



Office of Career and
Professional Development
Student Academic Affairs

Choosing
a Thesis Lab

Manage
Up

Professional Skills Workshops | The Office of Career and Professional Development

Ray Care, PhD
Program Director, OCPD
rachel.care@ucsf.edu

Put in the chat:
Where you are
joining from *or* how
your week has been
feeling



Office of Career and
Professional Development
Student Academic Affairs

Our mission: For every student to have the knowledge, skills, and confidence to navigate their career successfully

Ray Care, PhD

Program Director, OCPD

rachel.care@ucsf.edu

Program
A workshop or course offered live

Resource
Tools or information on our website

Timeline for engaging with OCPD as a graduate student



1:1 Counseling

Every graduate student gets **5 free and confidential counseling appointments per year**.
Come talk to us!



Ray Care, PhD
Specialties:
-Choosing your thesis lab
-Managing your mentorship
-Preparing and applying for faculty careers



Linda Louie, PhD
Specialties:
-Exploring careers
-Finding and preparing for internships
-Networking and informational interviews



Michael Matrone, PhD
Specialties:
-Exploring careers
-Designing a job search
-Applying, interviewing, and negotiating

Navigating Your Time at UCSF

Manage Up Series

Conducting rotations Choosing a thesis lab Starting in a new position Finding your mentors Managing PI relationship Managing collaborations Navigating workplace politics Having a career conversation Choosing a postdoc Interviewing to avoid a bad fit

Conducting Successful Rotations **Decision Matrix for Rotations** **Peer Teams** **Build Your Professional Network**

Professional Skills

Evidence-Based Teaching Course **Inclusive Research Mentor Course + Inclusive Mentoring Fellows** **Business Skills for Scientists**

Successful Grants Library **Transferable Skills for PhD Career Paths** Develop skills that are valuable in all careers

Career Exploration

Career Exploration Roadmap **Making Informed Decisions (MIND)** Introduction to career exploration **Internships and Experiential Learning** Intermediate career exploration

Career Paths Learn from alumni on different career paths **Employer Information Sessions**

Opportunities Board Find internships, teaching opportunities, postdocs, and jobs **Opportunity Comparison Matrix**

Finding and Applying for Jobs

Exploring Faculty Careers **Applying for Faculty Careers** **Search, apply, interview, and negotiate**

Academic Career Readiness Assessment **Sample materials**

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Timeline for engaging with OCPD as a graduate student



Navigating Your Time at UCSF



Professional Skills



Career Exploration



Finding and Applying for Jobs



Get this timeline!
bit.ly/OCPDtimeline

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Career Exploration

Finding and Applying for Jobs



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Timeline for engaging with OCPD as a graduate student

Year 1

Year 2

Year 3

Year 4

Year 5

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Navigating Your Time at UCSF

Conducting rotations

Choosing a thesis lab

Starting in a new position

Finding your mentors

Managing PI relationship

Managing collaborations

Navigating workplace politics

Having a career conversation

Choosing a postdoc

Interviewing to avoid a bad fit

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Finding and Applying for Jobs

Exploring Faculty Careers

Faculty

Search, interview, and negotiate

Academic Career Readiness Assessment

Sample materials

career.ucsf.edu
Scroll to the bottom
"Schedule an appointment"

Get this timeline!
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Timeline for engaging with OCPD as a graduate student



Navigating Your Time at UCSF



Professional Skills

Career Exploration

Finding and Applying for Jobs

Open a new tab!
bit.ly/OCPDrotations

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Navigating Your Time at UCSF



Professional Skills

Career Exploration

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Evidence-Based Teaching Course
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Develop skills valuable in all careers
Making Informed Decisions
Introduction to...
with alumni on different career...
teaching opportunity
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Academic Career Readiness Assessment
Sample materials

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A workshop or course offered live

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Timeline for engaging with OCPD as a graduate student

	Year 1	Year 2	Year 3	Year 4	Year 5
1:1 Counseling	Every graduate student gets 5 free and confidential counseling appointments per year . Come talk to us!	 <p>Ray Care, PhD Specialties: -Choosing your thesis lab -Managing your mentorship -Preparing and applying for faculty careers</p>	 <p>Linda Louie, PhD Specialties: -Exploring careers -Finding and preparing for internships -Networking and informational interviews</p>	 <p>Michael Matrone, PhD Specialties: -Exploring careers -Designing a job search -Applying, interviewing, and negotiating</p>	

