Hutch division

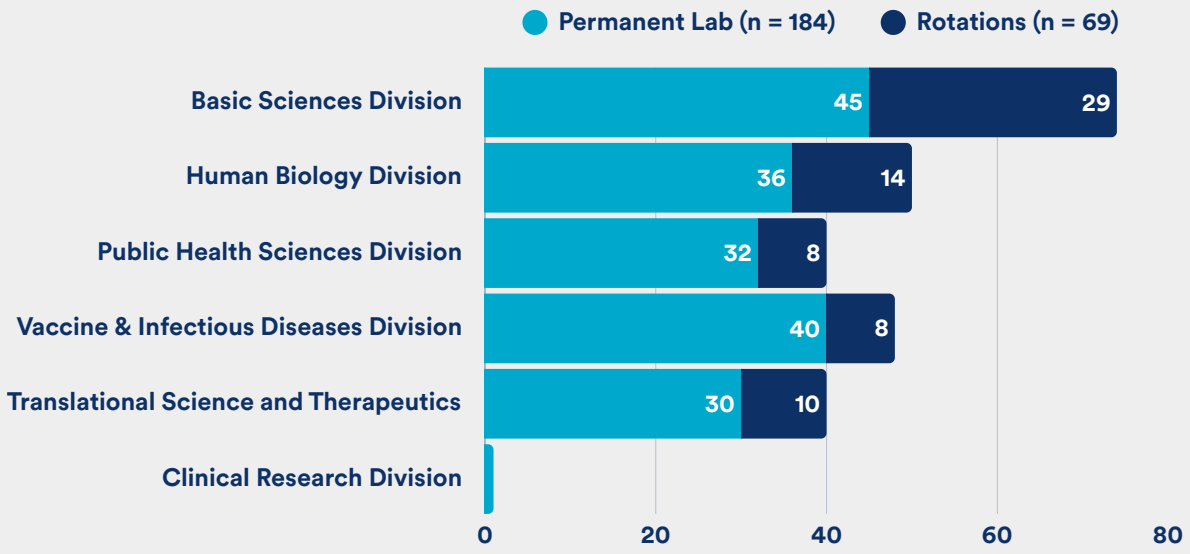
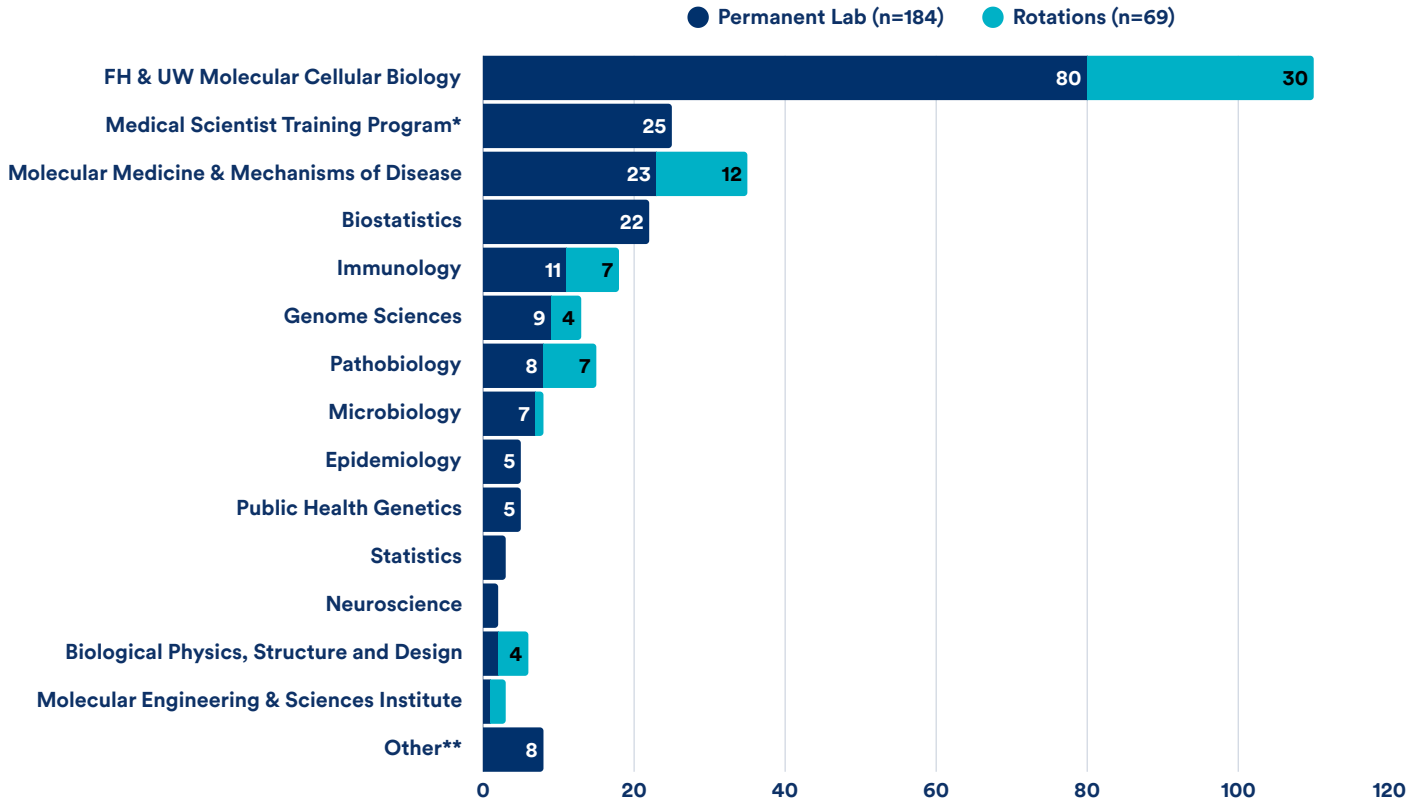
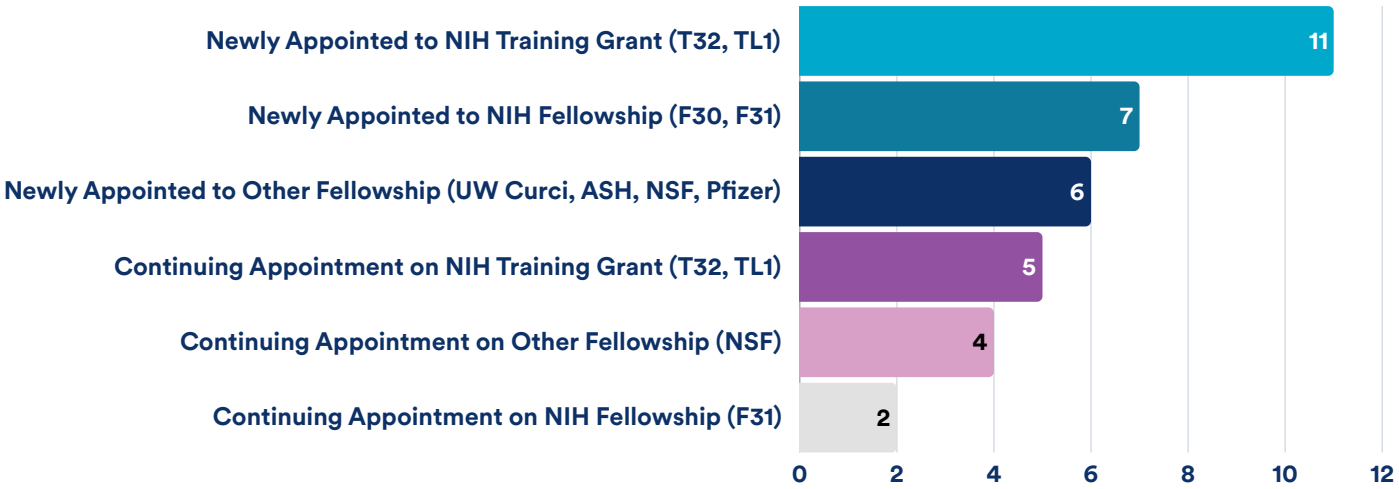


Figure 11. Academic year 2024–2025 graduate students by UW graduate program or department.



*The total of 184 Permanent Lab students excludes 25 MSTP students who co-join another UW program.
**Includes one of each program: Applied Mathematics, Biochemistry, Bioengineering, Chemistry, Global Health, Oral Health Sciences, Biomedical Informatics & Medical Education, Health Systems and Population Health.

Figure 12. Academic year 2024-2025 graduate student training grant and fellowship appointments.



Personal, Professional, and Academic Programming

F Award Training Program

The F Award Training Program supports trainees pursuing NIH individual fellowship awards through a suite of resources and activities. Program offerings include a secure SharePoint site housing successful NIH F30 (MD/PhD students), F31 (PhD students), and F32 (postdoctoral fellows) applications; a panel discussion featuring F awardee trainees and faculty members who have served on NIH study sections; and mock study sections.

In 2025, five students and one faculty member led a virtual panel discussion for prospective F award applicants, providing insight into the application and review process.

Interdisciplinary Biomedical PhD Hooding Ceremony

On June 17, 2025, OGE partnered with UW biomedical graduate programs to host the Interdisciplinary Biomedical PhD Hooding Ceremony. 32 graduate students from eight biomedical research departments and programs were hooded.

Dr. Paul Neiman Outstanding Graduate Student Award

OGE administers the Dr. Paul Neiman Outstanding Graduate Student Award, which recognizes highly motivated graduate students who demonstrate exceptional promise for success in the biological sciences. The award provides scholarship support to a Molecular and Cellular Biology (MCB) graduate student, within one year of passing the general examination, who is training in the lab of a junior faculty member at Fred Hutch. In 2025, this prestigious award was presented to Kelsey Woodruff of the Termini Lab.

Kelsey Woodruff, 2025 Dr. Paul Neiman Outstanding Graduate Student Award recipient

Recruitment

In January and February of 2025, MCB hosted 65 potential students on campus at Fred Hutch and UW for two 2-day visits. These visits are an opportunity for recruits to meet with both faculty and current students to determine whether they would like to pursue an MCB PhD in Seattle. We provide an extensive overview of the MCB Program and the Seattle area, and include activities such as faculty interviews, student panels, faculty poster sessions, faculty lightning talks, and sightseeing around Seattle. Of the 65 recruits, 18 joined the program for the 2025-2026 academic year.

MCB Courses & Curriculum Committee

MCB graduate courses held at Fred Hutch are jointly managed by OGE in collaboration with the UW MCB Program Office. OGE partners closely with the newly established MCB Curriculum Committee to support curriculum planning and implementation, including the recruitment and confirmation of faculty instructors and teaching assistants, as well as associated operational activities.

The MCB Curriculum Committee is co-chaired by Drs. Cecilia Moens and Sandy Bajjalieh and includes faculty representatives from the University of Washington, Fred Hutch and partner institutions.

Table 1. 2024–2025 MCB courses taught at Fred Hutch

Quarter	Lead Instructor(s)	Course
Autumn	Steven Henikoff, PhD	MCB 517 - Epigenetics and Epigenomics
Autumn	Rasi Subramaniam, PhD	MCB 536 - Tools for Computational Biology
Autumn	Toshio Tsukiyama, PhD	CONJ 537 - Mechanisms of Transcriptional Regulation
Winter	Julian Simon, PhD Michael Lagunoff, PhD	MCB 515 - Molecular & Cellular Biology Literature Review
Winter	Jihong Bai, PhD	MCB 512 - Scientific Speaking Seminar
Winter	Barry Stoddard, PhD	CONJ 544 - Protein Structure, Modification and Regulation
Spring	Lucas Sullivan, PhD	MCB 517 - Cellular Metabolism in Health and Disease

MCB Student Success Equity Plan (SSEP)

In 2023, the MCB Program initiated a strategic planning process to ensure the program proactively responds to the evolving needs of its student population. The process was informed by feedback from students, faculty, and staff, and was guided by a Strategic Planning Committee composed of representatives from each group. The program also partnered with Integrated Strategy, LLC to support this effort.

Through this process, the committee identified four preliminary goals and focus areas: curricular and academic experience; student support; community and belonging; and program administration.

