

# WELCOME to Graduate School

Rick Libby, Ph.D.

Professor of Ophthalmology

Senior Associate Dean of Graduate  
Education and Postdoctoral Affairs

MEDICINE *of* THE HIGHEST ORDER



# Who GEPA serves

- Service Department at its core
  - University, integrity of degree
  - Scientific mission
  - Programs
  - T and F grants
  - Students & Postdocs
    - HR
    - Education
    - Career development
    - Student life and student welfare

**Provide a learning environment where trainees can develop the skills necessary to succeed in their chosen career paths.**

# Orientation Resources

- <https://www.urmc.rochester.edu/education/graduate/incoming-graduate-student-orientation.aspx>
- Student Handbook
  - GEPAs
  - Individual programs
- University GEPA
  - <https://www.rochester.edu/college/gradstudies/current/policies/index.html>

# Incoming Class

- Certificate, Masters, Doctoral Programs
  - 9, 15, 12
- 139 incoming students
  - 19, 51, 69
- Range of Disciplines
  - Epidemiology to Genetics to MFT
- Diverse Student Population
  - 15 countries
- Average Age 25

# Core Tenets of Graduate Education

- AAMC
  - Institutional Commitment
  - Program Commitment
  - Quality Mentoring
  - Provision of Skill Sets and Counseling
- URMC
  - Formal classroom education
  - An apprenticeship
  - Student support
  - Career preparation

# Goals to Accomplish in your First Year

- Complete classes, successfully (grades)
- Complete 3 rotations with a satisfactory score (basic science PhDs)
- Find a research “home” or thesis project (where applicable)
- Build your skill base

# Balancing it all in Graduate School

- Classes
- Rotations
- Family obligations
- Social interactions
- Health and wellness
- Career development

# People are here to help (personally, professionally and experimentally)

- GEPA
  - Sharon McCullough, Director of GEPA
  - Kandice King, Director of Enrollment
  - Tracy Pezzimenti, Registrar
  - myHub
    - Eric
    - Elaine
  - Entire GEPA staff



# People are here to help

(personally, professionally and experimentally)

- Program Directors
- Faculty (thesis committee)
- Department Chairs and Center Directors
- Other trainees
- Program Coordinators

# People are here to help (personally, professionally and experimentally)



Melissa Sturge Apple PhD  
Vice Provost  
Graduate Dean  
UofR



Adrienne Morgan PhD  
Sr. Assoc. Dean for Equity  
and Inclusion (URMC) &  
Vice Pres. for Equity and  
Inclusion (UofR)

# Why URMC: Student Support



**Associate Dean  
Equity & Inclusion, R & RE**  
Nathan A. Smith, Ph.D.  
( '13)

**To be hired/announced**

**Associate Dean  
for Mentor Development**

**Chief Wellness Officer**

**Director of Student Life**

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- **CARE Network (support and student concerns)**
  - <https://www.rochester.edu/care/resource-center/>
- **International Services Office** (resource for international students)
  - <http://iso.rochester.edu/>
- **University Counseling Center** (UCC; Counseling for students)
  - <http://www.rochester.edu/uhs/ucc/>
- **University Health Service** (UHS; illness)
  - <http://www.rochester.edu/uhs/>
- **Ombudspersons** (confidential, neutral, independent, and informal)
  - <https://www.urmc.rochester.edu/education/post-doctoral/ombudspersons.aspx>
- **Office of Equity and Inclusion**
  - <https://www.urmc.rochester.edu/smd/office-of-equity-and-inclusion.aspx>
- **Office of Disability Resources** (ODR; accommodations)
  - <https://www.rochester.edu/college/disability/>

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- **Policy against discrimination and harassment**

- <https://www.urmc.rochester.edu/about-us/values-culture/policies-reporting-resources.aspx>

- **Title IX office**

- <https://www.rochester.edu/sexualmisconduct>

- **General Reporting information**

- <https://www.urmc.rochester.edu/about-us/values-culture/policies-reporting-resources.aspx>

## Policies & Reporting Resources

### URMC Integrity Hotline

(585) 756-8888

[integrityhotline.urmc.edu](https://integrityhotline.urmc.edu)

Managed by the URMC Compliance Office, you may confidentially call or submit any concerns about improper or unethical activities online.