Navigating Your Time at UCSF

Manage Up Series

Conducting rotations	Choosing a thesis lab	Starting in a new position	Finding your mentors	Managing PI relationship	Managing collaborations	Navigating workplace politics	Having a career conversation	Choosing a postdoc	Interviewing to avoid a bad fit
Conducting Successful Rotations	Decision Matrix for Rotations				Peer Teams				Build Your Professional Network

Professional Skills

Career Exploration

Finding and Applying for Jobs

Evidence-Based Teaching Course	Inclusive Research Mentor Course + Inclusive Mentoring Fellows	Business Skills for Scientists
Successful Grants Library	Transitioning to PhD Career Paths	Develop skills that are valuable in all careers
Career Exploration	Internships and Experiential Learning	Intermediate career exploration
Opportunity Comparison Matrix	Employer Information Sessions	Opportunity Comparison Matrix
Applying for Faculty Careers	Applying for Faculty Careers	Search, apply, interview, and negotiate
Academic Career Readiness Assessment	Academic Career Readiness Assessment	Sample materials

**Links for all this:
bit.ly/OCPDthesislab
Scroll down to "Materials"**

Quick poll!

WRITE - 1 minute

1. **Go to: bit.ly/CATLsheet2023** (capitalization matters)
 - a. Make sure you're in the "Workshop Activities" tab
 - b. Claim a column by replacing "Participant" with your favorite animal
 - c. Go to question 0
 - d. Answer 2 questions



Choosing

a Thesis Lab

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Professional Skills Workshops | The Office of Career and Professional Development

What makes a **good** decision?

When you know:

- Your preferences and goals
- Your options
- The factors influencing you

A **good** decision
is
an **informed** decision



What makes a **bad** decision?



When you:

- Don't know what you're looking for
- See it but don't recognize it
- See it and ignore it

More on this at
bit.ly/OCPDrotations

A bad decision
is
avoidable!

A good decision is an informed decision

Goals and Preferences

What do you need to achieve your goals and feel engaged?

Options

How are the lab's vital signs?
Assess your rotation labs

Influences and Process

What other factors are influencing you?
How do you make decisions?

A good decision is an informed decision

Goals and Preferences

What do you need to achieve your goals and feel engaged?



Know what you're looking for

Options

How are the lab's vital signs?
Assess your rotation labs

Recognize it

Influences and Process

What other factors are influencing you?
How do you make decisions?

Don't ignore it

A good decision is an informed decision

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Determine which lab is the **best fit for you**

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Determine which lab is the **best fit for you**

