

# Consortium of Canadian Graduate Student Professional Development Administrators

## 2017 Annual Meeting | 7 & 8 November 2017 | Quebec City, at the Hilton Quebec

The CCGSPDA is pleased to be invited to partner with The Canadian Association for Graduate Studies (CAGS, <http://cags.ca/>) to hold an annual meeting in conjunction with the CAGS Annual Conference. At the CCGSPDA meeting attendees will have the opportunity to network, learn from others, and share best practices on graduate student professional development.

### Agenda (details following)

#### 7 November 2017

**8:30am Registration** (2nd floor near De Tourny)

\*All sessions on 7 Nov are in De Tourny Room\*

9:00 am Introduction and World Café

10:00 am Coffee (provided)

10:30 am Lightning Talks

12:00 pm Lunch (provided, Villeray Room)

1:30 pm Research Talks

3:00 pm Coffee (provided)

3:30 pm Feedback Talks

5:00 pm End

**After 5:00pm, optional networking dinner** (for those not attending CAGS dinner). Please sign up at CCGSPDA registration and connect with Jonathan Turner after the last session.

#### 8 November 2017

**7:30 am Breakfast** (provided, Kent/St.Louis Room, with all CAGS participants) & Award Presentation

\*Please arrive on time so as not to interrupt the award presentation.\*

9:00 am CCGSPDA Update (De Tourny Room)

10:15 am Coffee (provided)

10:45 am CAGS Professional Development Report (Palais Room, with other CAGS participants)

**After 7:00 pm, optional networking dinner at 3Brasseurs.** Please sign up at CCGSPDA registration and connect with Jacqui Brinkman outside of CAGS reception.

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### INTRODUCTIONS and WORLD CAFE

**7 November 2017 | 9:00 am to 10:00 am | De Tourny Room**

### LIGHTNING TALKS

**7 November 2017 | 10:30 am to 12:00 pm | De Tourny Room**

1. Academia as Imagined Community: Understanding why Graduate Students Struggle to Consider Alternatives  
Danielle Barkley, PhD | Graduate Career Educator | University of British Columbia
2. Comparing Group Advising to Workshops or Appointments

Jonathan Turner, PhD | Career Educator | University of Toronto

**3. SKILLSETS: Developing skilled graduate students**

Alastair Hibberd, MA | Project Administrator | McGill University

**4. SKILLSETS' Leadership Training Program- Year One**

Kimberly John, MPhil | Project Administrator | McGill University

**5. Implementing a Re-orientation Program**

Jacquelyn Brinkman, MSc | Manager, Graduate Pathways to Success Program | University of British Columbia

**6. Introducing Imagine PhD**

Lorna MacEachern, MA | Project Officer, Individual Development Plan | McGill University

**7. Two for One – How to use promotional materials for more than one outcome**

Colette Steer | Manager, Recruitment & Events | Queen's University

**8. Getting our PhDs IINN: A Career-Conscious Graduate Education Model**

Rebecca Dirnfeld, MA, CWC | Career Education Specialist - Faculty of Science | Ryerson University

**9. Industry Link: Preparing the Talent of Today for the Industry of Tomorrow**

Michael Wong | PhD Candidate, invited speaker | McMaster University

**RESEARCH TALKS**

**7 November 2017 | 1:30 pm to 3:00 pm | De Tourny Room**

**1. Mapping a Future with Mandatory Professional Development**

Renee Polziehn, PhD | Director | University of Alberta

Deanna Davis, PhD | Professional Development Instructional Design Specialist | University of Alberta

**2. Professional Development Surveys to Inform Future Recommendations**

Stephanie Warner, PhD | PhD Career Development Specialist | University of Calgary

**3. Helping Graduate Students Better Articulate What They Do Through Three Minute Thesis**

Angela Rooke, PhD | Manager, Professional Skills and Postdoctoral Affairs | University of Waterloo

Jacquelyn Brinkman, MSc | Manager, Graduate Pathways to Success Program | University of British Columbia

**FEEDBACK TALKS**

**7 November 2017 | 3:30 pm to 5:00 pm | De Tourny Room**

**1. Partnerships**

Jonathan Turner, PhD | Career Educator | University of Toronto

**2. 10k Postdocs: Tackling a Large-Scale Qualitative Career Development Data Collection Project**

Melissa Dalglish, PhD | Program Coordinator, Research Training Centre | SickKids Research Institute

**3. myPath: An online goal setting application for graduate students**

Lorna MacEachern, MA | Project Officer, Individual Development Plan | McGill University

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**CCGSPDA UPDATE**

**8 November 2017 | 9:00 am to 10:15 am | De Tourny Room**

**GRADUATE PROFESSIONAL DEVELOPMENT: TOWARDS A NATIONAL STRATEGY  
(IN CONJUNCTION WITH CAGS)**

**8 November 2017 | 10:45 am to 12:00 pm | Palais Room**

## Detailed Agenda

### **INTRODUCTIONS and WORLD CAFÉ**

**7 November 2017 | 9:00 am to 10:00 am | De Tourny Room**

Let's start the day off with introductions and some light discussion on various hot topics!