### Office for Inclusion and Culture Development

(585) 276-7652

For other resource questions, [✉ email the Office for Inclusion and Culture Development](#) or call.

# People are here to help (personally, professionally and experimentally)

## Center for Advanced Research Technologies (CORES)



### Biological Supply Center

The BSC is a distribution center for products including a wide line of reagents, restriction enzymes, nucleotides, growth factors and other research supplies.

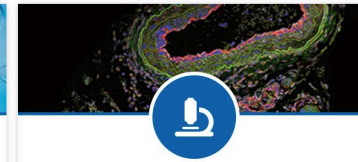
[About the BSC](#)



### Biosafety Level 3

The BSL3 laboratory functions as a safe working environment for high-risk microbial pathogens that may cause serious disease by exposure.

[About the BSL3](#)



### Center for Advanced Microscopy & Nanoscopy

CALMN provides state-of-the-art microscopy imaging and analysis to further biomedical and bio-optical research.

[About the CALMN](#)



### Cold Storage Core

The Cold Storage Core provides a controlled environment designed for the long-term storage of clinical/research materials in -20°C or -80°C freezers.

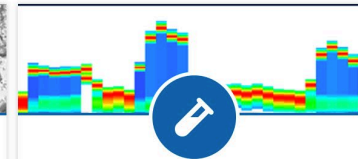
[About the CSC](#)



### Electron Microscopy Resource

The Electron Microscopy Resource supports researchers in their pursuit of studies involving electron microscopy and Cryo-EM.

[About the EMR](#)



### Flow Cytometry Resource

The Flow Cytometry Resource is equipped with a wide array of instrumentation that is rarely matched. FCR is also dedicated to providing education to our investigators.

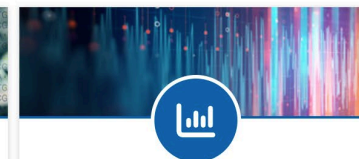
[About the FCR](#)



### Genomics Research Center

The Genomics Research Center provides laboratory supports for investigators using high-throughput genomic sequencing, genotyping, and gene expression.

[About the GRC](#)



### Mass Spectrometry Resource

The Mass Spectrometry Resource provides instrumentation and technical expertise to researchers seeking to conduct MS-based protein or small molecule assays.

[About the MSR](#)



### Metabolomics

Our Metabolomics facility has recently opened in the Medical Center and houses an Orbitrap Exploris machine and dedicated staff.

[About the MR](#)



# Why URMC, Career Development



## 8 spokes of myHuB

- Alumni
- Events
- Fellowship & Grants
- Research Ethics
- Student & Postdoc Groups
- URBEST Career Services
- URBEST Internships
- Writing Services

- Find a career
- Build skills/get experience
- Network with our alumni
  - Meliora collective
- Outcomes
  - industry, pharm, postdocs, academics, advocacy, writing, government....

# Peer Groups

<https://www.urmc.rochester.edu/education/graduate/current-students/graduate-student-society/graduate-student-life.aspx>

## Graduate Student Groups

Celebrating Diversity and Inclusion

+

UR Research Series

+

Science Communication and Outreach

+

Advocacy, Policy and Awareness

+

Professional Development

+



# Peer Groups

- *ADSE, Alliance for Diversity in Science and Engineering*
  - to increase the participation of underrepresented groups in academia, industry, and government through graduate student organizations that reach out to students and scientists of all ages and backgrounds.
- *GWIS, Graduate Women in Science*
  - to provide mentoring for the professional and personal development of all graduate women at the URM and ASE.
- *GSRF, Graduate Students Raising Families*
  - to find solutions to alleviate the problems that students have while balancing family life and pursuing their degrees.
- *Spectrum*
  - to support, educate, and offer targeted resources to the lesbian, gay, bisexual, and transgender community training at URM
- *GSS, Graduate Student Society*

# People are here to help (personally, professionally and experimentally)

- Graduate Student Association



# Getting Going

- First year good time to stick your toes in the water
  - Focus on exploration and skills for your research
  - One year Master's programs, get going!
- Explore your career options throughout **your time here**
- Begin to developing your network and connect with fellow trainees and UR alumni: Alumni Group on *LinkedIn* and *The Meliora Collective*
- Stay connected with what is happening in myHub Opportunities to Explore (OTE)