Feel good about your choice

A good decision is an informed decision

Goals and Preferences

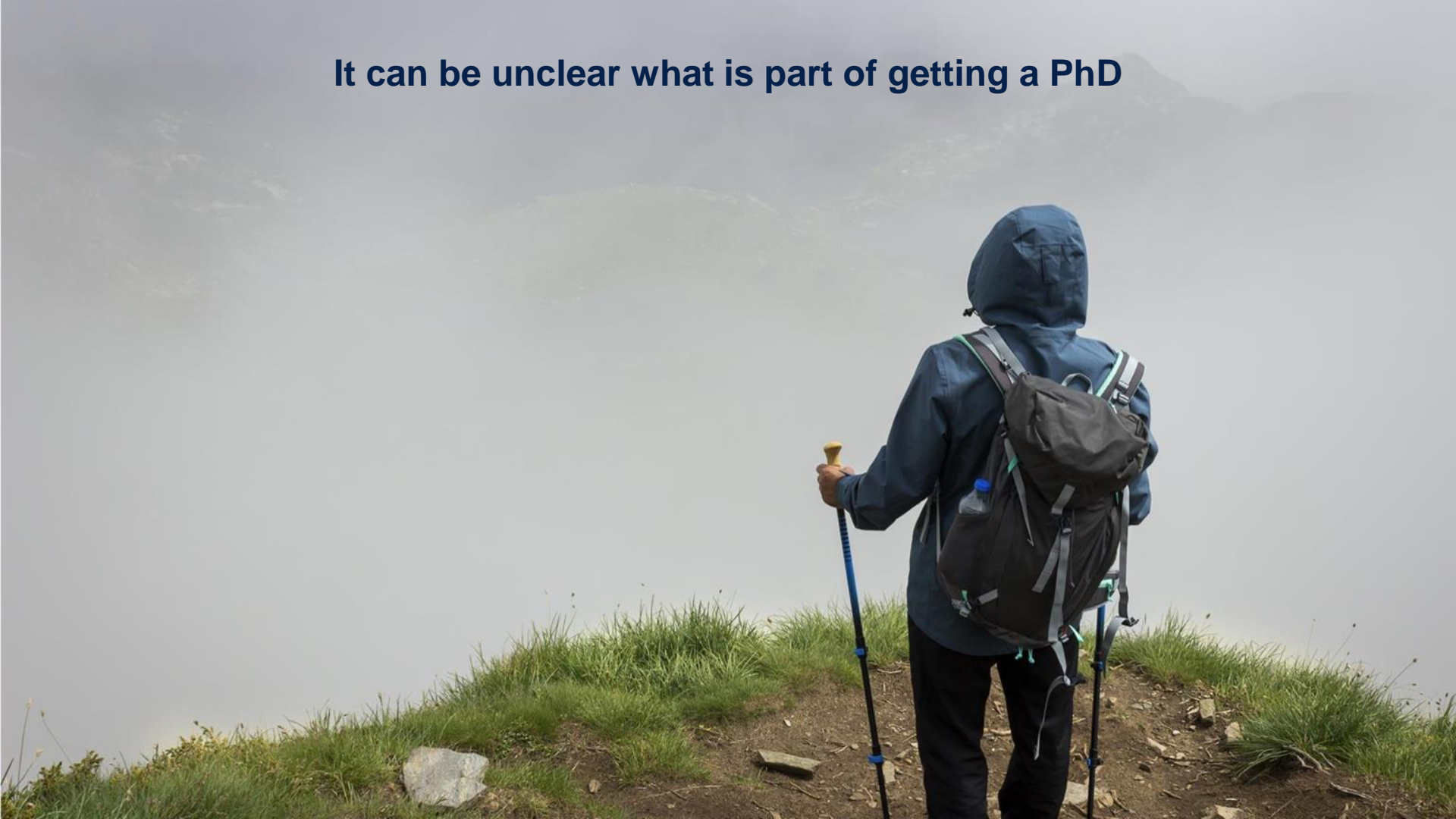
Options

Influences and Process

What do you need to
achieve your goals and feel
engaged?



It can be unclear what is part of getting a PhD



What are YOUR goals for your PhD?



Ask yourself:

Why UCSF? Why this program? Why now? What does it mean to get a PhD?

Don't know where you're headed?

Take the best next step! How do you want the next 4-ish years of your life to feel?

Heads up!

**We will be going into breakout rooms soon
but if you can't, that's ok!**

Please don't leave :)

**Put * in front of your Zoom name if you do NOT want to
be assigned to a breakout room today**

(Never done that before? See the instructions in the chat!)

What are your goals for your PhD?

WRITE - 5 minutes

- 1. Go to: bit.ly/CATLsheet2023 (capitalization matters)**
 - a. Make sure you're in the "Workshop Activities" tab
 - b. Stay in your column
 - c. Go to question 1
 - d. Write one goal in each category

What are your goals for your PhD?

