



# *Introducing the Mentoring for Careers in Alternative Biomedical Excellence (MeCABE) program for medical post-doctoral research scientists*

Presenter

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# Problem Statement

- Many postdoctoral researchers (PDRs) desire to become independent investigators in academia; however, the successful transition into academic positions is only 20% and more knowledge and professional development is needed for non-academic careers.

## *Post hoc vs Post-Doc*

*The Post hoc Fallacy*  
To incorrectly assume "A" is the cause of "B" just because "A" preceded "B".

*e.g. "All Professors have Ph.D.'s, therefore getting a Ph.D. means you'll get a Professor job (right?)"*



*The Post-Doc Fallacy*  
To incorrectly assume you'll have a job just because you have a PhD.

*e.g.  
"Now what??"*

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# Study Design

- *Small groups (4-6) PDRs are accepted per year to strengthen collegiality and individualized attention*
- *Monthly sessions with mentors (former PDRs) who have launched into successful non-academic careers discuss their career path, specific skills, and feedback. Plus site visits.*

January-	Self-analysis (Strengthfinders, Wingfinders, myIDP, 16 Personalities), discussing career goals
February-	Marketing yourself/ Your value proposition/ Elevator Pitches
March-	Crafting a winning cover letter and resume
April-	Informational Interviews
May-	Interviewing (virtual and in-person), including the multiple rounds and case studies
June-	Building your virtual self
July-	Communication skills
August-	Teamwork and emotional intelligence
September-	Organizational skills
October-	Relationships/ networking
November-	Becoming an entrepreneur
December-	Practice Interviews



# Evaluation Plan & Conclusion

- Goals of the MeCABE program:
  - 1) increase opportunities for PDRs to practice skills for non-academic careers
  - 2) learn more about the breadth of career options
  - 3) increase oral and written communication skills
  - 4) provide mentoring from individuals in non-academic biomedical careers
  - 5) reduce the time needed to secure employment
- The major outcome of the Wake-MeCABE program is successful transition of PDRs into non-academic positions, with at least 80 % success rate during an 18 month period

# Questions for Discussion

- *What are some of the best ways to follow-up with trainees once they transition to non-academic careers? Collect feedback on how to better prepare the next generation?*
- *There are other post-graduates (MD, DVM, PharmD, etc.) who have interest in non-academic/ non-clinical careers. How can we provide best discover those interested and provide the best opportunities for them?*



# References

- Gould, Julie. "How to build a better PhD." *Nature* 528.7580 (2015): 22.
- McCook, Alison. "Rethinking PhDs." *Nature* 472.7343 (2011): 280.
- Canolle, Fabien, and Didier Vinot. "What is your PhD worth? The value of a PhD for finding employment outside of academia." *European Management Review* 18.2 (2021): 157-171.

Career improvements per year  
2020 cohort - 2/3  
2021 cohort - 4/4  
2022 cohort - 1/4 (thus far)

