

Fred Hutch Postbaccalaureate Program: Expectations for Scholars

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

Expectations for paid research position (40 hours per week)

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

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

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

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

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

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