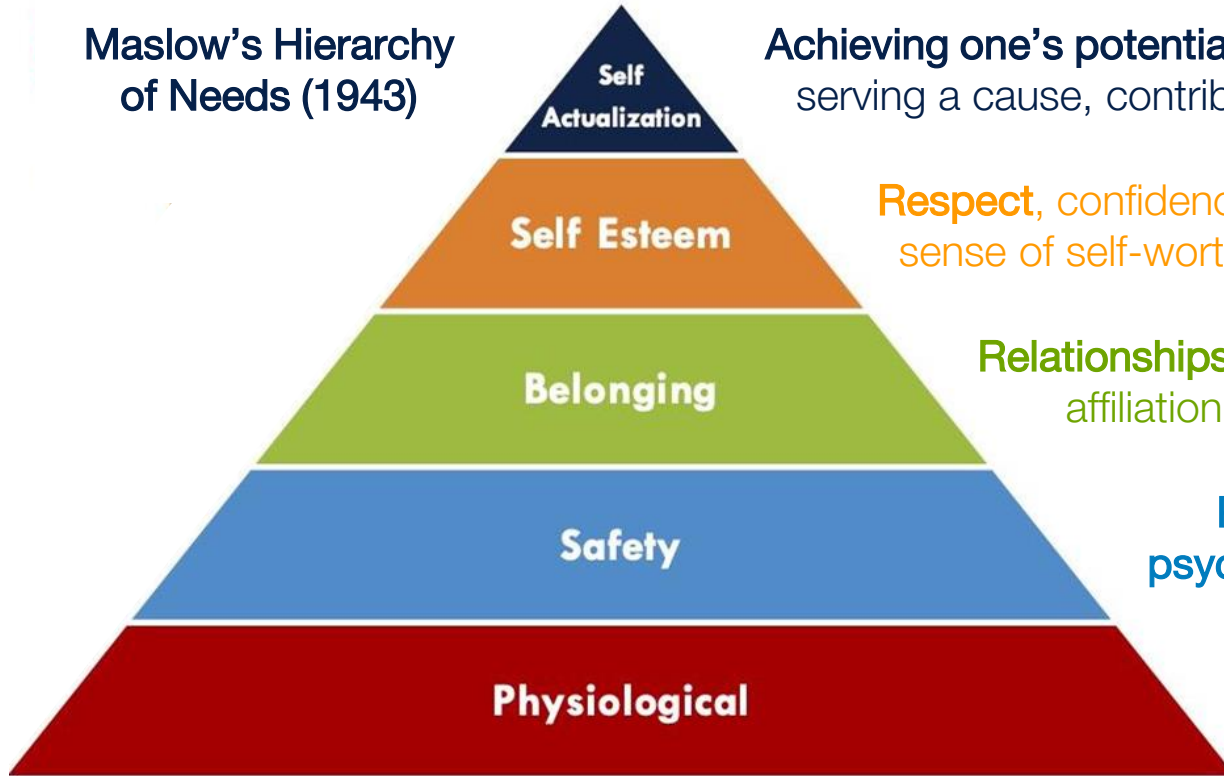
IN BREAKOUT ROOMS - 10 minutes

Each person gets **2-3 minutes**:

1. Introduce yourself with your **name, grad program, and something that's feeling good in your life right now**
2. Tell your partners what your goals are

What everyone needs to achieve their goals

Maslow's Hierarchy of Needs (1943)



Achieving one's potential - being creative, serving a cause, contributing to society