# Individualized Development Plans

- Go to: <http://myidp.sciencecareers.org/>
  - Evaluate skills, values, and interests
  - Explore and evaluate career opportunities
  - Set specific goals for your career path
- Discuss with your advisor/mentor
- Put your plan in place

# Advice for your First Year

- Set goals and work to meet them
- Seek help when needed
- Work with multiple mentors
- Be scientifically curious
- Make friends/socialize
- Learn and make use of new technologies
- Become part of the community
- Enjoy the process

# Choosing a project/mentor!

- Perhaps the most important decision you make in grad school and in postdoc
  - Oversees the environment you will spend considerable time in
  - Responsible for providing most of your scientific training
  - Answer questions like your advisor
  - In some ways also picking an area of expertise
- Can be a great asset for your entire career
- Purpose of rotation (where applicable)

# Choosing a project/mentor!

- Perhaps the most important decision you make in grad school.
  - What we tend to look for
    - Trendy science
    - High impact papers
  - What we should look for
    - Good solid science
    - Something that we are very interested in
    - Good, attentive advisor (and mentor)
    - Environment where you think you will thrive
1. Big difference between an advisor and a mentor
  2. 2<sup>nd</sup> and 3<sup>rd</sup> bullets are not mutually exclusive

# Expectations

Expectations of Graduate Students

Expectations of Research Advisors

<https://www.urmc.rochester.edu/education/graduate/home/forms.aspx>



# Expectations

- I acknowledge that I have the primary responsibility for the successful completion of my degree.
- I will be committed to the education and training of the graduate student.
- I will be committed to the research project of the graduate student.

# Expectations

- I will be knowledgeable of the policies and requirements of my graduate program, graduate school, and institution.
- I will comply with all institutional policies, including academic program milestones.
- I will be knowledgeable of, and guide the graduate student through, the requirements and deadlines of his/her graduate program as well as those of the institution, including teaching requirements and human resources guidelines.

- I will provide for every graduate student under my supervision an environment that is intellectually stimulating, emotionally supportive, safe, and free of harassment.
- Throughout the graduate student's time in my group, I will strive to be supportive, equitable, accessible, encouraging, and respectful.

# Communications



## COVID-19 TIER STATUS

The current University COVID-19 tier level is

**LOW**

Face masks are optional for all students, faculty, staff, and visitors indoors. Patient care areas, as well as University shuttles and transportation, continue to require masking. A full description of Medical Center masking requirements is available on the [URMC Intranet](#) (University network access required).

Find the latest updates, policies, and guidance on the University's [COVID-19 Resource Center](#).

# Communications

## URMC This Week

News for Faculty, Staff, Students and Volunteers

*Looking for more COVID-19-related info and resources?  
Check out our COVID-19 Intranet Portal.*

<https://sites.urmc.rochester.edu/urmc-operations/urmc-redesigned/>

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UNIVERSITY *of*  
**ROCHESTER**  
MEDICAL CENTER

# ORCID

- ORCID is a unique identifier that makes it easier to distinguish, organize, and share your work
- Free, researcher controlled and owned
- Can use on grant applications and manuscript submissions
- Register and complete your profile at [orcid.org](http://orcid.org)
- Please take a moment to connect to the UR Reporting System, takes less than a minute - [orcid.lib.rochester.edu](http://orcid.lib.rochester.edu)
- Need help, contact your librarian or [Daniel\\_Castillo@urmc.Rochester.edu](mailto:Daniel_Castillo@urmc.Rochester.edu) at Miner Library



# What we strive for

*At the University of Rochester School of Medicine and Dentistry, an environment of respect, inclusiveness and support is of utmost importance for our learners. You will have the opportunity to learn with and from a diverse group of peers, mentors, faculty and staff. We want to know how your experience is going as you pursue your academic goals. The GEPA office is a place to offer you support and resources through your academic career at SMD.*

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# Questions?

*Progress is made by young scientists who carry out experiments that old scientists said wouldn't work. –*

**Frank Westheimer**