As biomedical science trainees progress through their advanced education and research training, interest in careers outside of research-intensive institutions or from trainees realization of limited academic positions, highly competitive research grant funding, and professional elements on work-life balance. In addition, biomedical trainee career interests have diversified. Therefore, institutions must prepare trainees for a variety of careers. Since traditional career centers typically lack the real-world expertise to guide biosciences trainees in these areas, innovative programs are needed to enable these students to both define, and then realize their career paths.

The Office of Career Development at UT Health Science Center-San Antonio has developed innovative programs that meet the career development needs of biomedical trainees. We have established a Career Advisory Council (CAC) comprised of leaders with the biosciences in the San Antonio region. This council is an exciting addition to career education that capitalizes on local expertise, including that of alumni. This expertise has included over 40 leaders who provide insights into multiple career paths including: research, entrepreneurship, research administration, teaching, academic research, science advocacy, and journalism.

The CAC will:
1. Aid in the career decision-making process and provide tailored guidance for each graduate.
2. Develop strategies with the San Antonio biomedical community to provide diverse career opportunities for trainees.
3. Provide strategic ties with the San Antonio biomedical community to provide diverse career opportunities for trainees.
4. Expand the professional development and career preparedness of trainees.
5. Develop strategic ties with the San Antonio biomedical community to provide diverse career opportunities for trainees.
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The Office of Career Development (OCD) at UT Health Science Center-San Antonio has formed a Career Advisory Council (CAC) that will aid the career decision-making process of early-career trainees.

Objective: To implement a comprehensive career development program to guide and trainees to realize the value of diverse career paths.

The CAC meets twice per semester to meet with trainees and provide insights into multiple career paths. The Council is comprised of leaders with the biosciences in the San Antonio region. This council is an exciting addition to career education that capitalizes on local expertise, including that of alumni. This expertise has included over 40 leaders who provide insights into multiple career paths including: research, entrepreneurship, research administration, teaching, academic research, science advocacy, and journalism.

The CAC members include:
- Brian Stout, Ph.D.
- Todd Leikam, Ph.D.
- Timothy Raabe, Ph.D.
- Ann Beal Salamone
- Doug E. Frantz, Ph.D.
- Christine Burke, Ph.D., M.B.A.
- Edward Kalmykov, Ph.D.
- Veronica Galvan, Ph.D.
- Melanie Paquette, Ph.D.

The mission of the Office of Career Development is to provide comprehensive career and professional development programming to graduate trainees at the University of Texas Health Science Center at San Antonio (UTHSCSA). The office does this through the implementation of workshops, networking opportunities, and outreach programs for trainees.

Objective: To establish a robust Career Advisory Council (CAC) that will aid the career decision-making process of early-career trainees.

The CAC is comprised of over 40 San Antonio leaders whose experience and wisdom provide unique insights into a multitude of possible career paths. The CAC was created as a resource to inform trainees of possible career fields. Unexpectedly, we found that CAC members are willing to provide profound and real-time insights into the preparedness of trainees for diverse careers.

The goal of the Council is to:
1. Aid in the career decision-making process and provide tailored guidance for each graduate.
2. Develop strategic ties with the San Antonio biomedical community to provide diverse career opportunities for trainees.
3. Expand the professional development and career preparedness of trainees.
4. Develop strategic ties with the San Antonio biomedical community to provide diverse career opportunities for trainees.
5. Provide valuable learning and networking experiences for trainees through career networking, skills, self-awareness, leadership, and sustainability workshops and meetings.
6. You can find information about the council members and their areas of expertise here:
   - http://tinyurl.com/cacgsbs

The CAC was created as a resource to inform trainees of possible career fields. Unexpectedly, we found that CAC members are willing to provide profound and real-time insights into the preparedness of trainees for diverse careers.

Additionally, workshops that allow for trainees to have round table discussions with CAC members dynamic new perspectives between trainees and individual CAC members have been held. Thus, CAC members reported that within one week following the workshops, multiple trainees were able to connect via LinkedIn, sent emails with queries, or requested follow-up meetings.

In follow-up surveys, trainees and CAC members reported moderate to high satisfaction levels. CAC members described the excitement to guide trainees and the renown that these programs brought in the next generation.

Future Events

Career Development Workshops
"From The Bench To Business" March 15, 2016
"Negotiate Now!" April 19, 2016
Science Fiesta | March 5, 2016
Science Fiesta | March 5, 2016

When asked:

- Did attending the workshop impact your career goals? 75% strongly agree
- Did you have the opportunity to make new connections? Yes, made new connections
- Did you learn anything new you feel will help you in your career? Yes, learned about different career paths and how to develop new skills
- Did you feel you were more motivated to explore different career paths? Yes, I was more motivated to learn more about different career paths

For More Information:
gsbs.uthscsa.edu/gsbs_ocd