In 2024, an Implementation Committee was formed to advance this work. In 2025, this committee developed and administered a student survey to further inform program development. Findings from the survey will guide the creation of new initiatives, with implementation beginning in 2026.

MCB Symposium

The 2025 MCB Symposium, organized by MCB graduate students Clare Booth, Kelly Heard, Mark Mendoza, Bria Metzger, David Sokolov, and Kelsey Woodruff, was held on May 31, 2025, under the theme "Good Neighbors: How do we build, honor, and study scientific community?" The symposium brought together experts across microbiology, science policy, and science communication to examine the responsibilities and relationships that shape scientific communities.

Speakers included Drs. Christina Crespo (Civic Laboratory for Environmental Action Research CLEAR Lab, Memorial University), Callie R. Chappell (Stanford University), Raghu Parthasarathy (University of Oregon), Yulia Schwartz (University of Southern California), Phil Cleves (Carnegie Institute), and science communicator Latif Nasser (Radiolab). Presentations covered inclusive lab practices, community-engaged science, effective science communication, and leading-edge research in microbiology, neurobiology, and symbiosis. The symposium emphasized that impactful science involves curiosity, rigor, and thoughtful engagement.

Above: 2025 Molecular &Cellular Biology Program Symposium speakers and planning committee graduate students. *Photo by Robert Hood.*

Outcomes and Impact

Coalition for Next Generation Life Science

In 2017, along with nine research universities, Fred Hutch became a founding member of the Coalition for Next Generation Life Science (CNGLS). The coalition currently includes 39 institutions dedicated to demographics and outcomes transparency for graduate students and postdocs, empowering them to make informed decisions about their training and careers.

Figure 13. First position type for 2023-2025 UW School of Medicine PhD graduates (n = 21)

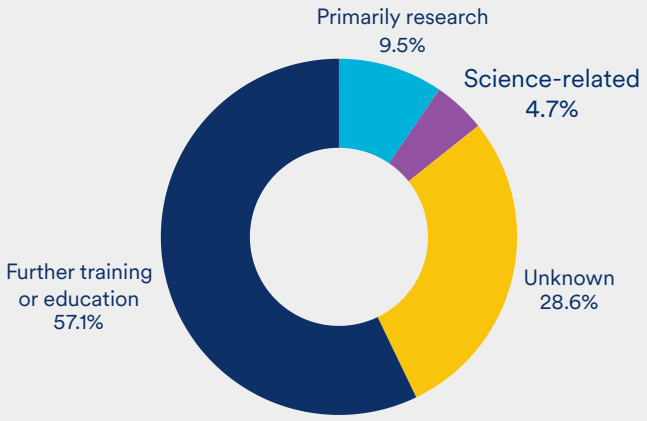
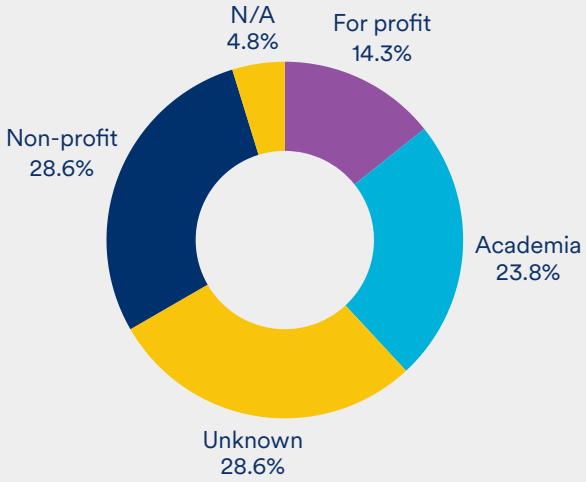


Figure 14. First position sector for 2023-2025 UW School of Medicine PhD graduates (n = 21)



Highlight

Pfizer Oncology Fellowship Program

In 2025, OGE partnered with the UW School of Medicine and Pfizer Oncology to establish the Pfizer Oncology Fellowship Program to support exceptional graduate student researchers whose work advances oncology and the development of novel therapeutics. The award provides funding, supports professional development, and strengthens collaborations between Fred Hutch, UW, and Pfizer Oncology. The inaugural awardees for this distinguished fellowship were Shyanne King from the Alvarez Lab and Arjun Kumar from the Newell Lab.

Above: (left) Shyanne King, (right) Arjun Kumar.

Office of Graduate Education Team

Andrea Brocato, M.A.
Director, Office of Graduate Education

Bao-Han Nguyen
Program Coordinator, Office of Graduate Education

Mel Leavens, M.A.
Program Manager, Office of Graduate Education

Office of Scientific Career Development (OSCD)

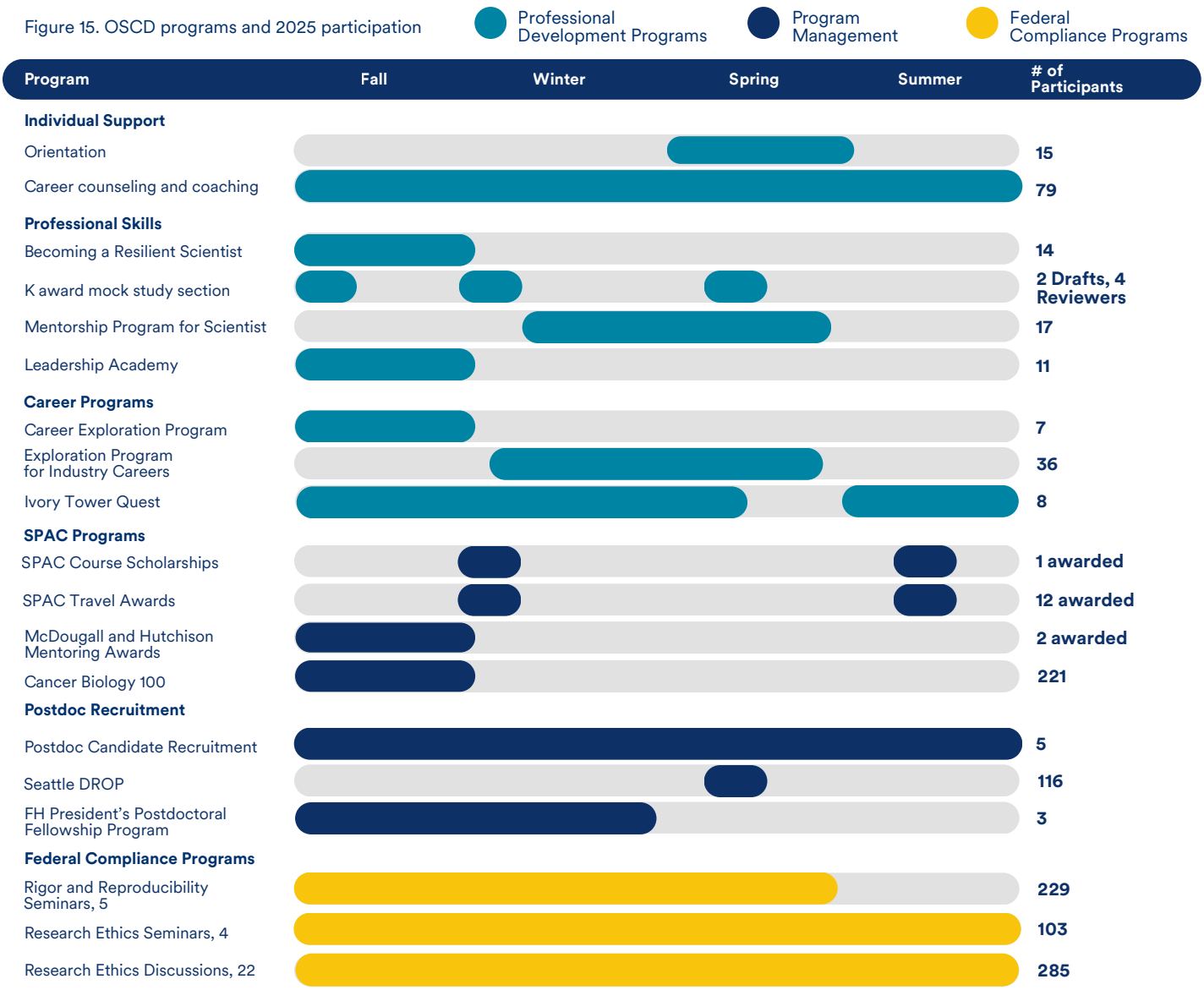
Graduate | Postdoc

Office of Scientific Career Development (OSCD)

Graduate | Postdoc

The Office of Scientific Career Development (OSCD) helps graduate students, postdoctoral fellows (postdocs), and medical fellows to identify and achieve their career goals and to develop aspects of the core competencies of a successful scientist while overseeing key Fred Hutch federal compliance programs that include Responsible Conduct of Research (RCR) training and Rigor and Reproducibility Training (RRT). We also advance Fred Hutch/University of Washington/Seattle Children's Cancer Consortium-wide postdoc recruitment. OSCD works closely with the Student-Postdoc Advisory Committee (SPAC) to administer many SPAC programs and ensure good communication and understanding of the needs of graduate students and postdoctoral fellows at the Fred Hutch.

Figure 15. OSCD programs and 2025 participation



Professional Development Programs

OSCD consists of three programmatic sections: professional development, program and survey management and federal compliance programs. Professional development programs help Fred Hutch scientists-in-training gain skills and knowledge to obtain permanent jobs.

Individual Support

OSCD Orientation

OSCD Orientation is intended for Fred Hutch graduate students and postdocs to learn about career and professional development resources. Participation is open to all and is encouraged within their first year at Fred Hutch. Orientation was held on May 7, 2025 with 15 attendees

OSCD orientation topics include:

- Career programs and career counseling
- Grant Training Program for F and K awards
- Identifying mentoring needs
- SPAC programs and events, including conference and course scholarships
- Resources for international postdocs

Career Counseling and Coaching

One of our most impactful activities is career counseling/coaching for PhD/MD-level scientists. Drs. Karen Peterson and Amber Ismael have developed international networks of Fred Hutch alumni who have pursued a diverse range of careers that are useful to current trainees who are interested in a variety of careers and locations. Dr. Ismael held weekly office hours in 2025 in addition to meeting people 1:1 at their request. In 2025, Dr. Peterson counseled 46 postdocs and graduate students and Dr. Ismael counseled 33 postdocs and graduate students. About 30% of those they met with requested multiple meetings. Note that visitor numbers in the table below don't include trainees who drop in to weekly office hours, which have been offered since 2021. As a result, increases or decreases over time may be less open to interpretation.

This work includes:

- Brainstorming career options
- Connecting with former trainees for informational interviews
- Reviewing of CV/resumes and cover letters
- Preparing for interviews and negotiations

> **"Thank you for all of your help and feedback during the negotiation process. ... I signed the job offer to join the company. I'm super excited about the role and grateful I received a job offer in this current climate.**
>
> **I was able to negotiate myself a later start date, and (in a pleasant surprise) their final base compensation offer came with a ~5% pay bump above their initial offer.**
>
> — Former postdoc and EPIC Program Alumnus

Professional Skills

Becoming a Resilient Scientist Training

OSCD partners with the Office of Graduate Education to lead the Becoming a Resilient Scientist Series for graduate students and postdocs focused on resilience and wellness. To support trainee resilience, Fred Hutch has collaborated with the NIH Office of Intramural Training & Education to help trainees navigate challenging situations in research environments, school, and life. Participants watch the NIH webinars and attend in-person discussion groups to reinforce their understanding of the topic and learn from each other. In 2025, 14 participants attended the discussion groups.

Becoming a Resilient Scientist topics:

- Resilience and wellness
- Cognitive distortions and imposter fears
- Self-advocacy and assertiveness
- Developing feedback resilience
- Mentoring relationships

K Award Grant Training Program

The K Award Grant Training Program provides support for postdocs pursuing NIH Career Development Awards. The program's resources assist throughout the process, including deciding if the K award is the appropriate mechanism to assistance in receiving feedback on a draft.

