CGS Workshop on Postdocs

Washington, DC　◆　December 5, 2017

Dave Eaton

University of Washington

John Keller

University of Iowa

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UCSF

Agenda for today's workshop

9:00 – 9:30	Introductions and objectives
9:30 – 10:00	Establishing a postdoc office
10:00 – 10:30	Building partnerships with other units in your institution
10:30 – 11:00	Developing roles and resources for postdocs in inter-institutional consortia
11:00 – 11:30	Collecting data and tracking outcomes

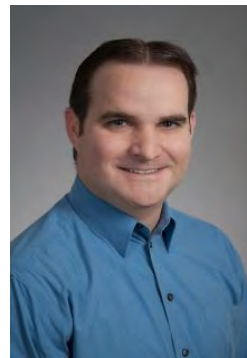# Establishing a postdoc office

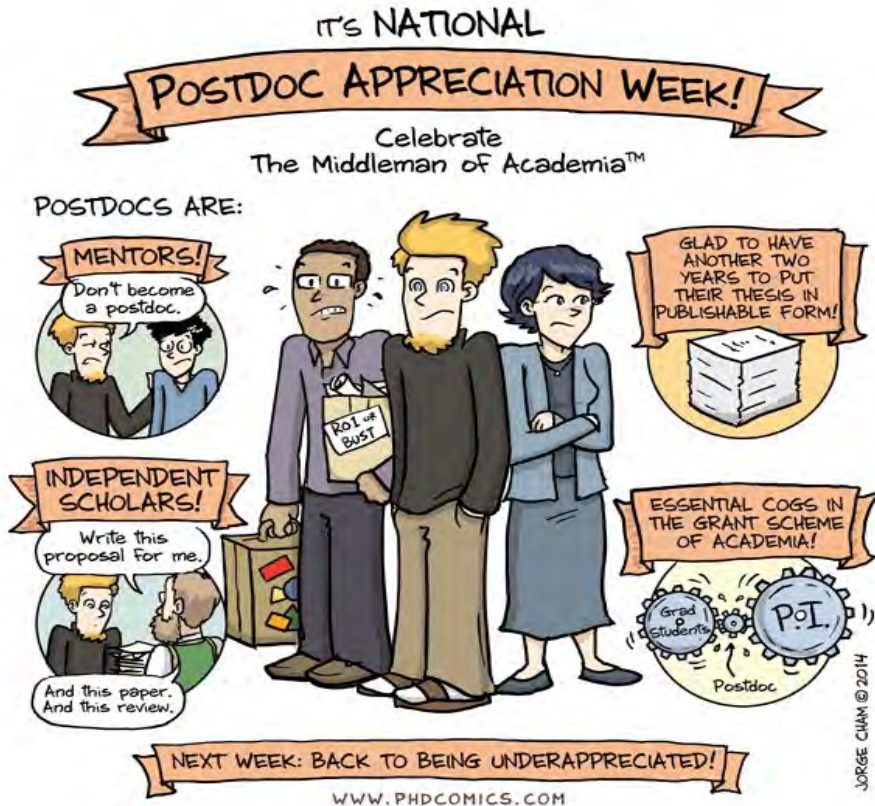## Dave Eaton

Office of Postdoctoral Affairs (OPA)

The UW Graduate School
With support from Provost, Schools/Colleges, UWPA, and Partners
UWGS OPA team: Kelly Edwards, Bill Mahoney, and Ziyan Bai

What is a 'Post-doc'??

Postdocs are receiving **advanced training in research** in preparation for **independent careers** in research, teaching, public service.

Postdocs are in a "dual role," that of employee AND trainee.
    professional development
    career networking
    advancing their own independent work

Postdocs are essential to UW's – or any university's- ecosystem

RESEARCH

TEACHING

SERVICE & ENGAGEMENT

Challenges in establishing a new 'Office of Postdoctoral Affairs'

- Funding models:
    - 'Central' administrative support (President, Provost, Graduate School, ….)
    - 'pass the hat' (perhaps with matching GS/Provost support)
    - Per head 'tax' on home Departments
    - Benefits adjustment
    - Application Tax on al visiting scientist appointments

Challenges in establishing a new 'Office of Postdoctoral Affairs' (2)

- Faculty 'buy in' – *That's MY postdoc – keep your hands off*

- Conflicts in 'career directions'
  - Careers beyond academia – mentor ideation
    - Requires a culture change
  - Time allocation outside of the lab

- One size does not fit all
  - Career fairs, internships, career mentors, etc.

University of Washington Postdoc Profile

1,131 UW postdoctoral scholars, as of January 2017

Gender		
Female	500	44.2%
Male	631	55.8%

Time-In-Position*		
< 1 Year	590	52.2%
1-2 Years	369	32.6%
2-3 Years	114	10.1%
3-4 Years	36	3.2%
4-5 Years	17	1.5%
> 5 Years	5	0.4%

*Time in position under current job title.

