Abstract

Describe below the proposed work in an abstract that is understandable to a
multi-disciplinary group of reviewers (300 word maximum).

Applicant Name:	**Laurence Clement, PhD**
Institution:	**University of California, San Francisco OCPD**
Title of Project:	A career readiness framework for research trainees

The overarching goal of this project is to develop, pilot and disseminate a career readiness tool designed to help basic science trainees assess and advance their level of preparation for the faculty position of their choice, regardless of the quality of mentoring or institutional support they have received.

Based on its extensive experience working with graduate and postdoctoral trainees, the University of California, San Francisco (UCSF) Office of Career and Professional Development (OCPD) has developed an Academic Career Readiness Assessment (ACRA) framework designed to help trainees (a) understand the requirements of diverse types of faculty positions, (b) identify the gaps in their career readiness, and (c) develop a career plan to close these gaps. The framework currently includes ten competencies, with four progressive levels of mastery for each competency.

Our aims for this project are to: (1) refine and calibrate the framework by interviewing faculty from diverse institutions, (2) pilot and evaluate the impact of the framework and corresponding career advancement resources on trainees' ability to evaluate their career readiness and to set appropriate career goals, and (3) disseminate the framework to life science trainees and faculty, through our website, listservs, conferences and peer-reviewed journals.

To reach trainees beyond UCSF we will (a) disseminate the framework to the 80,000 users of myIDP, an online tool co-authored by our office, (b) collaborate with the American Society for Cell Biology (ASCB) Committee for Postdocs and Students (COMPASS), and (c) conduct a feasibility analysis with the American Association for the Advancement of Science (AAAS) around the creation of a free, online and interactive ACRA tool similar to myIDP. In the long-term, we hope that the ACRA framework can be used to "level the playing field" between trainees, and support institutions, departments and principal investigators in training a diverse pool of future STEM faculty.