K Award Resources:

- Resources to understand the basics of K Award proposal writing.
- Examples of successful K award proposals
- Advice, guidance and Individual questions answered by K Award experts: Drs. Chris Li, Johanna Lampe, Taran Gujral, Alice Berger, Jarrod Dudakov, Andrew Hsieh and Sita Kugel, Neel Dey
- Mock study sections three times per year, co-facilitated by Dr. Jarrod Dudakov, coincident with NCI first submission K Award deadlines

K Award Mock Study Sections

Two K Award drafts were submitted in January and were reviewed by four mock study section reviewers. The reviewers mostly review first submission drafts and it usually takes two submissions to receive a K Award. Of the two K award drafts submitted to the mock study section in 2025, none have been awarded so far; however, all were first submissions, and many will not have heard back yet.

Plans for 2026:
The K Award Grant Training Program provides resources to support postdocs pursuing NIH Career Development Awards. Recently, we have seen a decline in individuals submitting drafts for review in the mock study section, leading to the cancellation of K study sections, which rely on drafts submitted by postdocs for review. In response, we launched a survey to hear feedback from trainees about what support they would like to see for grant submissions. With the feedback we received, we will be moving forward offering the following in 2026:

- Funding Seminar – overview of grants by career stage and creating a funding plan
- K award workshop– Our faculty mentor, Dr. Jarrod Dudakov, will provide an overview and use successful examples to highlight how to craft a strong training plan for career development awards
- Panel – tips for a successful K award from previous awardees and faculty mentors
- Faculty feedback on drafts – we will help postdocs receive feedback on their K award drafts by facilitating faculty feedback

Mentorship Program for Scientists

Mentorship in scientific research builds the next generation of scientists and can contribute to broadening the research enterprise. This mentorship program seeks to provide foundational skills, strategies, and awareness that contribute to more effective mentorship. By providing mentorship training to graduate students and postdocs early in their careers, we aim to equip them with a strong foundation they can continue developing by mentoring others at Fred Hutch. This experience will support their transition into future roles with the skills and confidence to be effective mentors and managers. This program is in collaboration with SciEd and Postbac Program staff. In 2025, 17 participants attended the mentorship training.

Program Sessions:

- Introduction to Mentorship
- Setting and Aligning Expectations
- Communication and Feedback
- Fostering Self-Efficacy and Independence
- Mentorship in Action Panel
- Creating a Mentoring Philosophy

Leadership Academy

Leadership Academy participants learn and explore different aspects of leadership and how to leverage their unique qualities to lead effectively. This program is designed for postdocs and senior graduate students and seeks to facilitate self-awareness and reflection and to begin building leadership skills they can continue to hone while at Fred Hutch and beyond. Sessions are led by OSCD in partnership with HR Learning and Development staff, and invited panelists and speakers. This annual program runs for six sessions from September to November. In 2025, 11 individuals participated in the Leadership Academy program.

Topics include:

- Communication
- Strengths
- Working within a team
- Team dynamics
- Leadership in Action panel
- Fostering belonging

Career Programs

Career Exploration Program (Pilot)

The Career Exploration Program is designed to assist postdocs and graduate students in exploring a variety of career opportunities. Integral to this process are self-assessment, self-awareness, exposure to career options, and guidance on creating application materials. This program seeks to provide seminars and workshops to facilitate the career exploration process and help graduate students and postdocs identify and successfully transition into careers they find meaningful.

In 2025, we piloted two career exploration workshops: Self-Reflection & Finding Meaning (2 attended), and Career Ideation & Goal-Setting (5 attended).

Plans for 2026:
We will continue to expand this program by adding a seminar series and inviting speakers to discuss their careers and paths, exposing trainees to a variety of career options.

Exploration Program for Industry Careers (EPIC)

The Exploration Program for Industry Careers (EPIC) program educates postdocs and graduate students about industry career paths and provides networking opportunities with industry scientists. A key feature is site visits to local biotech companies, providing in-depth looks at industry careers and opportunities to make industry contacts. Career seminars and SPAC speed networking events are also organized. In 2025, OSCD organized five site visits and SPAC organized a summer speed networking event. 36 postdocs and graduate students participated in EPIC in 2025.

Figure 16. 2025 EPIC events and approximate attendance.

Dr. Claire Thomas, Senior Cancer Epidemiologist, PreOncology

Outcomes and Impact

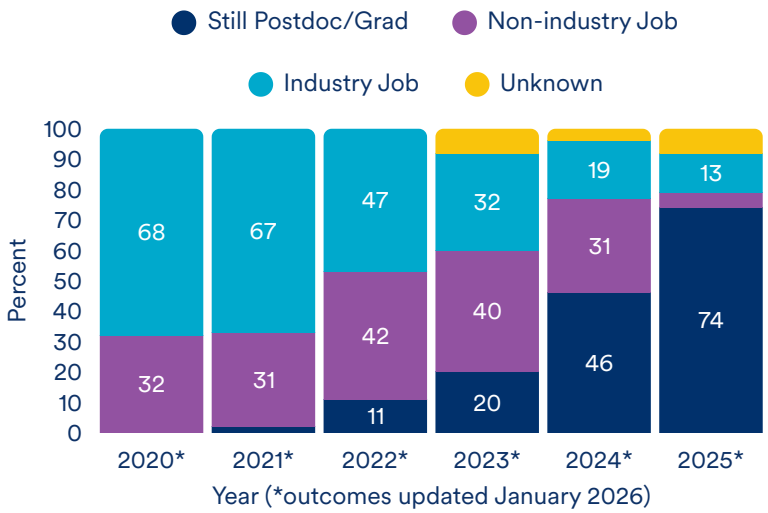
Postdoc Outcome: Biotech Industry

Dr. Claire Thomas was a postdoc in the Genetics and Epidemiology of Colorectal Cancer Consortium (GECCO) with Dr. Ulrike (Riki) Peters. She was considering both faculty and industry positions and participated in both Ivory Tower Quest and EPIC. Although she had faculty job offers, she accepted a position as a senior cancer epidemiologist in industry at PreOncology in 2025.

EPIC Outcomes

EPIC has an application process so we can identify the career outcomes of EPIC participants. This is a self-selected group and we have no control group to compare it to. Therefore, we measure the success rate of a group that is thinking of pursuing a career in industry versus whether or not they end up working in industry. Participants can participate early during the training at Fred Hutch and over multiple years, so a successful transition to industry positions can take a few years to emerge.

Figure 17. EPIC outcomes (n = 295)



Postdoc Outcome: Research-Related Career

"After finishing my PhD, I was fortunate to continue my scientific training at Fred Hutch, where I took advantage of the professional development programs offered by the Office of Scientific Career Development (OSCD) and in the greater Seattle area. Some of the most meaningful experiences were through the Barb Berg Career Transition Program and my role as a co-chair of the Student-Postdoc Advisory Committee (SPAC) as I began to think about a non-academic career path. Through these experiences, I realized that while I enjoy the excitement of scientific discovery, I am equally motivated by supporting people who make research possible.

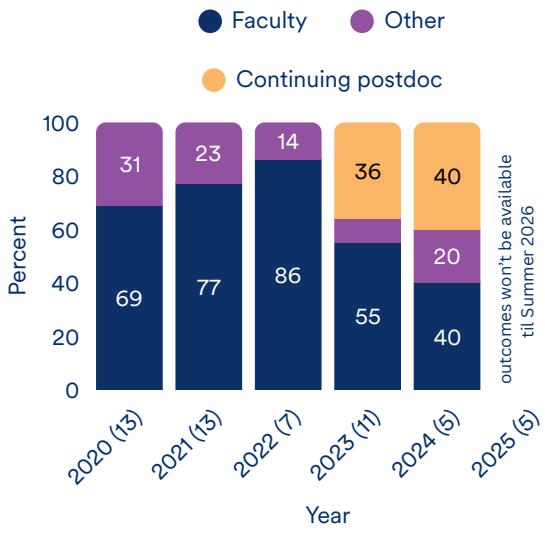
Leaving the bench, where I had spent more than 10 years, came with a great deal of anxiety, but the transition into a new role was also exhilarating. I was incredibly fortunate to have strong support from OSCD and the Basic Sciences Division administrative team throughout this process. As a research administrator, I continue to draw on my scientific training and hands-on lab experience to help faculty, staff, and students navigate challenges that arise in the lab. I'm excited to continue growing in my new role, collaborating with wonderful colleagues at Fred Hutch, and staying closely connected to science by supporting groundbreaking research.

Dr. Katie Yanagi,
Research Administrator II,
Basic Sciences Division, Fred Hutch

Ivory Tower Quest

The goals of Ivory Tower Quest are to inform about the academic job market and help prepare faculty applications. We facilitate and advise the creation of faculty applications, the interview process, and the negotiation of faculty job offers. These goals are achieved through a peer cohort format composed of postdocs who are planning to apply for faculty jobs in the current academic year. The cohorts meet twice per month to review faculty application drafts, learn from alumni and Fred Hutch junior faculty and conduct practice interviews and talks. OSCD facilitates these cohorts, provides individual feedback, provides examples of successful faculty applications to R1 universities and primarily undergraduate institutions (PUIs) and assists with strategizing job offer negotiations. We helped approximately 5 postdocs, including Ivory Tower Quest participants and non-participants, strategize negotiating a faculty job offer in 2026. Our 2024-2025 cohort had 5 participants.

Figure 18. Ivory Tower Quest outcomes (n = 54)



Dr. Natalie Del Vecchio,
University of Colorado,
Anschutz Medical Campus

Outcomes and Impact

Postdoc Outcome: Tenure-Track Faculty

Dr. Natalie Del Vecchio was a postdoc in the Public Health Sciences Division at the Coordinating Center of the PROSPR II consortium. She participated in the K Award Mock Study Section as a reviewer and went on to receive an early-stage K99 from the NCI. Dr. Del Vecchio also completed the Mentorship Program for Scientists and Ivory Tower Quest. In 2025, she accepted a position as Assistant Professor in the School of Public Health at the University of Colorado, Anschutz Medical Campus.

Program Management

In addition to providing professional development training, OSCD manages several programs that are designed to increase the career success of our graduate students and postdoctoral fellows.

Career Survey

The annual career survey was developed to better understand the career intentions of graduate students and postdocs and to be aware of any changing trends. These data, combined with our career outcomes data, inform OSCD's career and professional development programming.

Wellness Survey

The annual wellness survey was developed in collaboration with SPAC graduate students and postdocs to ensure that key issues are surveyed annually and trends over time are identified.

Survey topics:

- Position satisfaction
- Career outlook
- Mentorship and professional development
- Community
- Caregiving responsibilities

Plans for 2026:
We received feedback that trainees wanted more opportunities to communicate their needs. To increase transparency, we will communicate survey results and the changes implemented based on the feedback we've received. We will also hold two listening sessions in 2026, one led by SPAC and one led by OSCD, to provide additional avenues for communication.

Student Postdoctoral Advisory Committee (SPAC)

SPAC monthly meetings provide opportunities for postdocs and graduate students to participate. They include:

1. A monthly logistics meeting between the co-chairs and SPAC advisors
2. A monthly cookie/coffee hour for all postdocs and graduate students

As SPAC advisors, OSCD staff provide advice and historical continuity. Collaborating with SPAC is an integral part of our work.

Table 2. SPAC Co-chairs, division, and current status.

SPAC Co-Chairs	Division	2025 Status
Jaishree Sharma, postdoc	Translational Science and Therapeutics	New
Redd Wang, postdoc	Human Biology	New
Jeremy Hollis, graduate student	Basic Sciences	Cont.

SPAC Course Scholarships and Travel Award

This program provides up to $1,500 to attend a course or conference. Course Scholarship and Conference Awards are offered twice annually, in January and July, and the selection committee is comprised of Fred Hutch graduate students and postdocs. The 2025 selection committee members were Charlie Ho, Liberalis Boila, Redd Wang, Kelley McCutcheon and Alex Reers. SPAC awarded 12 Travel Awards and 1 Course Scholarship in 2025.

Dr. James Alvarez

2025 McDougall Mentoring Award: James Alvarez

The McDougall Mentoring Award acknowledges excellent mentoring by a faculty member. The 2025 award recipient was Dr. James Alvarez. The award is named after Dr. Jim McDougall, a former Fred Hutch faculty member who was renowned as an excellent mentor. The awardee is usually nominated by their trainees. The award, presented at the SPAC Holiday Party, consists of a bottle of scotch donated by Dr. Denise Galloway (Dr. McDougall's widow; his family owns a distillery in Scotland) and a bobblehead made in the awardee's image. The McDougall SPAC selection committee members were Dominik Otto, Sayantani Sinha and Jeremy Hollis.