Respect, confidence, sense of self-worth

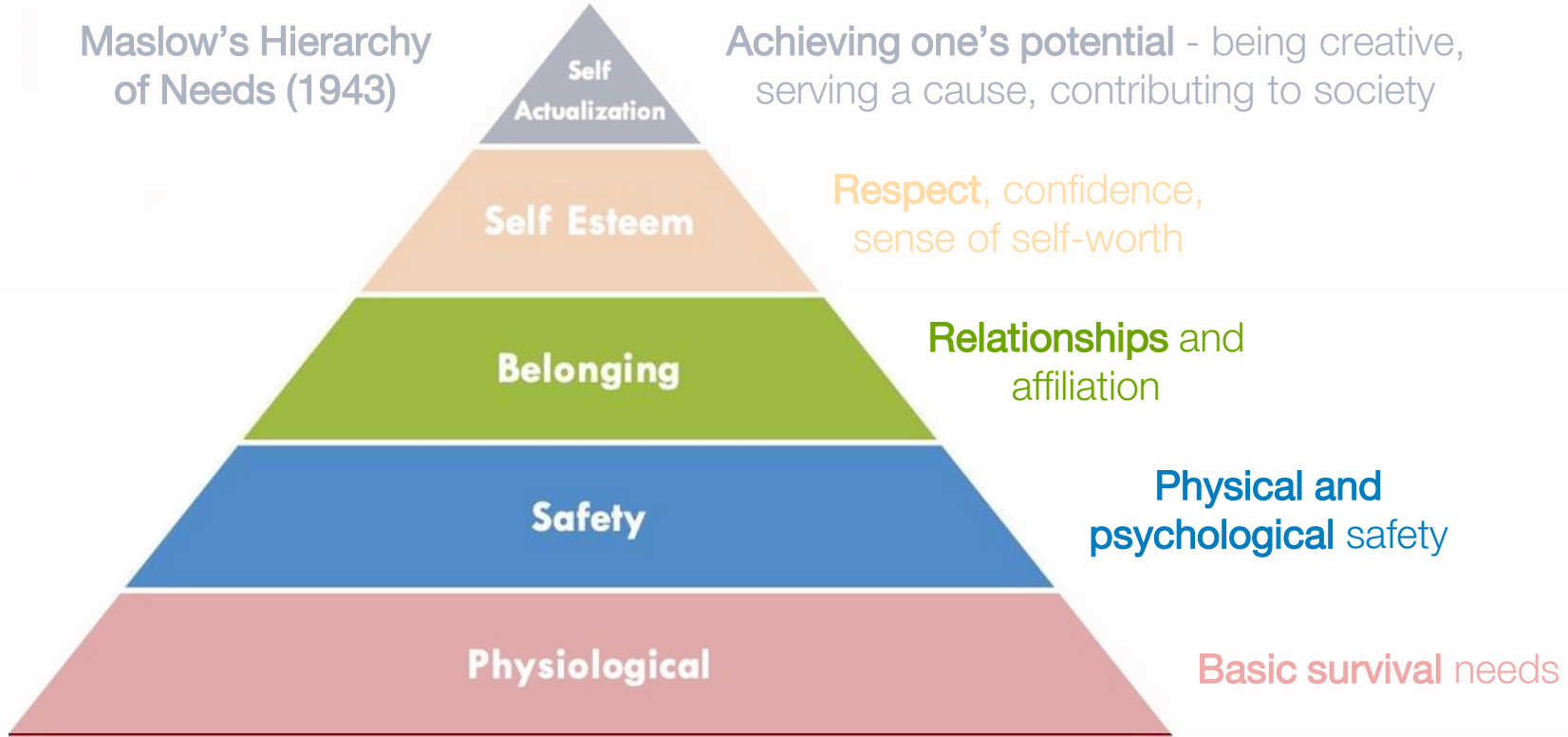
Relationships and affiliation

Physical and psychological safety

Basic survival needs

What everyone needs to achieve their goals

Maslow's Hierarchy
of Needs (1943)



What do you need to feel engaged and achieve your goals?

WRITE - 5 minutes

1. **Go to: bit.ly/CATLsheet2023** (capitalization matters)
 - a. Make sure you're in the "Workshop Activities" tab
 - b. Stay in your column
 - c. Go to question 2
 - d. There are 8 questions - **choose 3-5** that are most important to you and answer those

What do you need to feel engaged?

IN BREAKOUT ROOMS - 10 minutes

Each person gets **2-3 minutes**:

1. Tell your partners about the features of your ideal lab or PhD experience that are most important to you
2. Notice similarities and differences

A good decision is an informed decision

Goals and Preferences

Options

Influences and Process

What do you need to
achieve your goals and feel
engaged?

**Trust what you know
about yourself**

**This is not the place to
look for challenges**

A good decision is an informed decision

Goals and Preferences

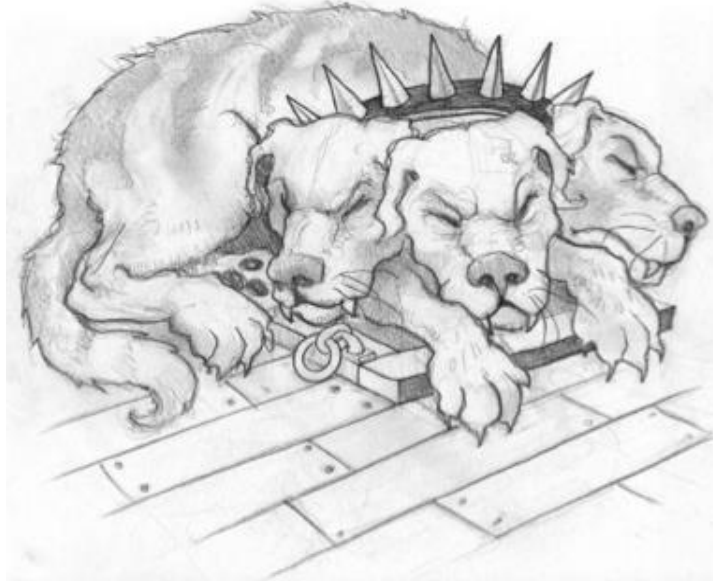
What do you need to
achieve your goals and feel
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Options

