

UMass Medical School recognizes the critical importance of preparing our graduate students and postdoctoral scholars for success within a broad spectrum of scientific careers. All graduate students in year 3 and above are required to create an annual Individual Development Plan (IDP). The curriculum for graduate students now incorporates a course in the fall of the third year called Professionalism and Research Conduct (PARC) in which career planning and development and responsible conduct of research are taught. Included in the course is creation of the students' first IDP. Updates and re-evaluation are required and monitored by the Graduate School of Biomedical Sciences annually. All incoming postdocs receive training in how to create an IDP as part of the required onboarding course in Responsible Conduct of Research. All trainees at UMMS have the resources of the Office for Postdoctoral Scholars and the Center for Biomedical Career Development open to them. This includes one-on-one mentoring and/or problem solving, internal workshops and career exploration options, as well as series of external speakers who discuss career choices or who present lectures and/or workshops on a wide range of skills relevant to biomedical scientists.