*Session moderated by Tara Christie, University of Calgary.*

### **LIGHTNING TALKS**

**7 November 2017 | 10:30 am to 12:00 pm | De Tourny Room**

**10 minutes each.** CCGSPDA members will quickly share a new idea, concept, or problem they are working on. In general, there will not be discussion or questions after each talk. Attendees are encouraged to connect with presenters throughout the rest of the day/conference where there will be more time to discuss.

*Session co-moderated by Stephanie Warner, University of Calgary, and Danielle Barkley, University of British Columbia.*

#### **1. Academia as Imagined Community: Understanding why Graduate Students Struggle to Consider Alternatives**

Danielle Barkley, PhD | Graduate Career Educator | University of British Columbia

The goal of the session is to deepen career development practitioners' understanding of why many graduate students find it hard to envision alternative career paths outside of the traditional tenure-track role. There is significant data to indicate that many individuals with advanced degrees go on to work in a wide variety of sectors and roles. Career development professionals have invaluable tools (including self-assessment, skill-identification etc.) for supporting students in identifying what type of role they might be well-suited to. However, many graduate students experience challenges with the very first step of exploring alternative careers: being able to envision themselves being fulfilled and stimulated in another role. Additionally, many students struggle to draw connections between their academic experience and their future working lives. Drawing on the presenter's work advising and supporting graduate students in a variety of disciplines, this presentation will explore how students' ideas of academic work and belonging to a community of fellow academics can serve as a barrier to considering other options.

#### **2. Comparing Group Advising to Workshops or Appointments**

Jonathan Turner, PhD | Career Educator | University of Toronto

We've started providing group advising at the University of Toronto Career Centre, and we're finding positive impacts in the confidence and resilience of participants. The next step in our process is to compare group advising to our existing programming.

#### **3. SKILLSETS: Developing skilled graduate students**

Alastair Hibberd, MA | Project Administrator | McGill University

To equip graduate students and postdoctoral fellows with the skills they need for academic, professional, and personal success, SKILLSETS offers a suite of over 300 workshops and events. Our offerings cover seven categories that encourage students to learn how to expand their expertise, solve problems, lead projects, communicate effectively, work with others, be well, and plan their career. I will share how our graduate Student Skills Assistants (SSAs) contribute to program success and sustainability as facilitators, content developers, and project leads. Through roadmaps, templates, and a mentorship model, we train the graduate students to facilitate and lead workshops for their peers. In addition to facilitation, the SSAs coordinate at least one of our flagship initiatives. Each opportunity allows the SSAs to develop a variety of professional skills, which ultimately makes them role models for the graduate students attending SKILLSETS events. Furthermore,

partnering with other institutions provides significant growth opportunity for both our SSAs and SKILLSETS. This talk is a great opportunity for us to stimulate new partnerships and explore the potential they have for student development.

#### **4. SKILLSETS' Leadership Training Program- Year One**

Kimberly John, MPhil | Project Administrator | McGill University

We would like to share highlights from the first year of building leadership training into the SKILLSETS professional development program for graduate students at McGill University. The SKILLSETS Leadership Training Program aims to bolster and embed leadership development programming at McGill and to cultivate a cohort of cross-disciplinary change agents who are able to engage communities, communicate effectively, and make sustainable impact in their chosen careers. The aim of our talk is to summarize the LTP's first year: our core leadership initiatives, accomplishments, challenges, new developments, and plans for the coming years. In brief, the first year of programming has benefited from a strong partnership with Concordia University's GradProSkills and the cultivation of a team of graduate student facilitators. Together, we have developed resources and offered core training opportunities: a seven-part Leadership Workshop Series and a Graduate Leadership Retreat. In addition to continuing to offer those events, in the program's second year we are strengthening our emphasis on experiential learning for the Leadership Workshop Series by rolling out a newly crafted participant handbook, and we are piloting Meaningful Science, a new 10-part guided conversation series for STEM-graduate students.