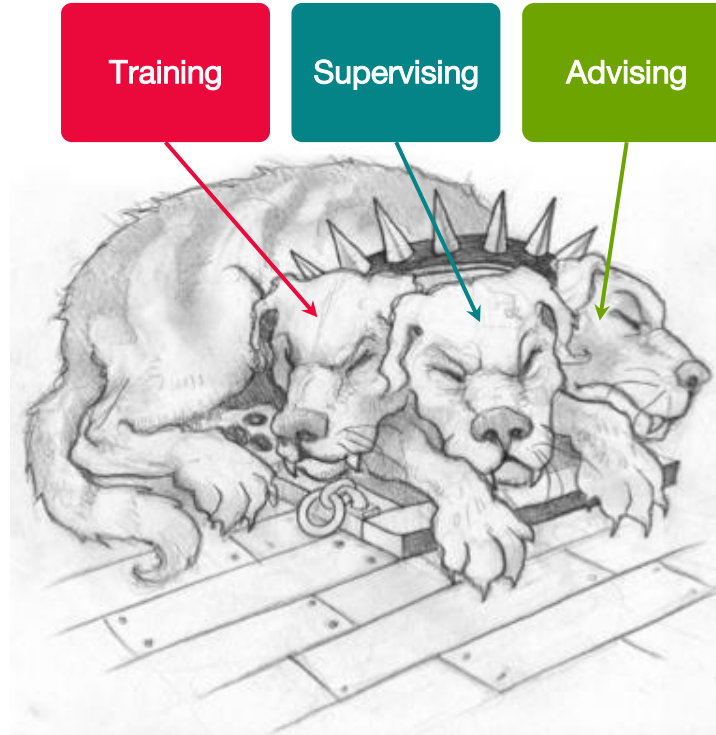
How are the lab's vital signs?

Influences and Process

PIs actually have three roles



PIs actually have three roles



PIs actually have three roles

Role	Cares about	Responsible for
Training	Training goals	Teaching scientific knowledge
		Training on technical skills
		Developing scientific thinking
		Developing scientific leadership skills
Supervising	Lab productivity goals	Hiring, promoting, terminating
		Managing performance, behavior, productivity
		Allocating resources, assigning projects
		Authorizing sharing of products and data
Advising	Personal, career, professional goals	Career development
		Psycho-social support

Supervisory role has biggest impact on you

Seven responsibilities in a supervisory role:

- 1 Set expectations and take baseline assessment
- 2 Teach/train and delegate effectively
- 3 Give positive, corrective, and evaluative feedback continuously
- 4 Recognize progress and reward achievement
- 5 Articulate and enforce consequences
- 6 Manage conflict
- 7 Provide support

Faculty Development Participation Tracker

All basic science graduate programs have adopted a unified policy:

Faculty will participate in at least one mentorship development activity of their choosing each year they have a student in their lab.

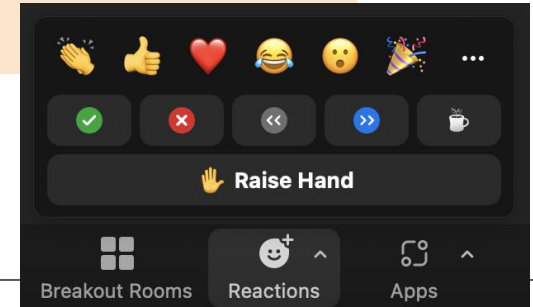
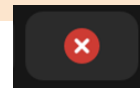
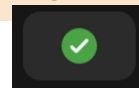
Faculty Development Participation Tracker

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	A	B	C	D
1	First Name	Last Name	Date of Event	Title of Event
26	Bassem	Al-Sady	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
27	Michelle	Arkin	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
28	Ifeyinwa	Asiodu	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
29	Nicquet	Blake	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
30	Joseph	Bondy-Denomy	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
31	Charles	Craik	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
32	Felice	Dunn	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
33	Armer	Fitzsimmons	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
34	Stephen	Floor	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
35	Su	Guo	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
36	Ryan	Hernandez	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
37	Erica	Hutchins	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
38	Renee	Mehra	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
39	Todd	Nystul	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
40	Theresa	O'Brien	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
41	Tiffany	Scharschmidt	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
42	Bljoern	Schwer	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
43	Ian	Seiple	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
44	Starley	Shade	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
45	Lauren	Weiss	11/15/22	Faculty Development Training: Inclusivity is a design question. Which practices will you use?
46	Natav	Ahluw	12/01/22	Faculty Development Training: Faculty as Mentors

1. Open the tool: bit.ly/facultytracker
2. Type Cmd + F and search for your rotation PI's last name
3. Search on at least 2 tabs
4. Is their name there? React with "yes" or "no"



Faculty Development Participation Tracker

All basic science graduate programs have adopted a unified policy:
Faculty will participate in at least one mentorship development activity of their choosing each year they have a student in their lab.