Citizenship		
Domestic	713	63.0%
International	380	33.6%
No Response	38	3.4%

Top Countries		
UNITED STATES OF AMERICA	713	63.0%
CHINA	115	10.2%
INDIA	42	3.7%
CANADA	23	2.0%
GERMANY	18	1.6%
KOREA, SOUTH	18	1.6%
UNITED KINGDOM (ENGLAND, WALES, SCOTLAND, IRELAND)	16	1.4%
FRANCE	14	1.2%
ITALY	13	1.1%

University of Washington Postdoc Profile, 2017
10 Colleges/Schools, ~ 80 Depts

Schools/Colleges

MEDICINE 58.8%

ENGINEERING 8.6%

ENVIRONMENT 7.7%

ARTS & SCIENCES 15.9%

PUBLIC HEALTH 3.8%

OTHER 3.0%

PHARMACY 2.2%
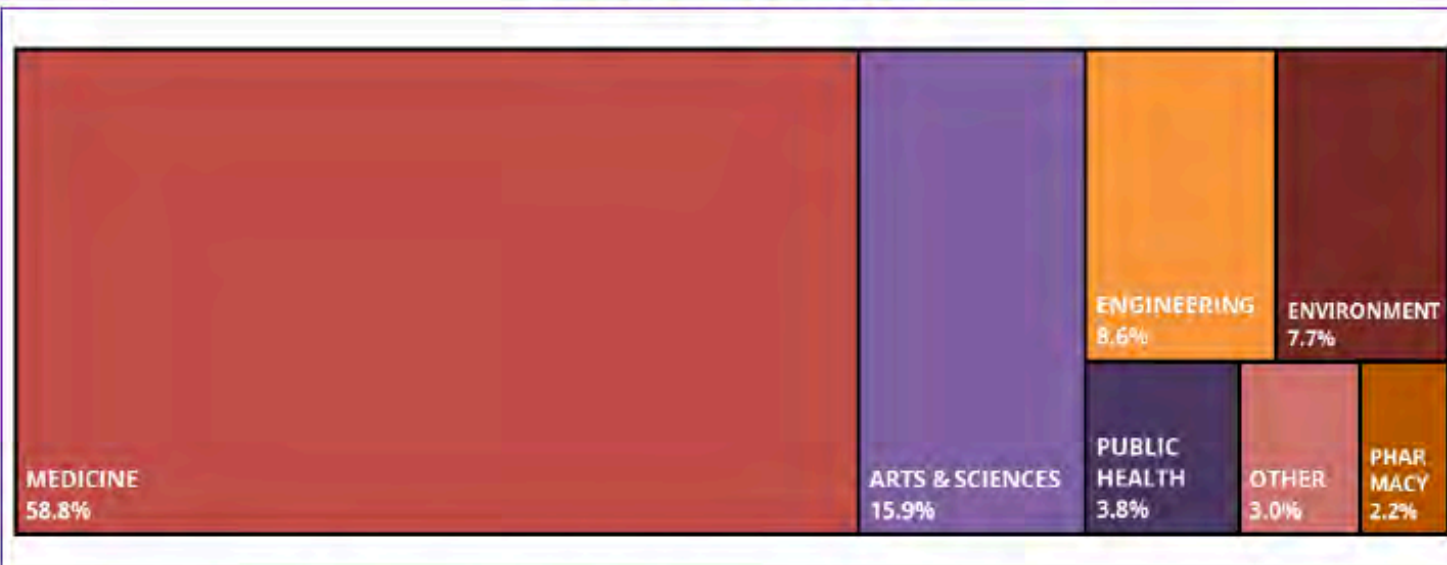
Note: Other Schools/Colleges (3.0%) include: College of Education (13, 1.1%); School of Nursing (6, 0.5%); UW Bothell (6, 1.3%); School of Dentistry (5, 0.4%); Built Environment (2, 0.2%); Evans School (2, 0.2%).

UW OPA Products and Activities

Your Rights as a UW Postdoc

The handout is developed collaboratively by Academic HR and Office of Postdoc Affairs. Updated in August 2017. For questions, please contact OPA at uwopa@uw.edu.

Appointments
Appointment Termination
Grievances
Health Insurance
Salary/Stipend
Leave Benefits
Leave without Pay

Professional Development
Holidays
Individual Development Plans
Non-Discrimination
Time and Effort Commitment
Health and Safety

OPA online:

- Postdoc Handbook
- OPA Blogspot
- Postdoc Travel Awards
- IDP resources
- Mentoring Award for Postdocs
- Links to on and off campus resources

grad.uw.edu/postdocs

CAREER EXPLORATION
- Academic Careers
- UCSF Academic Career Readiness
- Non-Academic Careers
- Informational Interviewing
- Networking Resources
- Blog Posts on *Networking*

INDIVIDUAL DEVELOPMENT PLAN (IDP)
- Graduate School IDP
- UW SOM IDP
- Self-Assessment
- AAAS – My IDP
- IDP for Humanities and Social Sciences
- Imagining PhD (launching in fall 2017)