> **"It is a privilege not only to learn from someone who models such a collaborative and transparent approach, but also to be immersed in an environment where I feel included and empowered to share my boldest hypotheses, unconventional ideas and the ups and downs of research."**
>
> **— Aya Miyaki, UW M3D Graduate Student**

2025 Hutchison Mentoring Award: Aida de la Cruz

The Hutchinson Mentoring Award acknowledges excellent mentoring by a non-faculty employee/trainee. The 2025 award recipient was Aida de la Cruz, lab manager of the Malik Lab. The award is named after Dr. Nancy Hutchison who was highly regarded for her excellent mentorship prior to retiring from the Fred Hutch. The award, presented at the SPAC Holiday Party, consists of a bobblehead made in the awardee's image, a bottle of wine and a book donated by Hutchison. The Hutchison SPAC selection committee members were Elizabeth Bonner, Amanda Riley and Mark Mendoza.

Aida de la Cruz

> **"From designing a research project to skydiving or professional ceramics, Aida does it all and uses her knowledge and experience to help guide others."**
>
> — Sarah Tomlin, former Malik Lab research technician and current UW MCB PhD candidate

Cancer Biology 100 Course

The Cancer Biology 100 Course is in its 26th year. It's a venue for postdocs and graduate students to practice their teaching skills and for Fred Hutch employees across the organization to learn about the fundamentals of cancer research. This program is usually managed by a grad student or postdoc interested in developing their teaching and management skills. The 2025 course was managed by graduate student David Sokolov for 221 registered employees

Postdoc Recruitment Efforts

The OSCD manages three programs to recruit postdocs to the Fred Hutch/University of Washington/ Seattle Children's Cancer Consortium and Fred Hutch. These programs were developed in response to the NCI Cancer Center Support Grant (CCSG) requirement for Fred Hutch to recruit and train scientists and future generations and leaders in cancer research.

Individual Meetings with Postdoc Candidates

OSCD staff are available to meet with postdoc candidates during their on-site interview to inform them about OSCD/SPAC programs as a recruitment mechanism. This is especially helpful for junior faculty who may have challenges recruiting high-quality postdocs. In 2025, the OSCD team met with five postdoc candidates applying to faculty groups.

President's Postdoctoral Fellowship Program (PPFP)

Fred Hutch is a member of the President's Postdoctoral Fellowship Program (PPFP), a consortium of approximately 17 research institutions and universities that are dedicated to recruiting faculty-bound postdocs. This program is co-managed with the Office of Faculty Development and gives Fred Hutch access to excellent postdoc applicants and exposure to PPFP postdocs who are on the faculty job market. Three postdocs from this program were accepted at Fred Hutch in 2025.

Cancer Consortium Postdoc Recruitment

Seattle DROP (Discover Research Opportunities for Postdocs) is a collaboration between the Fred Hutch, University of Washington and the Seattle Children's Cancer Consortium to host a virtual postdoc recruitment event. Seattle DROP 2025 occurred on May 6, 2025. This event had 262 registrants, with 158 completing biosketches that were distributed to Consortium member faculty in a searchable database. Seattle DROP also serves as an entry point for further exploration of Fred Hutch for prospective postdocs. We shared our registrant list (permission granted by registrants) with the Fred Hutch Basic Sciences Division for recruitment to their on-site postdoc recruitment event held every fall. Thus far, 13 Seattle DROP attendees who completed a biosketch have been newly recruited to Fred Hutch, University of Washington, or Seattle Children's Research Institute. The next Seattle DROP will occur on May 5, 2026.

Federal and Non-Federal Compliance Programs

Coalition for Next Generation Life Science

Fred Hutch is a founding member of the Coalition for Next Generation Life Science (CNGLS), which is dedicated to outcome transparency for graduate students and postdocs. OSCD has updated our CNGLS data for 2025 and is working with the OET database manager to update the website.

Training in the Responsible Conduct of Research (RCR)

Fred Hutch's Responsible Conduct of Research (RCR) training fulfills our NIH, NSF, NIFA (National Institute of Food and Agriculture, USDA) and Fred Hutch RCR training obligations. 2025 was the first full year of offering RCR training that is independent from the University of Washington.

With our year-round programming format, we observed significant increases in compliance across all trainee groups (clinical fellows, postdocs, and graduate students). In addition, most seminar speakers and discussion group facilitators were Fred Hutch scientists which demonstrate to trainees that research ethics is an important and robust component of research at Fred Hutch.

The RCR training is supported by an Education Advisory Committee including representation from Fred Hutch senior leaders, NIH Training Grant (T32) faculty directors, Office of Compliance, Ethics and Conflict of Interest (COI) staff, Data Science Lab (DaSL) staff, and OET leaders. Committee list available in Table 12 (Appendix).

Figure 19. Average trainee in-person participation across RCR events.

Strengthening Research-Ethics Compliance and Engagement

As part of Fred Hutch's research-ethics compliance requirements, OSCD implemented several Hutch Learning updates in 2025, including an updated RCR training certificate process that now provides trainees and their PIs with quarterly summaries of completed hours. In July 2025, OSCD also launched a dedicated Research Ethics listserv to increase program awareness and deliver targeted advertising to newly eligible trainees added weekly. Since its implementation, we have seen a consistent increase in trainee participation across RCR events.

2025 Research Ethics Education Events

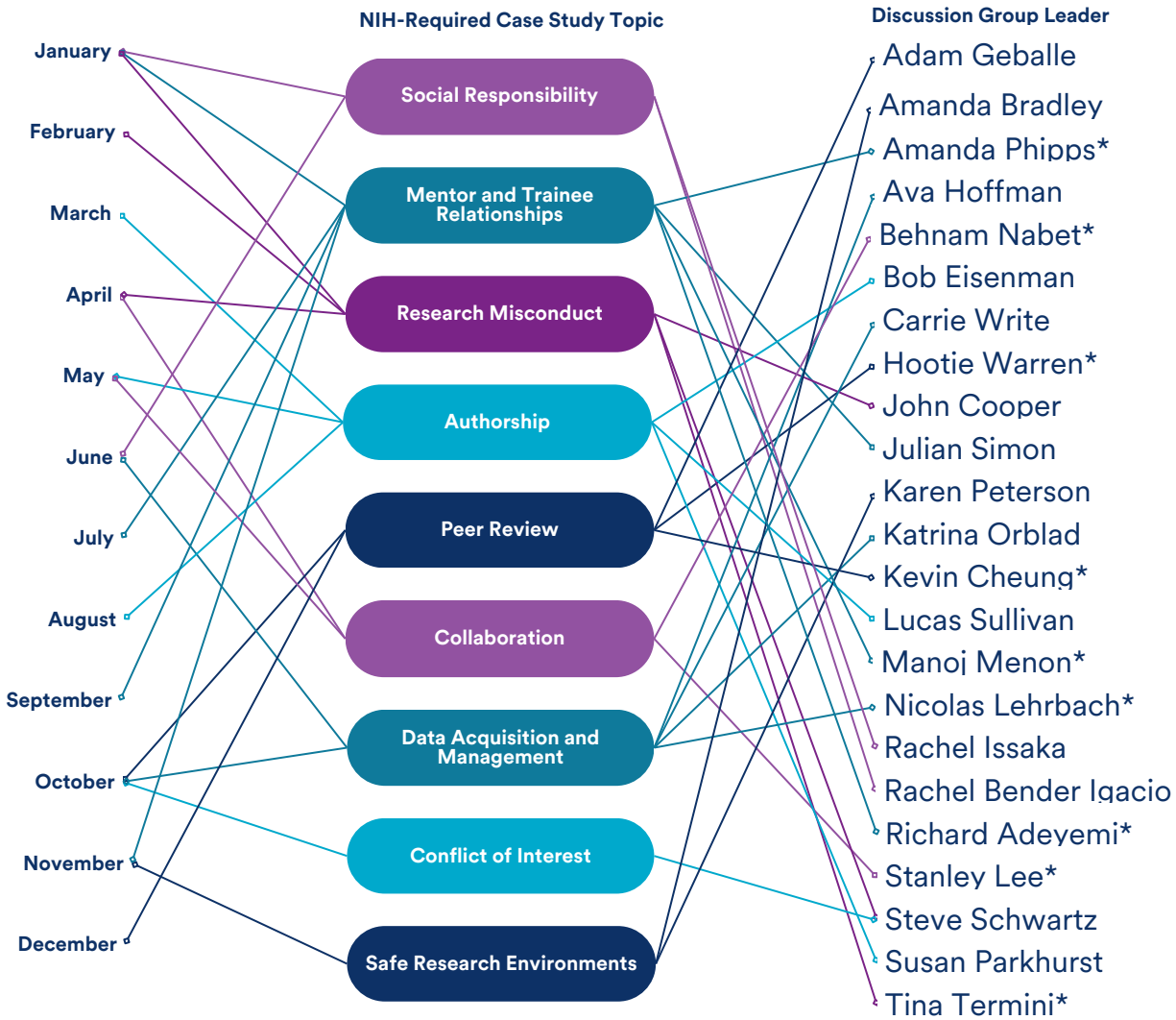
2025 was our first full year as an independent program. The following in-person trainings were provided to Fred Hutch graduate students, postdocs, and clinical fellows, in Figure 20 below.

Seminar Series

- 4/16/25: Julie DeVoe: Research Misconduct
- 6/25/25: Barry Stoddard: Peer Review
- 7/23/25: Ty Lambert and Ted Laderas: Data Acquisition and Management
- 11/6/25: Montserrat Cols Vidal: Authorship

Above: 2025 Peer Review Seminar presented by Dr. Barry Stoddard. *Photo by Amanda Bradley.*

Figure 20. Case study discussions groups, * training grant faculty



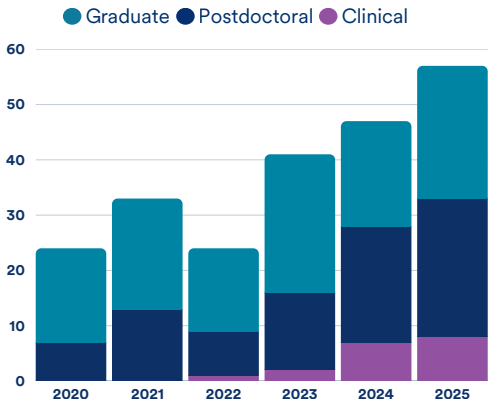
2025 RCR Program Certification Data

While trainee numbers are fluid and data from one year cannot fully be compared to data from the previous year, trainee counts were stable from 2024 to 2025. We saw an increase in overall program compliance and a significant increase specifically among the postdoctoral and clinical trainee populations.

Since 2022, there have been year-over-year increases in the completion of RCR training requirements. For our first year as an independent program, 57 certificates — the most to date — were awarded.

Awarded Certificates

Figure 25. RCR awarded certificates



Rigor and Reproducibility Seminar Series

The Rigor and Resproducibility Seminar Series is a joint effort between Fred Hutch and UW to provide NIH-required training for T32, F and K awardees in best practices to ensure rigor and reproducibility in research. This joint effort broadens and enriches the topics and fields of research that we can cover in this series.