It's a sign they are complying with policy

You can ask them about their training:

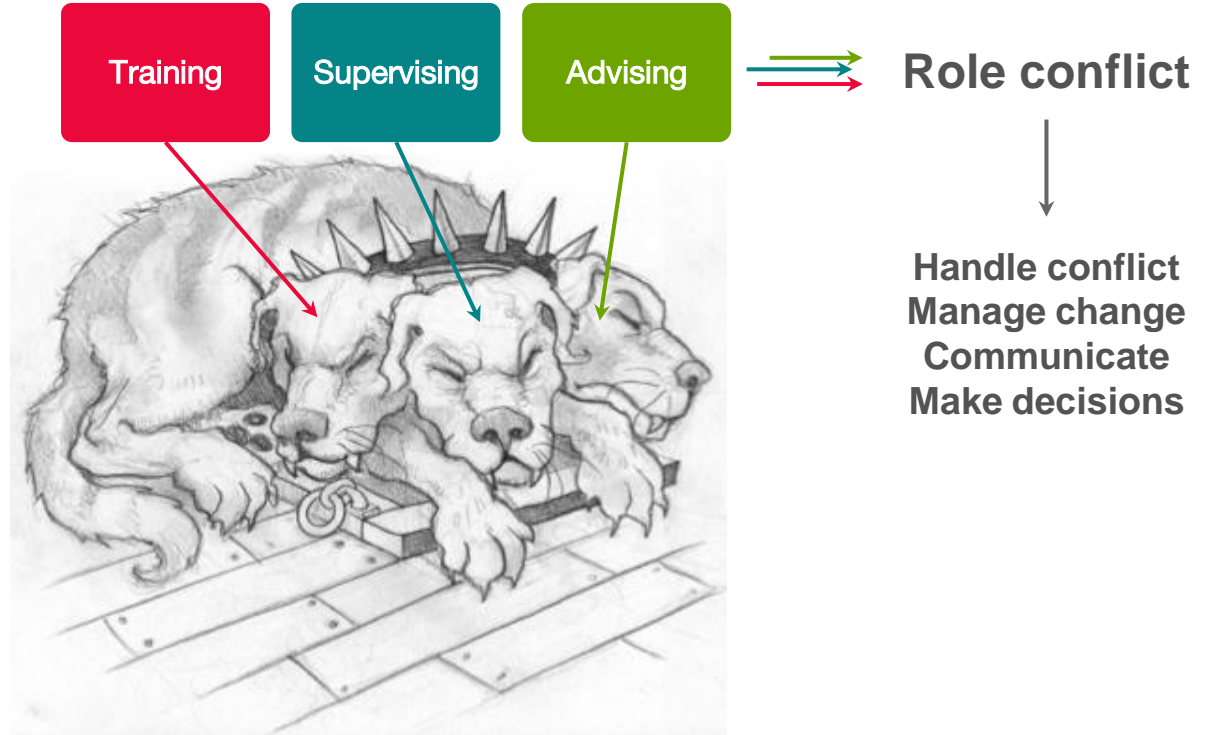
- “I see you took a training on inclusivity as a design question. What practices do you use now?”
- “It looks like you’ve taken a number of trainings in the last few years. What do you utilize from the trainings you’ve done?”



Double-check with them: It may be that they haven't had a student in 2018 - 2022

If they haven't had a student: You can ask them what training they would take if you joined the lab

Lab vital signs show during role conflict



How are the lab's vital signs?

Handle conflict

Think of any issues that have come up between you, lab members, with the PI, or with another lab.

Manage change

Think of how the lab dealt with new university policies and practices (as well as lab members' needs and availability) due to COVID-19, or changes in project direction, funding, equipment availability.

Communicate

Think of routine communications and special communications (emergencies, world events, important lab news): When do they happen? How? What tone is used? What is talked about/not talked about?

Make decisions

Think of hiring decisions, assignment of authorship, responsibilities, or project ownership.