SKILL BUILDING
- Center for Teaching & Learning
- Presentation & Public Speaking
- Interviewing & Negotiating
- LinkedIn Tips
- Blog Posts on *Teaching*

WRITING PRODUCTIVITY
- Scholarly Publishing
- NCFDD – Writing Productivity
- Blog Posts on *Writing*

GRANT WRITING
- Office of Research
- NIH
- ITHS
- Additional Grant Writing Resources

MENTORING
- Mentor Memos
- Managing Up
- Mentoring Team – NCFDD Mentoring Map
- Blog Posts on *Mentoring*

GETTING SUPPORT

OPPORTUNITIES WITH OPA

POSTDOC RESOURCES

University of Washington

Handbook for Postdoc Fellows

Table of Contents

New Postdoc Checklist – How is it going?

- Check in with your PI or faculty advisor
  - Set expectations for responsibilities
  - Set regular meetings

- Check in with department HR or Administrator
  - Added to email lists
  - Clarify benefits

- Start building your Mentoring Team
  - Who else is in your support network? Peers, career advisors?

Postdoc Office Hours with Senior Faculty Advisor

- Seeking confidential space for:

  - Development of IDP
  - Identification of mentors
  - Exploring diverse career options
  - Grant-writing advice
  - Building your pathway to independence
  - Strategies for managing conflict

- Meeting locations by phone, Skype, SLU or Health Science Building
- Email uwopa@uw.edu for an appointment or Professor Bill Mahoney directly at wmahoney@uw.edu

Making the most of your Postdoc

After a productive postdoc, chemical engineer Michelle O'Malley became an assistant professor at the University of California, Santa Barbara, in 2012.

Credit: Sonia Fernandez

Getting the most out of your postdoc

By **Maggie Kuo** | Sep. 19, 2016 , 2:00 PM

- Learn new skills, push comfort zone
- Learn "non-bench" skills
- Find networks that inspire you
- Seek feedback on your ideas
- Be proactive and share expectations

Science Careers Sept 2016

UW Institutional Partners in OPA

Office of Research and Graduate Education
John Slattery, PhD
Vice Dean, School of Medicine

Institute of Translational Health Sciences
Career Development Series
Stacey Long-Genovese, PhD
Director of Education, ITHS

UW Office of the Ombud
Confidential. Neutral. Informal.

What happened?

What would you like to see happen?

How can you/we make that happen?

UW Institutional Partners in OPA (2)

University of Washington Postdoctoral Association (UWPA)

NATIONAL POSTDOCTORAL ASSOCIATION

Website: http://depts.washington.edu/uwpa/

1) Establish a network

Create active professional and social network

2) Gain institutional recognition

Work closely with OPA for postdoc policy issues

Seat on Faculty Council on Research

3) Provide professional support

Career development via monthly conversations, research symposium, & career seminars