#### **5. Implementing a Re-orientation Program**

Jacquelyn Brinkman, MSc | Manager, Graduate Pathways to Success Program | University of British Columbia

As we all know, PhD attrition rates in some programs can be high and times to completion long. On November 15, I will host my inaugural 'From Candidacy to Completion' luncheon. This event will target PhD candidates who have reached candidacy within the previous 6 months. Also invited will be key support staff (Wellness, Career, Writing) and graduate program advisors. Staff from Graduate and Postdoctoral Studies will briefly present on Keys for Success in Grad School with a focus on creating a strategy for completion. Participants will be encouraged to brainstorm ideas, form peer writing groups, and be re-connected with campus resources. One of my main goals is to encourage PhD candidates to stay connected to the University; to find a supportive community and to not isolate during this stage of their PhD. During this lightning talk, I will overview our plan with the hopes of encouraging input and ideas for a successful event.

#### **6. Introducing Imagine PhD**

Lorna MacEachern, MA | Project Officer, Individual Development Plan | McGill University

Developed by the Graduate Career Consortium, ImaginePhD is a new online career planning platform for PhD students in the Humanities and Social Sciences. Students can assess their interests, values and skills, and then compare their results with a variety of different career families that have been developed specifically for this population. The platform includes a wealth of information and resources for each of the career families, along with a planning timeline tool. This talk will provide a site tour, along with a broad overview of how the site was developed and future directions.

#### **7. Two for One – How to use promotional materials for more than one outcome**

Colette Steer | Manager, Recruitment & Events | Queen's University

Colette Steer, SGS Recruiting and Events Manager at Queen's, will outline the recruitment and professional development advantages of GradMaps, a new student resource providing program-specific information, activities, and resources related to academics, research, experience and network building, and career planning, all laid out in a visual timeline.

#### **8. Getting our PhDs IINN: A Career-Conscious Graduate Education Model**

Rebecca Dirnfeld, MA, CWC | Career Education Specialist - Faculty of Science | Ryerson University

In November 2016, Ryerson's Faculty of Science, Yeates School of Graduate Studies, and Career Centre collaborated on a piloted initiative to bring tailored, graduate career education programming to PhDs in the Faculty of Science. The nature of PhD study means graduates tend to focus on one of either an academic or industry path. Given the limited positions in

academia, it is imperative that PhD students are aware of their options and learn how to leverage their professional expertise to attract opportunities in both paths.

Industry Insights and Navigating Networks (IINN) consisted of a workshop series, field project - job shadow, and industry networking forum. As well as equipping PhD students to succeed in building careers outside academia, with its emphasis on industry contact, the career education series was meant to expand and strengthen the faculty's ties with industry, and develop PhD students as strong ambassadors of Ryerson's graduate program offering. After a successful run the program is re-launching in November 2017. This lightning talk will explore the growth of this pilot into a career-conscious graduate education model, addressing both the successes and challenges faced in developing tailored programming to graduate students in the faculty.

## 9. Industry Link: Preparing the Talent of Today for the Industry of Tomorrow

Michael Wong | PhD Candidate, invited speaker | McMaster University

The current culture in research-based health science graduate education has created a generation of students with the mindset that professorship in academia is the sole option for future employment. However, there are currently not enough academic jobs available for the outflow of graduate students. In fact, fewer than a quarter of current PhD students are estimated to end up in full-time, tenured faculty positions in Canada, forcing the majority to seek employment in other countries or non-academic industries. Creating the proper infrastructure to transition students from academia into industry will be essential to retaining and utilizing talent that took years of schooling to nurture. Industry Link is an academia-to-industry bridge initiative dedicated to enhancing the connection between graduate students and health science companies. We have developed four major programs to meet this objective: Company Tours, Part-Time Internships, Industry Link Consulting, and a multi-university careers conference. To date we have benefited over a hundred graduate students with our programs and have reached out to over 30 companies. Through Industry Link, we plan to cultivate and drive the future health science industry of Canada.

### RESEARCH TALKS

**7 November 2017 | 1:30 pm to 3:30 pm | De Tourny Room**

**30 minutes each.** CCGSPDA members will go into more detail about their research and results on a new idea, concept, or problem they are working on. Presenters are encouraged to allow ample time for questions and discussion.

*Session moderated by Melissa Dalgleish, SickKids Research Institute.*

## 1. Mapping a Future with Mandatory Professional Development

Renee Polziehn, PhD | Director | University of Alberta

Deanna Davis, PhD | Professional Development Instructional Design Specialist | University of Alberta

Conversations in Canada about skills that graduate students accrue during their programs have taken place over the past decade and were formally captured in the 2008 CAGS report and Tricouncil Statement of Principles. More recently, the Conference Board of Canada (2015) raised awareness that graduate students find it challenging to transition into the workplace due to underdeveloped soft skills and professional network, difficulty expressing the skills gained through their graduate programs, and limited awareness of career opportunities. In November 2013, the Faculty of Graduate Studies and Research (FGSR) at the University of Alberta established a Professional Development Advisory Board (PDAB), bringing together internal and external stakeholders to examine the issues relevant to careers for graduate students and postdoctoral fellows. Building on recommendations made by PDAB, a strategic plan was brought to FGSR Council proposing mandatory professional development for all graduate students. The proposal was passed in 2014, becoming effective as of September 2016. This session will share the lessons learned from implementing a mandatory professional development

requirement based on information gathered from surveys, focus groups, supporting literature, and interacting with more than 2500 students and faculty.