2025 2024

Figure 21. Overall RCR certification status

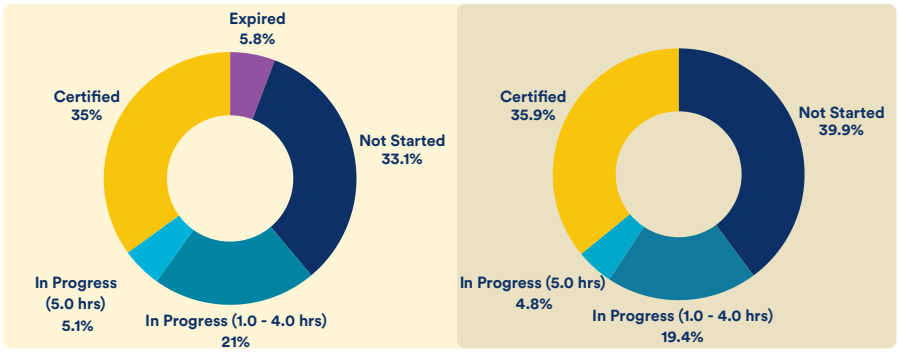


Figure 22. Graduate certification status

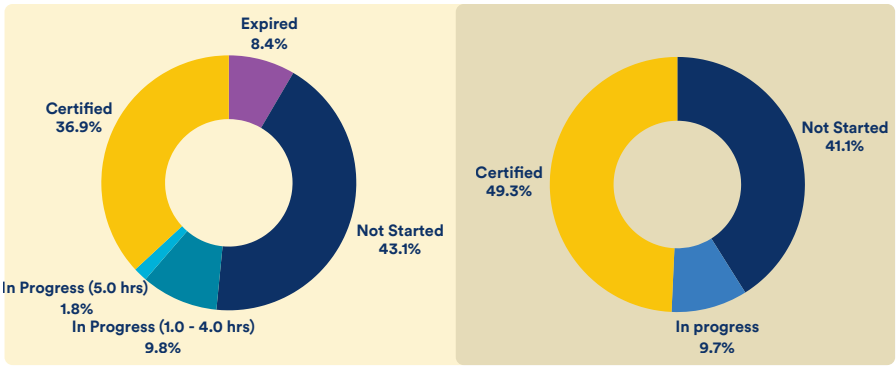


Figure 23. Postdoctoral certification status

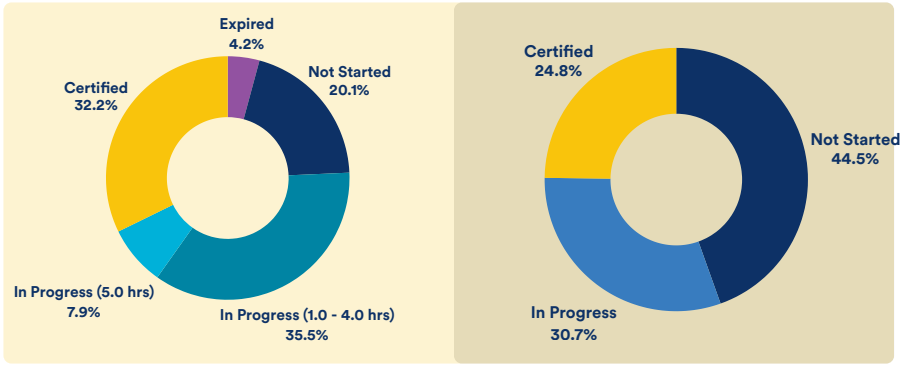
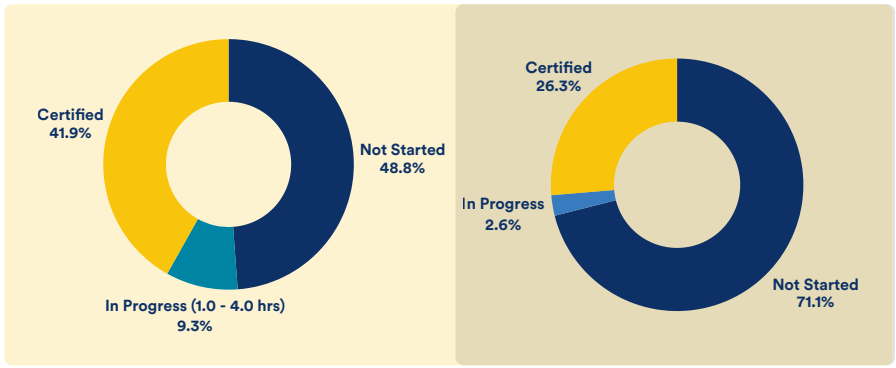


Figure 24. Clinical certification status



OSCD presents five virtual seminars each year. Attendance is recorded in Hutch Learning for Fred Hutch trainees and the UW Graduate School database for UW trainees. The seminar series is advertised to all trainees at the Fred Hutch. The number of required seminars for a T32-trainee to attend is determined by the T32 PI. The RRT Advisory Committee is composed of NIH T32 PIs at Fred Hutch and UW. See committee list, Table 14 in appendix.

Future Plans

For 2026, we will be expanding the RCR program to include Fred Hutch faculty and staff scientists. Under guidance from the RCR Advisory Committee, the program offerings for this new population will be limited to a specific topic that is chosen annually with input from the advisory committee. The ethics of using artificial intelligence in biomedical research was selected as the topic for 2026.

Research Ethics Peers (REPS)

We propose to expand our training offerings to include Research Ethics Peers, who would be composed of staff scientists and senior postdocs who lead discussion groups and organize an annual research ethics symposium.

Research Ethics Book Club

We propose to create a once or twice per year book club focused on research ethics topics. One example of a book for the club is Rebecca Skloot's "The Immortal Life of Henrietta Lacks".

Leadership Achievements

Amanda Bradley, Ph.D.

Program Manager, Responsible Conduct of Research Programs

As the OSCD AirTable database manager, Amanda has expanded her AirTable credentials in 2025

- Airtable Builder Certification (credential ID: dmzf7xsxw7m3)
- Airtable AI App Builder Certification (credential ID: 7zpeyzekh8mf)

Amber Ismael, Ph.D.

Sr. Program Manager, Office of Scientific Career Development

Elected to the National Postdoctoral Association (NPA) Board of Directors (2026-2028)

Publications:

1. NPA Project lead - Published February 2025: Supporting the Whole Postdoc Toolkit
2. Inside Higher Ed – Carpe Careers – Published December 2025: An IDP of Our Own

Karen Peterson, Ph.D.

Director, Office of Scientific Career Development and Scientific Ombuds

Received the 2025 Fred Hutch Wyckoff Award, which recognizes Fred Hutch employees or teams who demonstrate T. Evans Wyckoff's spirit of dedication, enthusiasm, the ability to get the job done, and commitment to Fred Hutch and its mission.

Office of Scientific Career Development Team

Karen Peterson, Ph.D.
Director, Office of Scientific Career Development and Scientific Ombuds

Amanda Bradley, Ph.D.
Program Manager, Responsible Conduct of Research Programs

Amber Ismael, Ph.D.
Sr. Program Manager, Office of Scientific Career Development

Faculty Development

Faculty & Staff Scientists

Faculty Development

Faculty & Staff Scientists

The Faculty Development Program helps support faculty at all stages of their career to establish and maintain productive research programs by providing cross-division professional development programs and resources.

Personal, Professional, and Academic Programming

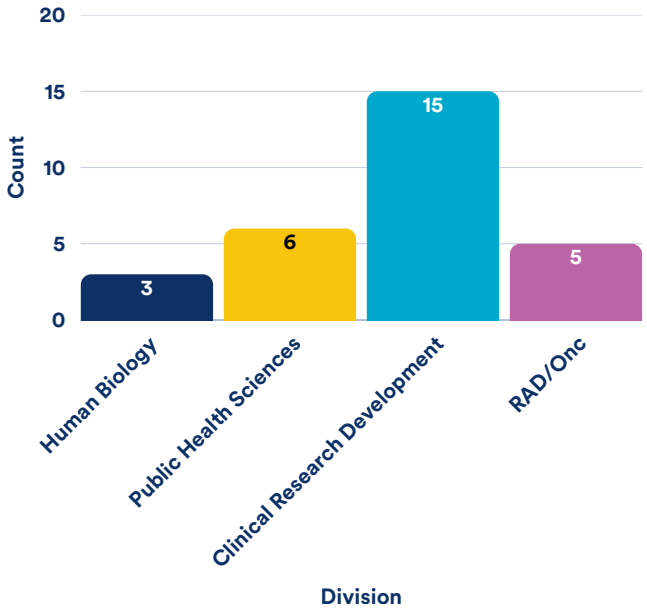
Ongoing activities summary include:

- Faculty Leadership Incubator (FLI) monthly series for new Fred Hutch research faculty
- Clinical LEadership And Research Excellence (CLEARE) series for Clinical Scholar-track faculty
- Leadership Enhancement for All Professors (LEAP) quarterly series for all Fred Hutch faculty
- Application-based funding for individual faculty to attend external leadership programs or professional coaching
- Early-Stage Investigator (ESI) listserv to provide links to faculty development resources and funding opportunities
- Research Mentor Education (RME), which is a collaboration with UW to provide mentor training to faculty
- All Staff Scientist Education Team (ASSET) advises on needs and resources for staff scientists at Fred Hutch
- Application-based funding for staff scientists to attend conferences or professional development courses
- Annual all-staff scientist lunch to create connections between staff scientists across Fred Hutch divisions.
- Planning and development of a mentor-mentee database for staff scientists to provide a resource for career and professional development specific to staff scientists.

Faculty Leadership Incubator (FLI)

The Faculty Leadership Incubator (FLI) program is a year-long series of monthly sessions for new faculty during their first year at Fred Hutch. This cohort-based program brings together faculty across Fred Hutch divisions for interactive sessions with associate and full professors on topics including building a successful and collaborative team, mentoring, time management, navigating promotion, managing conflict and more. The goals of this program are not only to provide new faculty with resources to support them during their first year, but also to connect them to each other and to more senior faculty across divisions that they may not otherwise meet or regularly interact with.

Figure 26. 2025 FLI Cohort Participation by Division.



Leadership Enhancement for All Professors (LEAP)

The LEAP workshop series invites Fred Hutch faculty of all ranks and across all divisions to engage in workshops and seminars focused on leadership, career advancement, mentoring, management, science culture and other relevant topics. The goals of this series are to provide resources to support career development and leadership skills, as well as to create connections and build community between Fred Hutch faculty across divisions.

Table 3. Recipients of external professional development funding

LEAP Sessions			
Date	**Topic**	**Faculty Panelists**	**Participant**
May 29, 2025	Navigating Uncertainty: Keeping Science in Focus while Wading through Troubled Water	Megan Shen Nina Salama Fred Applebaum	35
Aug 4, 2025	Proposed Changes to Faculty Promotion External Letters	Nina Salama Fred Applebaum	53

Professional Development for Clinical Research Faculty

Clinical Leadership and Research Excellence (CLEARE)

In 2025, we launched a series of workshops with topics that are specifically relevant to clinical research faculty, including the clinician-scholar and clinician-clinician tracks.

Meetings were held quarterly with topics including:

- Navigating a clinical research path: resources and infrastructure available at Fred Hutch
- Balancing clinical duties and building a research program
- Forming collaborations

Funding for courses for Clinical Researchers:

In 2025, we funded four Clinical fellows and faculty to attend the Clinical Research Intensive Summer Program (CRISP) developed and led by Stephanie Lee: https://www.iths.org/education/professional-development/crisp/

Table 4. Recipients of external professional development funding

Receipient	Funding Used For
Elizabeth Krakow	Individual Professional Development Coaching
Jim Boonyaratanakornkit	Individual Professional Development Coaching
Naoko Sasamoto	The NCFDD Faculty Success Program
Trang VoPham	AAMC Course: Leveraging the Power of Self-Awareness to Lead More Effectively

Application-Based Funding for External Professional Development

This program provides funding for individual faculty to attend an external leadership course, faculty development program or individual leadership coaching. Suggested programs include those available through the National Center for Faculty Development and Diversity (NCDD), the Association of American Medical Colleges (AAMC), the Linton-Poodry SACNAS Leadership Institute, among others. In 2025, four awards were granted.

Early-Stage Investigator (ESI) listserv

The Early-Stage Investigator (ESI) listserv allows the Faculty Development Team to send links to leadership, mentoring and other professional development programs available through the Consortium and other institutions to assistant and associate level faculty at Fred Hutch.

Research Mentor Education

The UW/Fred Hutch combined RME is a formal research mentor education program which meets the National Institutes of Health (NIH) mentor training requirements for institutional training grants. 12 mentor training sessions were offered in 2025, with 160 faculty attending these sessions.