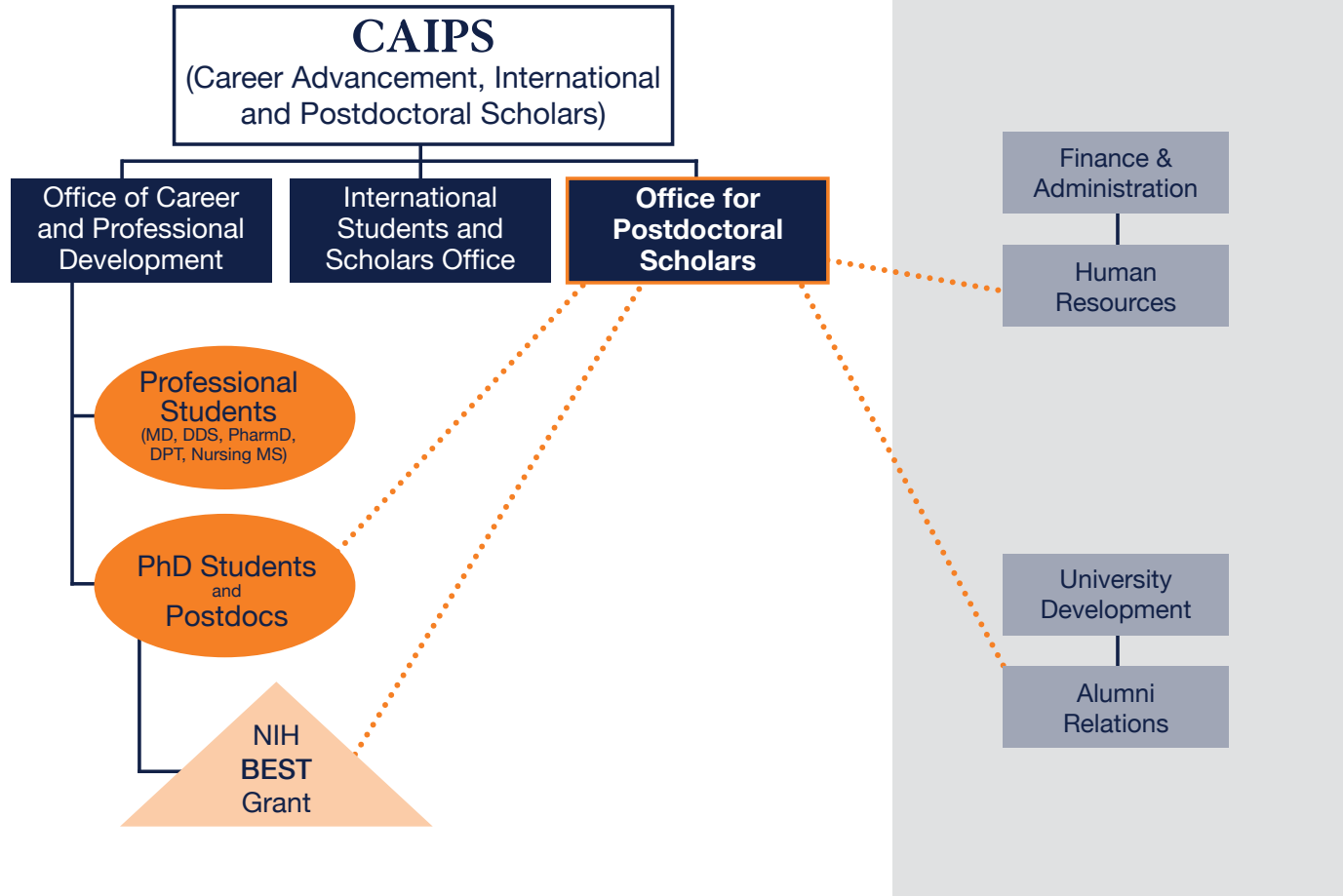**4) Enhance welfare**

Provide support for international postdocs

Create community for postdoctoral parents

Building partnerships with other units in your institution

Liz Watkins

Partnering for postdocs

Developing roles and resources for postdocs in inter-institutional consortia

John Keller

Postdocs and Diversity: Lessons from the University of Iowa and the Big Ten Academic Alliance
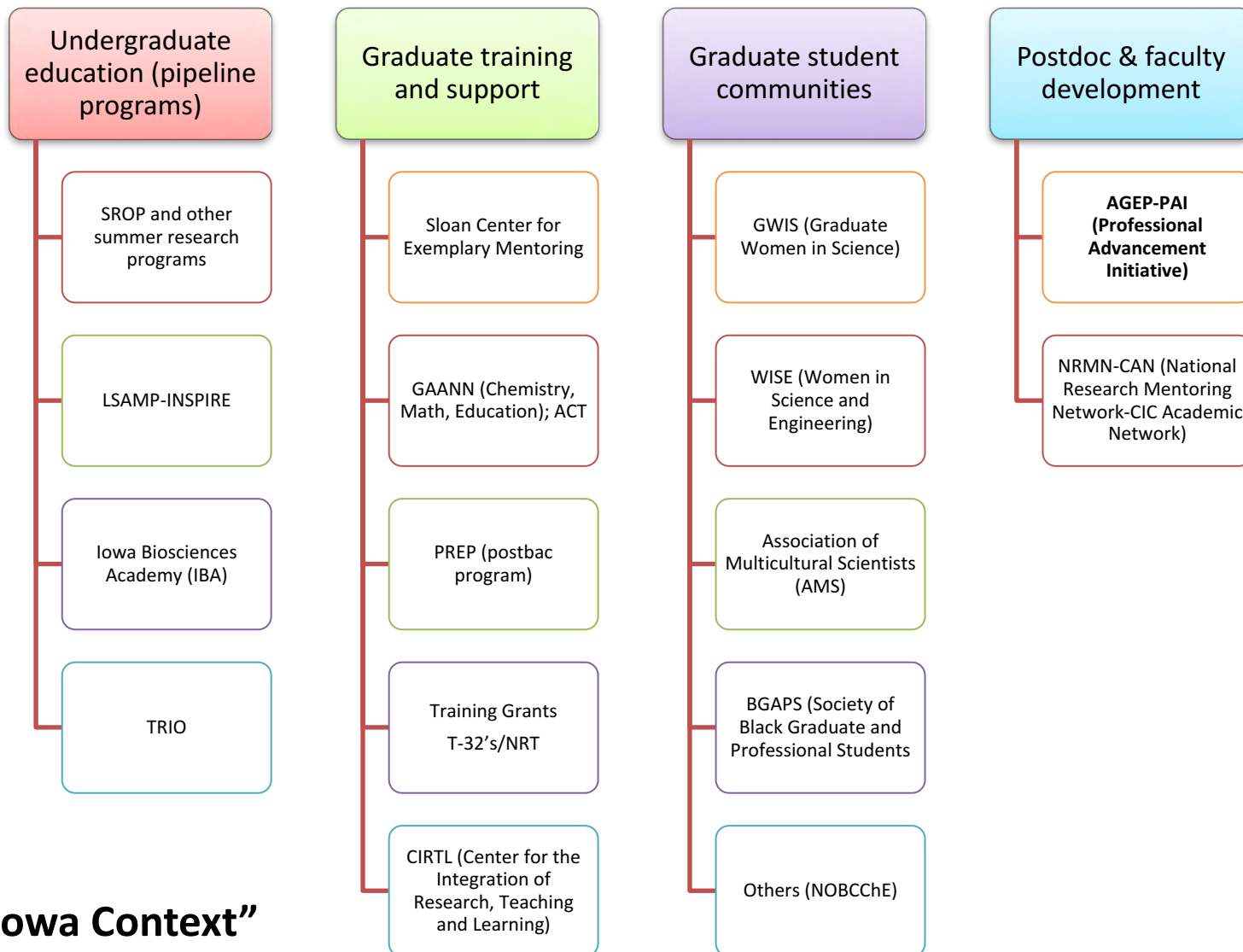
Pipeline: "The Iowa Context"

