**iJOBS Description for Grants**

The goal of the Rutgers University’s iJOBS Program (interdisciplinary Job Opportunities for Biomedical Scientists) is to give PhD students and postdoctoral scholars the skills useful for academic careers and also expose them to the large variety of non-academic career options. iJOBS was established by a grant from the NIH Broadening Experiences in Scientific Training initiative in 2015 to serve the graduate students and postdocs at the New Brunswick/Piscataway, Newark, and Camden Rutgers campuses. There are 4 phases of the iJOBS program. Phase 1, *iNQUIRE,* is open to anyone who wants to participate and consists of workshops such as best practices in manuscript and figure preparation, graphical abstracts, poster design and faculty application components including how to give a chalk talk. There are also weekly panels covering a range of career paths including, among others: bench research in industry, science policy, patent law, business development, project management, regulatory affairs, medical affairs, medical communications, non-profit, publishing, and equity research. Trainees also can participate in site visits to industrial partners, networking sessions with professionals, and skills-building workshops. SciPhD is an intensive workshop offered annually focused on enhancing communication, leadership, teamwork, business, negotiation and project management skills. In Phase 2, *iNITIATE*, a smaller cohort of trainees can apply to take part in shadowing a professional in their area of interest in the workplace for 72 hours over a semester and the other semester they a course to gain knowledge in their intended career path such as clinical trials or a business class. Phase 2 trainees are also assigned a professional mentor with whom they work on their career Individual Development plan. Phase 2 trainees then transition to Phase 3, *iMPLEMENT*, where they get 1:1 counseling on their resume, LinkedIn, application packages and interview skills are perfected. Upon successful career placement, iJOBS program alumni enter Phase 4, *iNSTRUCT* as they serve as mentors, event hosts and shadow partners. A study from Rutgers as well as other schools in the BEST consortium demonstrate that participating in career and professional development does not delay graduation or productivity and in fact, those students who participate in iJOBS have a significantly shorter time to defense and higher number of total publications (Brandt et al, PLOS Biology 2021)

The School of Graduate Studies (SGS) also offers workshops in how to prepare fellowship applications including a Specific Aims workshop, working groups, and also provides boilerplate paragraphs for some of the standard sections of NIH F grants. This complements what Rutgers GradFund offers as far as 1:1 application review and assistance.

A semester-long course in Communicating Science is offered every spring to help graduate students learn to share their science with different audiences in various formats and includes faculty from the theater department and the School of Communications and Information.

SGS now offers a 12 credit certificate in Computational Biology that can be added on to any of our PhD programs to train PhD students in python, R, machine learning and artificial intelligence. These skills will help our students with future research goals.

The TA Project helps graduate students improve their teaching skills and STEM Grads Giving Back is a program that facilitates the involvement of PhD students in programs for K-12 students from underrepresented groups such as Upward Bound as mentors and role models.

SGS offers an annual workshop in Mentoring Undergraduates in Research so that PhD students can learn best practices in mentoring in a lab setting using concepts from the National Research Mentoring Network. Students can earn an optional microbadge in mentoring by completing additional activities after the workshop.

SGS oversees the implementation of annual Individual Development Plans altering between AAAS myIDP (years 1 and 3) and a Rutgers-specific IDP (years 2 and 4) followed by a meeting with the thesis advisor, graduate program director, and in year 4 with a professional in the student’s intended career path.

SGS requires all new graduate students and their thesis advisors to read and sign the AAMC “Compact between Biomedical Graduate Students and their Research Advisors” as well as the “Appropriate Treatment of Research Trainees” to ensure that the mentor and student are aligned with their expectations at the beginning of the time in the lab.

SGS takes the mental health of their students very seriously and provides an embedded counselor for the biomedical sciences students who offers weekly drop-in hours, 1:1 and group therapy, and workshops on topics such as time management, stress and anxiety reduction, building resilience and managing expectations, healthy communication and assertiveness, and mindfulness.