

IMPACT OF FACULTY TRAINERS

Faculty Trainers are an integral part of the Biotechnology Training Program (BTP), contributing significantly to program activities and Trainee development. Trainers promote the growth of technical, operational, and professional skills that Trainees need to produce expert, independent, and rigorous research and prepare Trainees to participate in the biotechnical and biomedical research community.

TRAINER FACULTY RESPONSIBILITIES

- 1) Provide Trainees with mentored research experiences that develop expertise and skills needed to independently contribute to a discipline, while promoting best practices for conducting research responsibly, rigorously, and safely.
- 2) Host Trainee rotations that are 5–8 weeks in duration.
- 3) Encourage, assist, and support 2–3 month Trainee internships. A trainee completes their internship with BTP financial support in the first two years of graduate school. If an internship is delayed beyond BTP support, Trainers must be prepared to contribute financial support.
- 4) Encourage and support Trainee participation in BTP activities (monthly Forum, Symposium, committee work) for the duration of the Trainee's graduate career.
- 5) Attend specified Trainer–Trainee engagements (e.g., the Annual Symposium, developing IDPs with advised Trainees, and modest contributions to BTP-sponsored courses).
- 6) Attend Trainer Forums and NIH-required professional development.
- 7) Provide timely reporting to help support students and promote program evaluation.

TRAINER QUALIFICATION AND EVALUTION

Criteria for inclusion as a Trainer:

- 1) Have research programs that are related to the Program's Protein Biotechnology focus.
- 2) Be a WSU Faculty affiliated with participating graduate programs.
- 3) Have a track record and/or current program that demonstrates:
 - a) Mentoring practices that promote Trainee development in a safe and inclusive research environment, including participation in program-sponsored professional development opportunities.
 - b) Excellent research productivity and scholarly activity.
 - c) Sufficient extramural grant and/or startup funding to financially support Trainees. The program provides two years of support (typically during a Trainee's first and second year in graduate school). After this support ends, Trainers are expected to support Trainees in their lab for the remainder of their graduate studies with continuous 12-month R.A. appointments. Teaching assistantships, if required by a program or mutually agreed to by a Trainer-Trainee team, are also appropriate.

Evaluation Process:

Trainer appointments and reappointments are contingent on meeting the qualification criteria and fulfilling indicated responsibilities as described above. The Program seeks a Training Faculty with diverse scientific interests, career stages, and demographic backgrounds. The number of Training Faculty will approximately equal the number of Trainees.

Proposed Trainer changes are initiated by the Director and are then subject to approval by the Executive Steering Committee (comprised of one faculty member from each of the participating programs). Though the entire Trainer group is evaluated periodically, the Director and Executive Steering Committee are authorized to implement changes at any time.