Undergraduate education (pipeline programs)	Graduate training and support	Graduate student communities	Postdoc & faculty development
SROP and other summer research programs	Sloan Center for Exemplary Mentoring	GWIS (Graduate Women in Science)	**AGEP-PAI (Professional Advancement Initiative)**
LSAMP-INSPIRE	GAANN (Chemistry, Math, Education); ACT	WISE (Women in Science and Engineering)	NRMN-CAN (National Research Mentoring Network-CIC Academic Network)
Iowa Biosciences Academy (IBA)	PREP (postbac program)	Association of Multicultural Scientists (AMS)	
TRIO	Training Grants T-32's/NRT	BGAPS (Society of Black Graduate and Professional Students)	
	CIRTL (Center for the Integration of Research, Teaching and Learning)	Others (NOBCChE)	

Objectives of AGEP- Professorial Advancement Initiative (PAI)

- Identify and mentor URM STEM postdocs in Big Ten Academic Alliance

- Build a database of qualified URM Big Ten postdocs available for faculty positions

- Train faculty in hiring practices to increase faculty diversity in the Big Ten Academic Alliance

Identify and Mentor Postdocs

- Trained postdocs mentors (within Big Ten)
- Webinars
- In-person workshops
- Conference travel funds

Tracking Postdoc within the Big Ten Academic Alliance
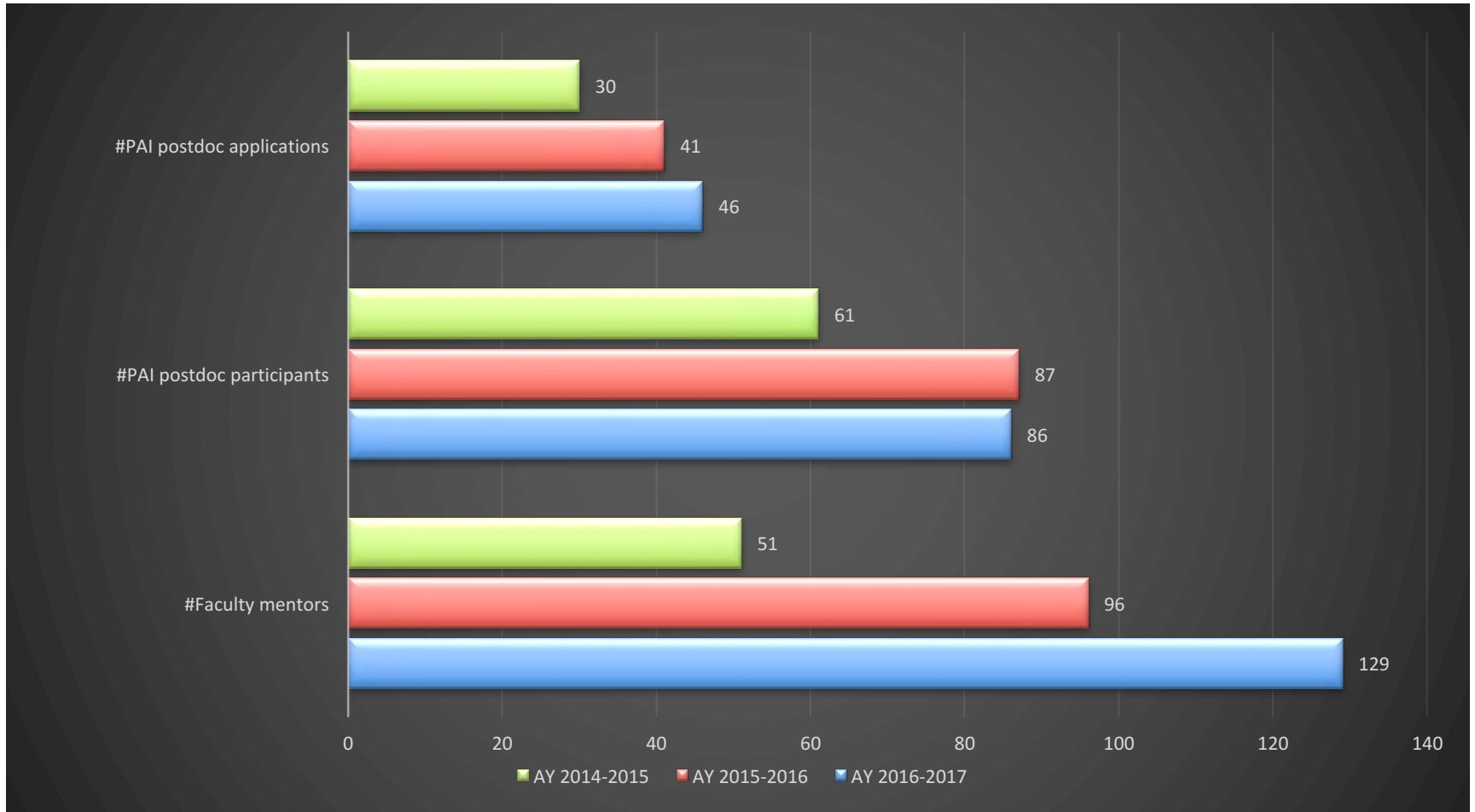
Create a Recruitment Database of Current Postdoc Participants
currently 63