Professional Development for Staff Scientists:

All Staff Scientist Education Team (ASSET)

The Office of Education and Training is continuing to enhance and develop programs to support the professional development of staff scientists. The All Staff Scientist Education Team (ASSET), which advises on needs and resources for staff scientists at Fred Hutch, currently consists of the following staff scientists: Michele Andrasik, John Huddlestone, George Laszlo, Dara Lehman, Sandi Navarro, Tom Paulson, Karen Peterson, Dan Reeves, Lena Schroeder, Dave Vannier, and Janet Young. The ASSET team met 3 times during 2025 to help develop new resources for Staff Scientists as described here.

Staff Scientist Resources

- Staff Scientist CenterNet page with links to external and internal professional development opportunities.
- All staff scientist listserv to enable communication about professional development opportunities.
- The 2nd annual All Staff Scientist Lunch was held on October 23, 2025. The objective of this annual lunch is to enable networking, build community and solicit input from staff scientists on potential professional development programming. 84 staff scientists attended this lunch, during which they joined a discussion to provide input on the types of resources that would help support their professional development. This inspired setting up a new database of staff scientist mentors that will be rolled out in 2026.
- The ASSET team requested and received our second round of funding to provide application-based funding for meeting and course scholarships. Applications were sent to all staff scientists in September 2025. We received 28 applications. A review committee of six prior awardees and ASSET members selected nine for funding to attend conferences in 2026.

Faculty Development Team

Dara Lehman, Ph.D.
Faculty Consultant

Wendy Law, Ph.D.
Associate Vice President of Cancer Consortium Programs

Karen Peterson, Ph.D.
Director, Office of Scientific Career Development and Scientific Ombuds

Kim Wells
Director, Organization Development and Learning

Manoj Menon, M.D., M.P.H.
Deputy Director, Clinical Education, Office of Education and Training

OET/CRTEC Resources

Conference Support

Conference support plays a vital role in fostering professional and academic growth for our trainees, staff scientists, and faculty. OET has contributed various forms of support, including application assistance and coordination of OET or external funding contributions to help trainees attend a variety of conferences. Figure 27 highlights the breadth of the conferences attended in 2025. See Table 15 (Appendix) for full list of 2025 travel and course recipients across OET areas.

Figure 27. Global conference participation and OET support.

Postbac

ABRCMS Conference
San Antonio, TX, United States

Allen Institute Keystone Symposium
Seattle, WA, United Sates

American Society for Biochemistry and Molecular Biology Annual Meeting
Chicago, IL, United States

American Society for Cell Biology and European Molecular Biology Organization Conference
Philadelphia, PA, United States

67th American Society of Hematology (ASH) Annual Meeting and Exposition
Orlando, FL, United States

Biomedical Engineering Society Meeting
San Diego, CA, United States

Cell Symposium on Cancer Immunity Cycle
Sitges, Spain

Coccidioidomycosis Study Group Meeting
Phoenix, AZ, United States

Cold Spring Harbor Laboratory Immune Engineering & Cellular Immunotherapy meeting
Cold Spring Harbor, NY, United States

European Molecular Biology Lab Chromatin and Epigenetics Conference
Heidelberg, Germany

Facioscapulohumeral muscular dystrophy (FSHD) International Research Conference
Amsterdam, Netherlands

International Zebrafish Conference
Madison, WI, United States

Midwinter Conference of Immunologists
Pacific Grove, CA, United States

National American Society of Virology
Quebec, Canada

Northwest Developmental Biology Meeting
San Juan Islands, WA, United States

OHSU Chemical Biology and Physiology Conference
Portland, OR, United States

Regenerative Biology of the Female Reproductive System Conference
Endicott College, MA, United States

RNA Society Conference
San Diego, CA, United States

Society for Immunotherapy of Cancer (SITC) Conference
National Harbor, MD, United States

Society for Epidemiologic Research and Society for Pediatric and Perinatal Research Annual Meetings
Boston, MA, United States

Society for Investigative Dermatology Conference
San Diego, CA, United States

OSCD

67th American Society of Hematology (ASH) Annual Meeting and Exposition
Orlando, FL, United States

American Association for Cancer Research (AACR) Annual Meeting
Chicago, IL, United States

American Thoracic Society International Conference
San Francisco, CA, United States

Epigenetics in Development and Disease
Banff, Canada

FASEB Hematologic Malignancies Conference
Southbridge, MA, United States

FASEB- RNA Processing in Cancer: From Bench to Bedside
Sacramento, CA, United States

Interoception: Neural Sensing and Control of Organ Function
Seattle, WA, United States

Lifetime Data Science (LiDS) Conference
Brooklyn, NY, United States

Malaria: Mechanisms of Immunity & Protection
Santa FE, NM, United States

SCI-ROI Global 10th Annual Meeting
India

The Joint Statistical Meetings (JSM)
Nashville, TN, United States

OET

Biomedical Engineering Society (BMES) Meeting
San Diego, CA, United States

EMBL Protein Synthesis and Translational Control
Heidelberg, Germany

Midwinter Conference of Immunologists
Pacific Grove, CA, United States

CRTEC

ACRO Radiation Oncology Summit
Las Vegas, NV, United States

AHNS Annual Meeting
New Orleans, LA, United States

Cold Spring Harbor Laboratory - Systems Immunology meeting
Cold Spring Harbor, NY, United States

European SocieTy for Radiotherapy and Oncology (ESTRO)
Vienna, Austria

International KSHV Conference
Redondo Beach, CA, United States

Faculty Development

ASGCT Annual Conference
New Orleans, LA, United States

Join Statistical Meeting (JSM)
Nashville, TN, United States

The Posit Conference
Atlanta, GA, United States

The Keyston Symposia on Cancer Immunotherapy: Clinical Lessons to New Modalities
Banff, Canada

The Keystone Symposia on Tumor Microenvironment: Metastasis and the Host
Banff, Canada

Society for Neuro-Oncology Conference
Honolulu, HI, United States

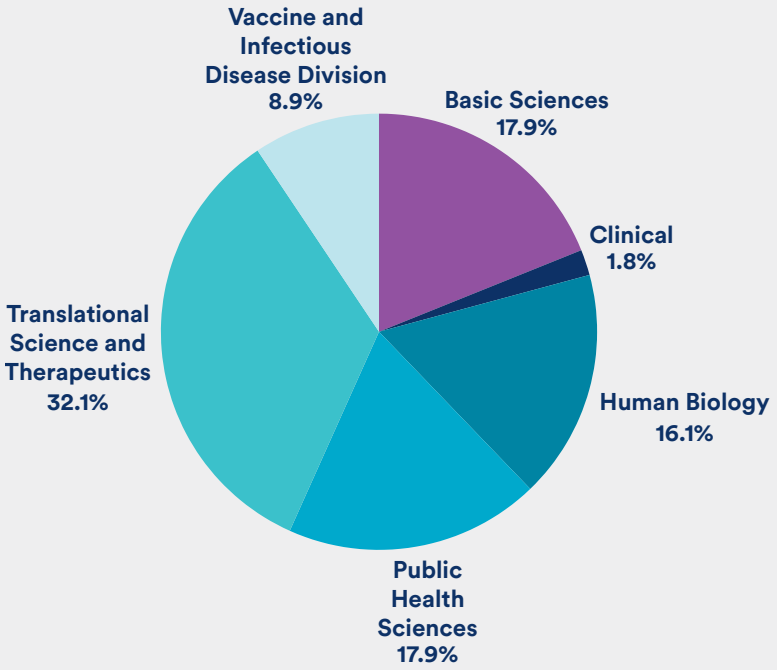
Fred Hutch/UW/Seattle Children's Cancer Consortium Trainee Travel Award

The Consortium offers a trainee travel award, providing up to $1,500 for graduate students, postdoctoral fellows, and medical fellows whose faculty advisor is a member of the Consortium. Awards are offered annually in January. The 2025 selection committee members were CRTEC Liaisons Drs. Amanda Phipps (associate professor, Public Health Sciences), Gordon Roble (AVP Shared Resources, Comparative Medicine), Evan Newell (professor, Vaccine and Infectious Disease Division), and Julian Simon (associate professor, Translational Science and Therapeutics). The committee awarded travel grants to five trainees, (see Table 15, appendix.)

OET Travel Award

OET offers a conference travel award, providing up to $1,500 for Fred Hutch graduate students, postdoctoral fellows, medical fellows and research technicians to attend a conference, making this the only award open to research technicians at Fred Hutch. Awards are offered annually in July. The 2025 selection committee members consisted of OET employees and Fred Hutch Graduate Affairs Committee members Drs. Jihong Bai (professor, Basic Sciences Division), Gennifer Goode (student programs manager, OET), and Stephen Tapscott (professor, Human Biology Division). The committee awarded travel grants to three trainees, (see Table 15, appendix.)

Figure 28. Travel awards and course scholarships by Fred Hutch division* (n=56)

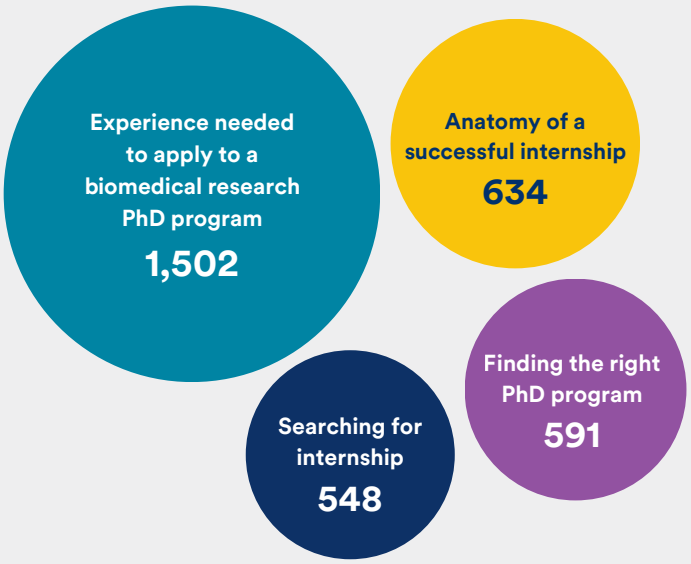


*5.3% administered to University of Washington in 2025

Between 2 Flasks

The Between Two Flasks videos are a comprehensive educational series for students navigating biomedical research training and careers to answer the questions most commonly asked by early-stage trainees. This initiative is a collaborative effort between OET, Science Education, the Postbaccalaureate Program, and the University of Washington Neuroscience and Molecular & Cellular Biology PhD programs and continues to leverage the expert advice and humor of faculty, staff and trainees.

Figure 29. Between 2 Flasks most watched videos with current views



Biomedical Trainee Empowered Wellness Circle

OET partners with the Basic Sciences Division to organize a monthly series for Fred Hutch/University of Washington/Seattle Children's Cancer Consortium postdoctoral fellows, graduate students, and postbaccalaureate scholars. The virtual sessions prioritize biomedical research trainee health and wellbeing, led by experienced facilitator Rian Roberson, MA, LMHC.

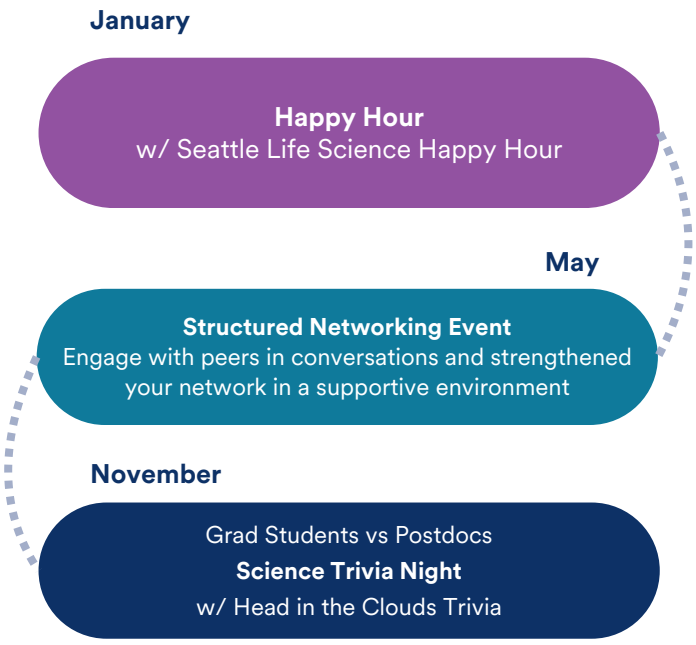
Science Spotlight

Science Spotlight is a monthly electronic newsletter that highlights and summarizes recent publications authored by Fred Hutch investigators. To ensure broad accessibility and reach, many of the research summaries are also published on the Fred Hutch website and translated into Spanish.
Each issue is developed, written, and edited by a team of graduate students and postdoctoral writer/editors representing the Fred Hutch divisions as well as the Cancer Consortium, working in collaboration with a faculty advisor. See Science Spotlight writers Table 17, appendix.