Four vital signs of a lab

WRITE - 5 minutes

1. **Go to: bit.ly/CATLsheet2023** (capitalization matters)
 - a. Make sure you're in the "Workshop Activities" tab
 - b. Stay in your column
 - c. Go to question 3
 - d. Describe a time you saw the lab/PI do **one** of the four vital signs
 - e. Think about how you felt in that situation

A good decision is an informed decision

Goals and Preferences

What do you need to achieve your goals and feel engaged?

Options

How are the lab's vital signs?
Assess your rotation labs

Influences and Process

Believe what you see

**Believe what you hear
from lab members**

A good decision is an informed decision

Goals and Preferences

What do you need to achieve your goals and feel engaged?

Options

How are the lab's vital signs?
Assess your rotation labs

Influences and Process

What other factors are influencing you?
How do you make decisions?

Determine which lab is the **best fit for you**

Feel good about your choice

Consider the other factors influencing you



Consider the other factors influencing you



Consider your decision-making style



Reflect on when you feel most in-tune with yourself
Consider how you made other big life decisions

Consider your decision-making style



BUT FIRST

1. Click on “Reactions”
2. Click on “...”
3. Find any emoji you like
4. Click on it now!
5. If you click Reactions -> ... , your emoji is now at the top under “Frequently used”

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Let them know

Dear Dr. Bartlett (or first name),

I hope you're well/It was good to see you at seminar this week/etc.

I wanted to let you know that I have decided to join Dr. D'anjou's lab. I wanted to let you know as soon as I decided.

Thank you again for the opportunity to rotate in your lab. I appreciated X and learned Y. I especially enjoyed Z.

Because of your expertise in A, I would be interested in getting your take on my project as it develops over the next few months. Could I follow up with you about that in the fall?

Thank you again.

Regards,
Frances

More sample language at
bit.ly/OCPDrotations

No lab is perfect: Own your decision

(within reason)



Make a strategy to manage the things that you don't love about your lab

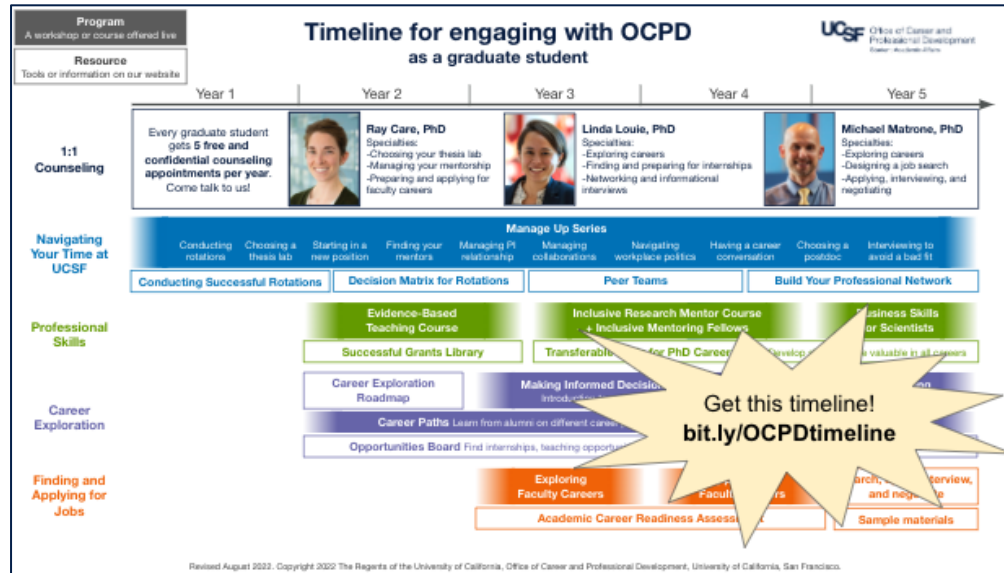
- Don't pretend they're not there!

No lab is perfect: Own your decision

(within reason)

Make a strategy to manage the things that you don't love about your lab

- Don't pretend they're not there!



Please give us feedback!

WRITE - 2 minutes

- 1. Go to: bit.ly/CATLsheet2023 (capitalization matters)**
 - a. Make sure you're in the "Workshop Activities" tab
 - b. Stay in your column
 - c. Go to question 5
 - d. Answer 3 easy questions!

You did it! What's your next step?

Pick **at least one** of these things:

- Use our checklist of specific questions (on the “Assess your rotation labs” tab of the Google sheet)
- Go to **bit.ly/OCPDthesislab** and open one of the resources under “Materials”
- Send a friend a link!
- Make a counseling appointment

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