Name and Contact Information

First Name:	Antentor
Last Name:	Hinton
Email:	Antentor-Hinton@uiowa.edu
Phone:	(828) 582-4456

Additional Information

Citizenship:	U.S. Citizen
Race:	African American or Black
Gender:	Male

Dissertation

Title:	Estrogen Receptor Alpha and Steroid Receptor Co-Activator-1 are important for blood pressure control
Advisor 1 Name:	Dr. Yong Xu
Advisor 1 Email:	yongx@bcm.edu
Advisor 1 Institution:	Baylor College of Medicine
Advisor 2 Name:	
Advisor 2 Email:	
Advisor 2 Institution:	

Postdoctoral Position

Position Title:	Postdoctoral Research Scholar
Institution:	University of Iowa
Department:	Internal Medicine
Field of Study:	Life Sciences - Life Sciences, other (specify): Endocrinology and Metabolism
Specialization:	mitochondrial energetics
Advisor Name:	Dr. Evan Dale Abel
Advisor Email:	dale-abel@uiowa.edu
Start Date:	06/06/2016
End Date:	06/06/2021

Degree and Specialization

Highest Degree:	Ph.D
Date Earned:	05/2016
Institution:	Baylor College of Medicine (Houston, TX)
Field of Study:	Life Sciences - Cell Biology
Specialization:	neurogenic hypertension and stress-induced hypertension
Research Interests:	Neuroendocrinology and Mitochondrial Energy Metabolism
CV File:	View