Research After Dark (RAD) Networking Group

The RAD Networking Group, established in 2023, continues to gain traction as a valuable platform building community amongst Seattle-area graduate students and postdocs, and connecting them with local research and biomedical professionals. In 2025, RAD hosted three networking events, including a structured networking session designed as a "networking speed-dating" format that enabled trainees to connect with peers across the Seattle research community who share similar scientific interests. See Table 16, appendix for 2025 planning committee members.

Figure 30. 2025 RAD events



Consortium Liaison Program

Launched in February 2023, the Consortium Liaison Program fosters two-way communication between Consortium research programs (see Table 18, 2025 CRTEC Liaisons, Appendix) and CRTEC/OET. The Liaison Program expanded its offerings to include several new initiatives. In summer 2025, OET partnered with the Pathogen-Associated Malignancies (PAM) research program to host **Lunch and Learn on Microbes and Cancer**, a half-day educational event attended by 70 undergraduate interns and teachers. The event featured faculty research talks, a question-and-answer discussion session, small-group table discussions, and lab tours.

The Liaison Program also supported the development of the **Shared Resources Advanced Techniques MCB Graduate-Level Course**, which will be piloted to UW graduate students in academic year 2026–2027.

In addition, this collaboration led to the rapid development of **ASCEND (Accelerated Support for Clinical Excellence and New Development)**, a two-year, paid professional development program jointly organized by the Clinical Research Support team and Science Education's Hutch Advance. Launched in 2025, ASCEND will be training recent graduates as clinical research coordinators (CRCs) at Fred Hutch. Participants will gain hands-on clinical research experience, earn an industry-recognized credential, and receive structured career and educational support.

OET/CRTEC Team

Nina Salama, Ph.D.
Sr. Vice President, Office of Education and Training

KC Cruz
Project Manager, Office of Education and Training

Manoj Menon, M.D., M.P.H.
Deputy Director, Clinical Education, Office of Education and Training

Jingjie Yang, M.B.A
Database Manager, Office of Education and Training

Andrea Brocato, M.A.
Assistant Director, Office of Education and Training

Zalika Tilmo
Database Specialist, Office of Education and Training

Thank You to Funders, Donors, and Partners

Federal Grant Funding

Reducing Inequities by Promoting Participatory Learning Experiences in Science (RIPPLES) (grant number 1R25GM154358-01) (terminated 5/30/25)

Pathways to Cancer Research, Youth Enjoy Science, National Cancer Institute (grant number R25CA221770)

State Funding

Career Connect Washington Program Builder, Washington State Employment Security Department

Other Individual/Family Funds

Helicobikers Obliteride Team
Obliteride 2025

Major Supporters (25K and above)

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The Havens Family
The Marco J. Heidner Charitable Trust
JPMorgan Chase & Co.
Rich and Karmann Kaplan
Charlotte Merritt
Jim and Jan Sinegal
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Biolife Solutions, Inc.
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Donate to Science Education Programs

Visit the website or scan QR code to donate.

Figure 31. Science Education Donations: Breakdown by type (Calendar Year 2025)

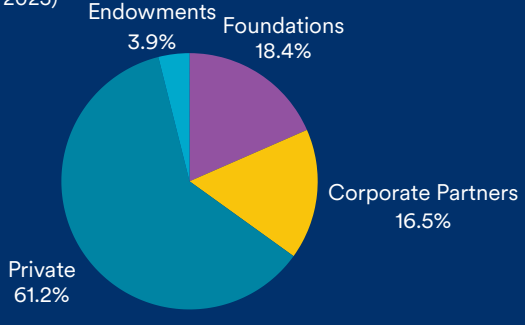
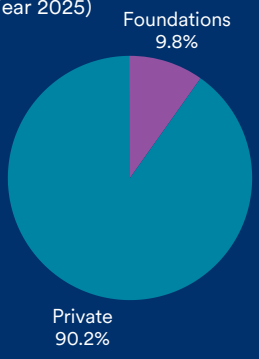


Figure 32. Postbac Donations: Breakdown by type (Calendar Year 2025)



Appendix

SciEd

Table 5. 2024-2025 SEP kit use data

Teachers requesting kits	**90**
Total all types of requests	**411**
Kit requests	261
Supplies only requests	150
Total classes requested	**1,404**
Total student use	**42,486**
Kit student use	16,381
Supplies-only student use	26,105

Table 6. SEP teacher participant demographics (2025 cohort)

Race	Participants
American Indian/Alaska Native	
Asian	2
Black/African	1
Native Hawaiian/Pacific Islander	
White	11
Two or more races	
Prefer not to answer/NA	1
Ethnicity	
Hispanic or Latinx	1
Not Hispanic or Latinx	13
Prefer not to answer/NA	1
Total Counts	**15**

Gender	
Female	12
Male	0
Perfer not to answer	1
Non-binary	2

Table 7. Student participant demographics (Race/Ethnicity/Gender Student Participants)

Race	Participants
American Indian/Alaska Native	8
Asian	65
Black/African	54
Native Hawaiian/Pacific ISlander	-
White	44
Two or more races	15
Prefer not to answer/NA	30
Total Counts	**216**
Ethnicity	
Hispanic or Latinx	46
Not Hispanic or Latinx	159
Prefer not to answer/NA	11
Total Counts	**216**
Gender	
Male	58
Female	154
Non-Binary	-
Prefer not to answer / NA	-
Total Counts	**212**

Table 8. 2025 Group visits
January 2025 - Decemeber 2025

Completed Community Visits	Number of Visits	Number of Visitors
On-campus	38	666
Off-campus	9	1,159
Total # of groups (# of visitors)	47	1,825

*On-campus refers to the visit being on-site at Fred Hutch, while off-campus refers to a visit being off-site.

Type of Request fulfilled	
Campus tour	30
Lab tour	5
Training lab activity	22
Career panel	7
Scientific presentation/guest lecture	9
Lunch with scientist	5
Speed networking	1
Non-lab hands-on experience	3
Program informational	1

Table 8. 2025 Group visits continue

Training Lab Usage Tpe	Number of Visits	Number of Visitors
Community (external)	19	384
Gov't Community Relations (internal)	1	6
Shared Resource Training (internal)	2	24
Summer programming * (internal)	5	108
Total # of Groups (# of visitors)	27	646

*Summer programs can include Pathways Explorers, SHIP, PU, Native STEAM and Postbac

Figure 32. Cross-program survey outcomes

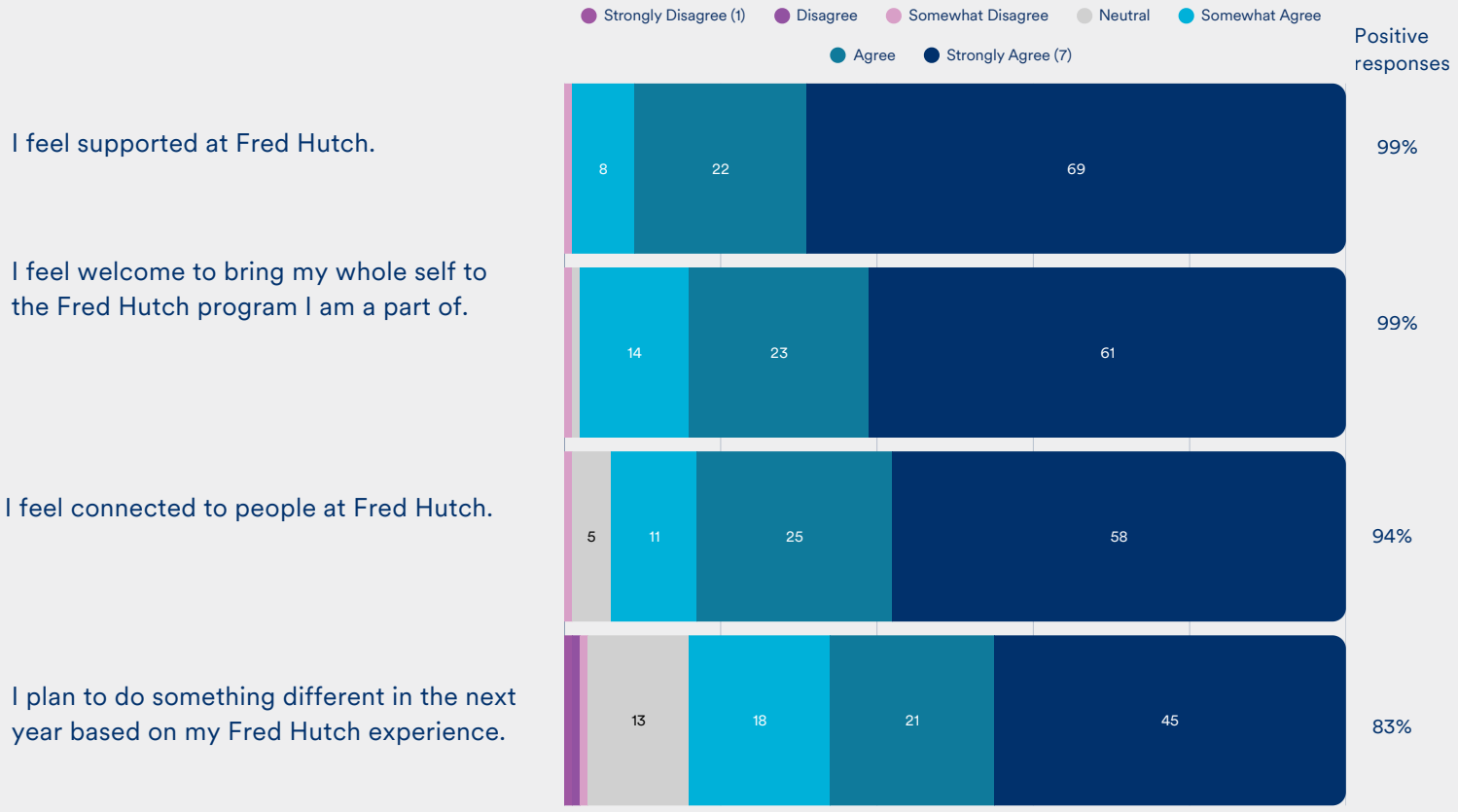


Table 9. Student kit use data from 2025-2026 demographics survey provided to teachers (n=81) Data retrieved on 1/29/26.

Number of students (from Demographics Survey)	N=9662
Total underrepresented students	38.4% (n=3712)
Teachers at schools over Title 1 threshold	32.1% (n=26)
Teachers with over 50% underrepresented minority in STEM classrooms	23.5% (n=19)
Public School Teachers	88.9% (n=72)

Table 10. Student feedback survey
Number of students who strongly agree or agree with the following statements (n=288)
Data Retrieved on 1/29/2026.