## 2. Professional Development Surveys to Inform Future Recommendations

Stephanie Warner, PhD | PhD Career Development Specialist | University of Calgary

This session will showcase results from two surveys recently administered at the University of Calgary to explore graduate students' and faculty's views about professional development, how they tend to utilize PD services and how they perceive their confidence in professional skills. Key findings from our survey concern fostering supervisor/student discussions on this topic, improving marketing and utilization of existing professional skills training, addressing confidence and competency in a variety of highly relevant skills, and designing innovative ways to incorporate professional development into students' academic training. In this session, we aim to share our findings as well as engage in productive discussion with other institutions.

## 3. Helping Graduate Students Better Articulate What They Do Through Three Minute Thesis

Angela Rooke, PhD | Manager, Professional Skills and Postdoctoral Affairs | University of Waterloo

Jacquelyn Brinkman, MSc | Manager, Graduate Pathways to Success Program | University of British Columbia

The Three Minute Thesis (3MT®) competition was developed by The University of Queensland in 2008 to promote the effective presentation and communication of graduate student research. Since then, the 3MT® has spread internationally. In this presentation, managers of two of the largest 3MT® competitions in Canada will share how 3MT® has become an integral component of their graduate student professional development programs and has expanded to provide additional outreach opportunities. This presentation will be of interest to those who have well-established 3MT® competitions, as well as to those who are hoping to expand their competition in the coming years.

### FEEDBACK TALKS

**7 November 2017 | 3:30 pm to 5:00 pm | De Tourny Room**

**30 minutes each.** CCGSPDA members will have a more casual conversation about a new idea, concept, or problem they are working on.

*Session moderated by Jacquelyn Brinkman, University of British Columbia.*

## 1. Partnerships

Jonathan Turner, PhD | Career Educator | University of Toronto

One of the goals of the University of Toronto's move to embedded career education was to enhance the integration of academic and career learning. We want to meet students and postdocs where they are already engaged on campus. We've had a number of successes and failures that I'm happy to share, but I'm also interested in hearing what partnership looks like at other universities and hospitals.

## 2. 10k Postdocs: Tackling a Large-Scale Qualitative Career Development Data Collection Project

Melissa Dalglish, PhD, OCT | Program Coordinator, Research Training Centre | SickKids Research Institute

In collaboration with the University of Toronto, the SickKids Research Institute has embarked upon an alumni data collection project called 10k Postdocs. The first phase of the project will collect SickKids and University of Toronto postdoc alumni placement and contact information. The second phase will involve a large-scale qualitative research project intended to learn about what career and professional development activities postdocs pursued during their position, their career trajectory post-postdoc, and how the supports offered at our organization supported (or didn't) their career transition and success. We're looking for feedback from other universities on methodologies, resourcing, and challenges of similar projects, as well as their effectiveness at assessing and informing career development activities on campus.

### 3. myPath: An online goal setting application for graduate students

Lorna MacEachern, MA | Project Officer, Individual Development Plan | McGill University

An increasing number of North American universities have established mandatory Individual Development Plans (IDP) for doctoral students. In order to facilitate the creation of IDPs, McGill University has committed to developing myPath, an online platform that aims to provide students with a tool to identify their goals and then create an Individual Development Plan (IDP). A prototype of the tool will be presented for feedback, followed by a discussion on approaches to implementing IDPs.

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#### **CCGSPDA UPDATE**

**8 November 2017 | 9:00 am to 10:15 am | De Tourny Room**

In this session, the new CCGSPDA executive will be announced, a recap of 2016/2017 will be presented, and discussion of plans for 2017/2016 will begin.

#### **GRADUATE PROFESSIONAL DEVELOPMENT: TOWARDS A NATIONAL STRATEGY (IN CONJUNCTION WITH CAGS)**

**8 November 2017 | 10:45 am to 12:00 pm | Palais Room**

The reports from the two phases of the study will be presented. During Phase 1, CAGS created a catalogue of skills development offerings available in Canada (<http://profdevprof.cags.ca/index.php>), and a report based on the survey results. Phase 2 initiated a process to assess the effectiveness of existing professional skills development programs for graduates with a view to laying the groundwork for further activity in this area.