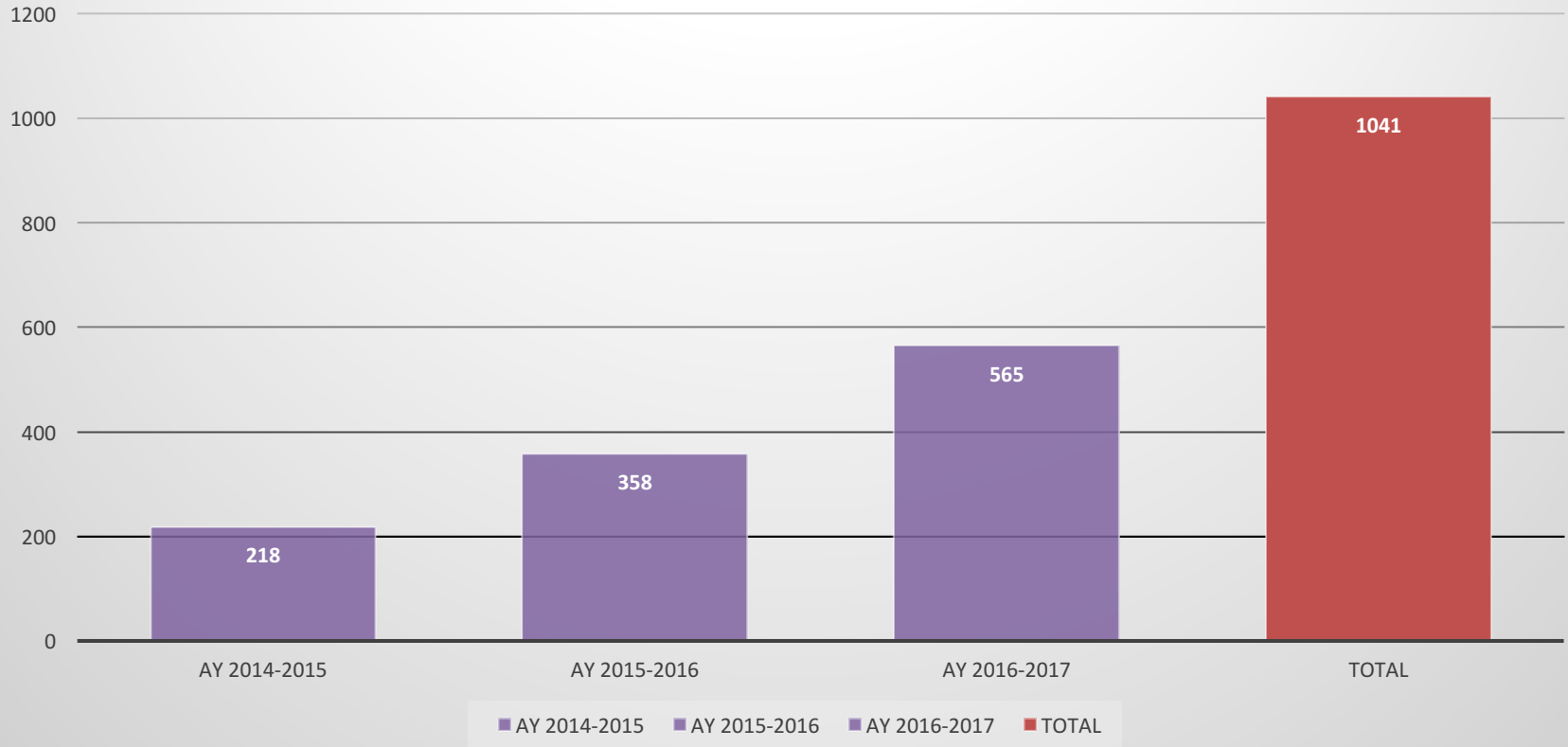# URM AGEP-PAI POSTDOC HIRING IN THE BIG TEN ACADEMIC ALLIANCE

9

6

4

5

3

1

#URM postdocs interviewing

#Offers extended to URM postdocs
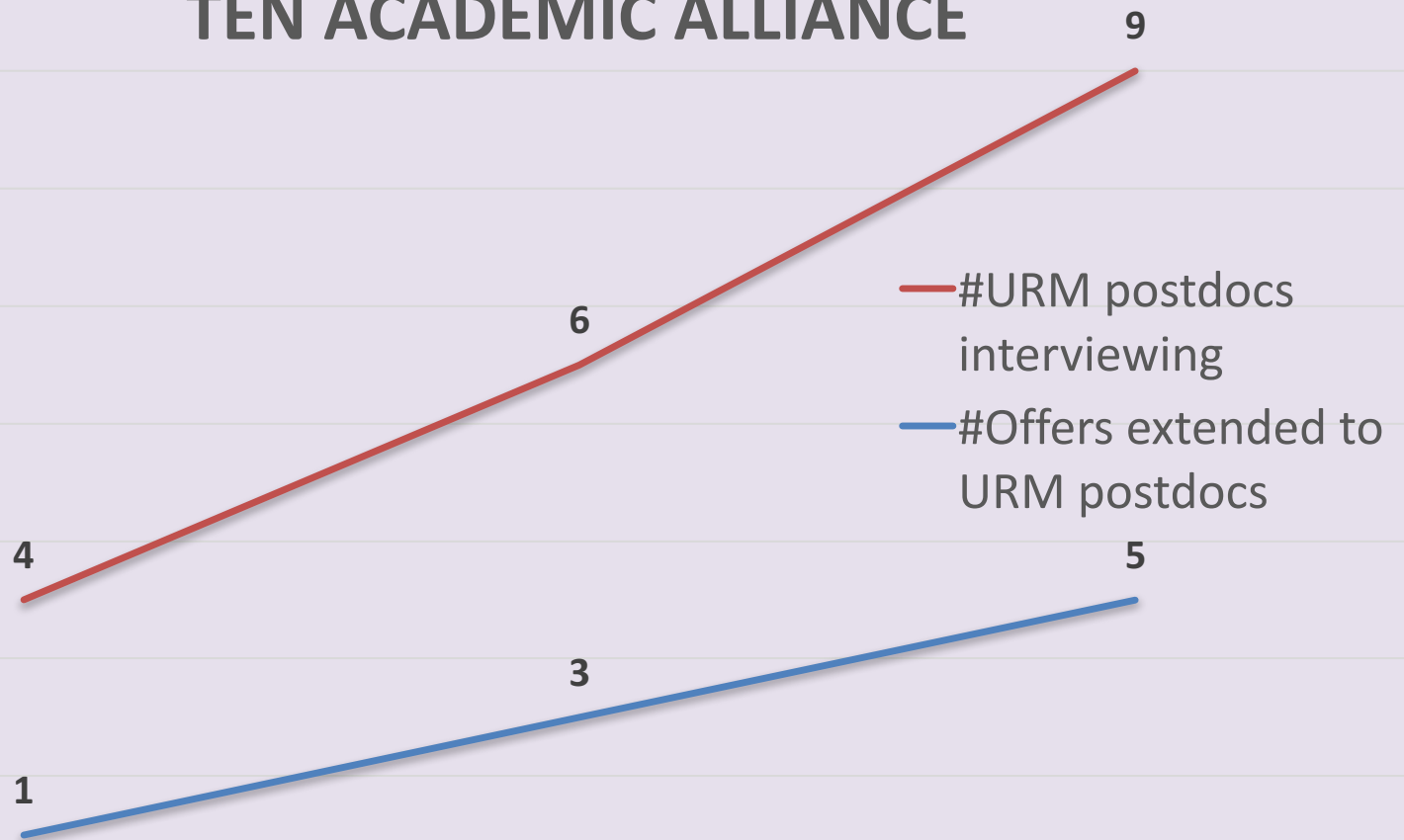
Faculty Search Committee Training