2025-2026 Student Feedback Survey	
This kit/lab activity provided me with hands-on experience that enhanced my learning	86.8% (n=250)
This kit/lab activity provided me with experiences that increased my interest in science careers	59.0% (n=170)
This kit/lab activity provided me with experiences that increased my confidence in scientific thinking or practice	77.8% (n=224)

OSCD

Table 11. Faculty advisory committee

Faculty	Division
Alice Berger, PhD	Human Biology
Johanna Lampe, PhD, RD	Public Health Sciences
Wendy Law, PhD	Research Administration
Jennifer Lund, PhD	Vaccine and Infectious Disease
Harmit Malik, PhD	Basic Sciences
Manoj, Menon, MD, MPH	Clinical Research
Nina Salama, PhD	Human Biology
Julian Simon, PhD	Translational Science and Therapeutics

Table 12. Fred Hutch RCR education advisory committee

Name	Division	Title
Nina Salama, PhD	Human Biology	Professor and SVP of Education
Dara Lehman, MHS, PhD	Human Biology	Research Assoc. Prof and OET Faculty Consultant
Andrea Brocato, MA	OET	Administrator, OET and Office of Grad Education
Amber Ismael, PhD	OSCD	Sr. Program Manager, OSCD
Amanda Bradley, PhD	OSCD	Program Manager, OSCD
Jennifer Lund, PhD	Vaccine and Infectious Disease	T32 PI
Amanda Phipps, PhD, MPH	Public Health Sciences	T32 PI
Michael Boeckh, MD, PhD	Vaccine and Infectious Disease	T32 PI
Sue Biggins, PhD	Basic Sciences	SVP, Basic Sciences

Table 12. Fred Hutch RCR education advisory committee continued

James Alvarez, PhD	Public Health Sciences	Assoc. Professor and Postbac Program Director
Julian Simon, PhD	Translational Science and Therapeutics	Assoc. Professor and Fred Hutch MCB Program Director
Fred Applebaum, MD	Director's Office	Executive Vice President, Fred Hutch
Gerianne Sands	General Counsel	General Counsel
Marcia Gonzales, JD	Compliance, Ethics and COI	VP and Chief Compliance Officer, Privacy Officer
Amy Sandlin	Compliance, Ethics and COI	Executive Assistant to Chief Compliance Officer
Malia Fullerton, PhD	UW	Professor, Bioethics and Humanities, UW
Amy Paguirigan, PhD	Data Science Lab	AVP, Deputy Chief Data Officer
Effie Petersdorf, MD	Translational Science and Therapeutics	Professor, TST
Johanna Lampe, PhD, RD	Public Health Sciences	Professor, PHP
Ryan Lynch, MD	Clinical Research Division	Professor, CRD
Wendy Law, PhD	Research Administration	AVP, Research Administration

Table 13. RRT advisory committee

Member	Institution
William Atkins, PhD	University of Washington
Thomas Hawn, MD, PhD	University of Washington
Marshall Horwitz, MD, PhD	University of Washington
Justin Kollman, PhD	University of Washington
Conrad Liles, MD, PhD	University of Washington
Andrea Oberst, PhD	University of Washington
Chip Asbury, PhD	University of Washington
Larry Zweifel, PhD	University of Washington

Table 14. 2025 RRT seminars

Date	Seminar	Presenter	Title
1/28/25	Prediction and design of T cell receptor interactions	Phil Bradley, PhD	Professor, Public Health Sciences Division, Program Head, Herbold Computational Biology Program
4/1/25	No pranks: assuring rigor and reproducibility in the proteomic analysis of pre-clinical and clinical samples	Jake Kennedy	Mass Spectrometry Specialist III, Proteomics and Metabolomics Shared Resource
6/24/25	Development and implementation of a statistical analysis plan in a COVID-19 prevention trial	Aaron Hudson, PhD	Assistant Professor, Biostatistics, Bioinformatics and Epidemiology Program, Vaccine and Infectious Disease Division, Public Health Sciences Division, Translational Data Science Integrated Research Center
9/9/25	Development and Validation of Diagnostic Assays	Alex Zevin, PhD	Director Genomics, Genomics and Bioinformatics Shared Resource
11/18/25	Using preclinical mouse models to develop more effective adoptive T cell therapies for cancer	Shivani Srivastava, PhD	Assistant Professor, Human Biology Division, Member Immunotherapy Integrated Research Center (IIRC), and Translational Data Science Integrated Research Center (TDS IRC)

OET/CRTEC

Table 15. 2025 Travel and course recipients across OET areas.

Application Type	Awardee	Conference Name
Fred Hutch/UW/Seattle Children's Trainee Travel Award	Arjun Kumar	Cold Spring Harbor Laboratory - Systems Immunology meeting
Fred Hutch/UW/Seattle Children's Trainee Travel Award	Iyabode Tiamiyu	International KSHV Conference
Fred Hutch/UW/Seattle Children's Trainee Travel Award	Justin Leu	ACRO Radiation Oncology Summit 2025
Fred Hutch/UW/Seattle Children's Trainee Travel Award	Sina Dadafarin	AHNS 2025 Annual Meeting
Fred Hutch/UW/Seattle Children's Trainee Travel Award	Yejin Kim	European SocieTy for Radiotherapy and Oncology
OET Travel Award	Rachel Cueny	EMBL Protein Synthesis and Translational Control
OET Travel Award	Victor Zepeda Reyes	Midwinter Conference of Immunologists
OET Travel Award	Yapeng Su	2025 Biomedical Engineering Society (BMES) Annual Meeting
Postbac Conference Travel Award	Alessandro Rizzi	Societhy for Immunotherapy of Cancer (SITC) Conference and Grad apps
Postbac Conference Travel Award	Allison Remington	Society for Investigative Dermatology Conference
Postbac Conference Travel Award	Angelica Andrade Latino	2025 American Society for Cell Biology and European Molecular Biology Organization Conference
Postbac Conference Travel Award	Angie Aguirre-Tobar	Coccidioidomycosis Study Group Meeting
Postbac Conference Travel Award	Ashley Herrera	2025 Regenerative Biology of the Female Reproductive System Conference

Table 15. 2025 Travel and course recipients across OET areas continued

Postbac Conference Travel Award	Ayaha Itokawa	2025 American Society for Biochemistry and Molecular Biology Annual Meeting
Postbac Conference Travel Award	Bailey Harmon	Cell Symposium on Cancer Immunity Cycle
Postbac Conference Travel Award	Brandon Ngyuen	Allen Institute Keystone Symposium
Postbac Conference Travel Award	Camryn Pettenger-Willey	American Society of Hematology (ASH) Annual Meeting
Postbac Conference Travel Award	Ciara Pike	2025 ABRCMS Conference
Postbac Conference Travel Award	Faith St. Amant	2025 Facioscapulohumeral muscular dystrophy (FSHD) International Research Conference
Postbac Conference Travel Award	Francesca Gaerlan	67th American Society of Hematology annual Meeting and grad apps
Postbac Conference Travel Award	Italia DiChristina	2025 Northwest Developmental Biology Meeting and International Zebrafish conf.
Postbac Conference Travel Award	Jonah Miyashiro	2025 ABRCMS Conference
Postbac Conference Travel Award	Joy Chen	OHSU Chemical Biology and Physiology 2025 +grad apps
Postbac Conference Travel Award	Mia Paladino	OHSU Chemical Biology and Physiology Conference
Postbac Conference Travel Award	Monica Padilla-Galvez	2025 European Molecular Biology Lab Chromatin and Epigenetics Conference
Postbac Conference Travel Award	Oliver Nicholson	2025 RNA Society Conference
Postbac Conference Travel Award	Prasanna Padmanabham	2025 Regenerative Biology of the Female Reproductive System Conference

Table 15. 2025 Travel and course recipients across OET areas continued

Postbac Conference Travel Award	Rebecca Ferrera-Alves	2025 National American Society of Virology
Postbac Conference Travel Award	Riddhi Atmakuri	Cold Spring Harbor Laboratory Immune Engineering & Cellular Immunotherapy meeting
Postbac Conference Travel Award	Saajidah Abideen	Midwinter Conference of Immunologists
Postbac Conference Travel Award	Sable Fest	Society for Epidemiologic Research and Society for Pediatric and Perinatal Research Annual Meetings
Postbac Conference Travel Award	Sam Mak	Biomedical Engineering Society Meeting
Postbac Conference Travel Award	Sydney McGuire	2025 RNA Society Conference
Postbac Conference Travel Award	Taylor Hu	2025 ABRCMS Conference
Postbac Conference Travel Award	Tiia Freeman	2025 National American Society of Virology
Postbac Conference Travel Award	Yvonne Hsu	Cold Spring Harbor Laboratory Immune Engineering & Cellular Immunotherapy meeting
SPAC Conference Travel Award	Alexandra Donlan	Malaria: Mechanisms of Immunity & Protection
SPAC Conference Travel Award	Austin Seroka	Interoception: Neural Sensing and Control of Organ Function
SPAC Conference Travel Award	Jiansi Gao	The Joint Statistical Meetings (JSM) 2025
SPAC Conference Travel Award	Naomi Yamamoto	American Association for Cancer Research Annual Meeting
SPAC Conference Travel Award	Nicholas Murphy	American Thoracic Society 2025 International Conference

Table 15. 2025 Travel and course recipients across OET areas continued

SPAC Conference Travel Award	Rachael Adams	67th American Society of Hematology (ASH) Annual Meeting and Exposition
SPAC Conference Travel Award	Rasika Venkataraman	FASEB- RNA Processing in Cancer: From Bench to Bedside
SPAC Conference Travel Award	Ronald Paranal	Epigenetics in Development and Disease
SPAC Conference Travel Award	Samantha Schuster	AACR Annual Meeting 2025
SPAC Conference Travel Award	Saurav Kumar	SCI-ROI Global 10TH ANNUAL MEETING 2025
SPAC Conference Travel Award	Sayantani Sinha	FASEB Hematologic Malignancies Conference 2025
SPAC Conference Travel Award	Stephen Salerno	Lifetime Data Science (LiDS) Conference
SPAC Course Award	Lakshmi Warrier	Introduction to Computational Immunology (course)
Staff Scientist Award	Anca Mihalas	Society for Neuro-Oncology Conference
Staff Scientist Award	Anne-Sophie Kulmann	ASGCT Annual Conference
Staff Scientist Award	Ava Hoffman	The Posit Conference
Staff Scientist Award	Chris Miller	The Keystone Symposia on Cancer Immunotherapy: Clinical Lessons to New Modalities
Staff Scientist Award	Daniel Stone	ASGCT Annual Conference
Staff Scientist Award	Sinéad Kinsella	The Keystone Symposia on Tumor Microenvironment: Metastasis and the Host
Staff Scientist Award	Tzu-Jung Huang	Joint Statistical Meetings (JSM)

Table 16. 2025 RAD planning committee members

Name	Institution	Title	Lab
Amber Ismael	Fred Hutch	Sr. Program Mgr., Office of Scientific Career Development	
Andrea Brocato	Fred Hutch	Director of Graduate Education	
Avery Angell Swearer	UW	Graduate Student	Willis Lab
Claire Thomas	Fred Hutch	Postdoc	Peters Lab
Elizabeth Bonner	Fred Hutch	Graduate Student	Stan Lee Lab
Iris Jia	UW	Graduate Student	Feder Lab
KC Cruz	Fred Hutch	Project Mgr., Office of Education and Training	
Peter Dietzen	Fred Hutch	Graduate Student	Malik Lab
Sarah Huang	Fred Hutch	Graduate Student	Setty Lab
Shantanu Shukla	Fred Hutch	Postdoc	Pancera Lab
Whitney Alton	Seattle Children's Research Institute	Program Mgr., Science Education	
Xiaodi Wang	UW	Postdoc	Riffell Lab

Table 17. 2025 Science spotlight writers

Name	Title
Hannah Lewis	Post-Doctoral Fellow
Kelly Mitchell	Post-Doctoral Fellow
Darya Moosavi	Post-Doctoral Fellow
Ashley Person	Graduate Student
Thamiya Vasanthakumar	Post-Doctoral Fellow
Jenny Waters	Post-Doctoral Fellow
Kelsey Woodruff	Graduate Student

Table 18. 2025 CRTEC Liaisons members

CCSG Research Program or Component	CRTEC Liaison
Biostatistics & Computational Biology (BCB)	Megan Othus
Breast & Ovary Cancers (BOC)	Natasha Hunter
Cancer Basic Biology (CBB)	Julian Simon
Cancer Epidemiology, Prevention, & Control (CEPC)	Amanda Phipps
Cancer Immunology (CI)	Evan Newell
Hematologic Malignancies (HM)	-
Lung Cancer (LC)	Alice Berger
Pathogen Associated Malignancies (PAM)	David Fredricks
Prostate Cancer (PC)	Andrew Hsieh
Enabling Functions	
Clinical Research Support (CRS)	-
Shared Resources	Gordon Roble
Office of Translational Research (OTR)/(STTR)	Snehal Joshi

2025 OET Holiday Party

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