

Managing Expectations When Students Work in Industry

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Structure

- Introduction
- Creative Ways to Engage
- Key Considerations and Tricky Issues
- Open Discussion and Q&A
- Key Takeaways

Undergraduate Students

- Creative Ways for Industry to Engage

- Engage in Pre-College recruiting/summer programs through university partner(s)
- Scholarship Support - for target majors, demographic, etc
- Career Fairs, Company Showcase Days/Events (Virtual still HOT!),
- Experiential Learning - co-create/teach a class, Capstone projects,
- Company “Treks” - host cohort of students onsite for tour, talks, inspiration - NEW:
Winter Treks (week of 1/8/24 while students home)
- Be up front about best practices to apply (job/internship),
and how to navigate the interview process.

Grad Students and Post-docs

- *Creative ways for industry to engage*

- Scholars program/scholarships
- Website/social media information to entice
- Be up front about best practices to apply (job/internship)
- Collaborate to fund the recruitment at university
- Internships/career fairs with early career scientists
- Equity awareness - leverage employee resource groups

Key Considerations for working with undergraduates

- Equity/access issues for summer/semester internships - paid internships **CRITICAL** for students with financial need.
 - Housing support often a challenge
 - Flexibility with work hours/venues to accommodate class schedule (if internship taking place during academic semester)
- Expectations/hopes (both directions?) with Scholarship support
- Undergrads own their own IP - define process with Capstones, etc
- Publication policy to support posters/publications

Key Considerations for working with Graduate Students and Post-docs

- Work must align with project/thesis
- Publication policy to support posters/publications
- Equity with support
- Who is paying the graduate student changes
 - Medical insurance/fringe
 - Housing (equity concerns)