#BIG TEN ACADEMIC ALLIANCE FACULTY COMPLETING HIRING TRAINING

#URM STEM faculty hired in the Big Ten Academic Alliance
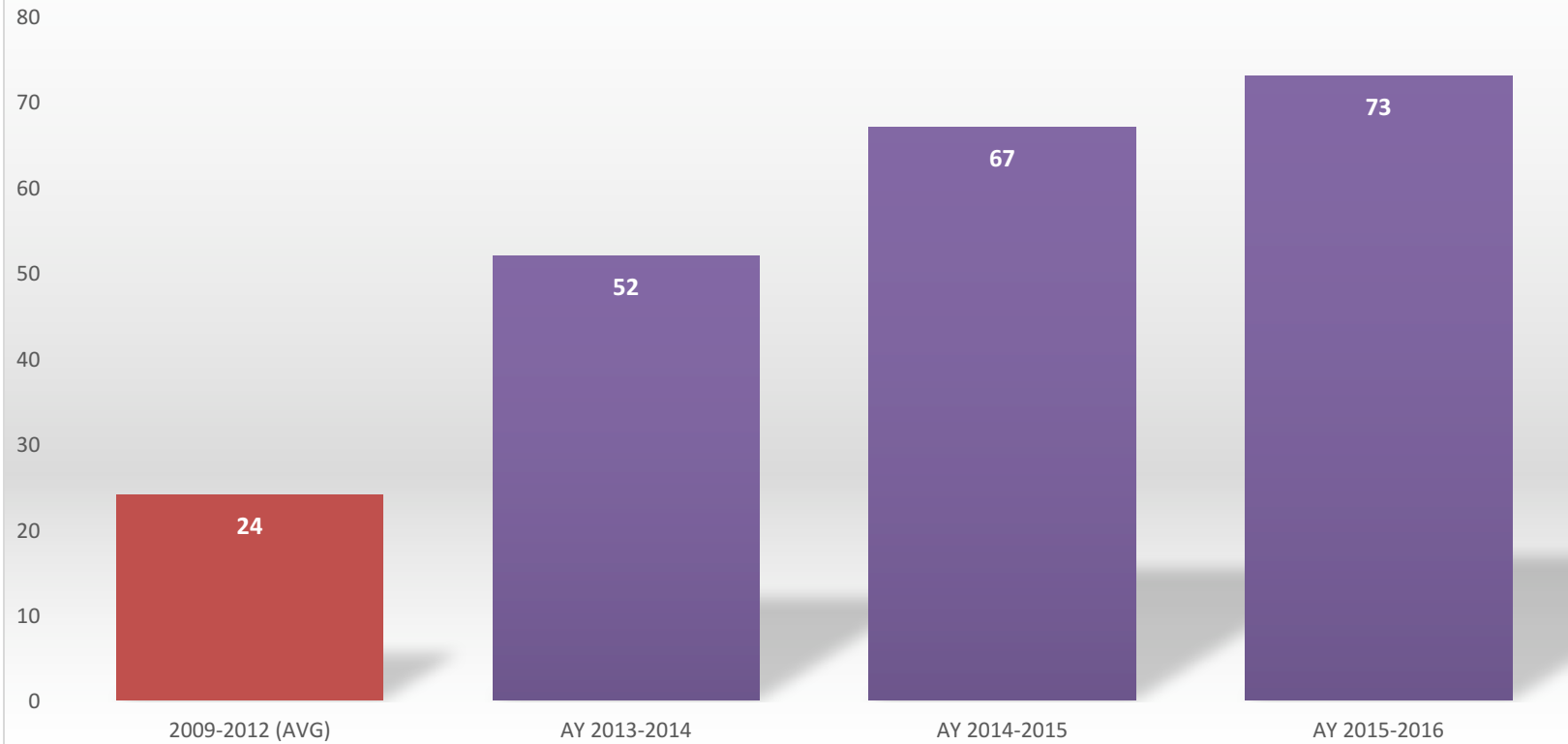
Funding Acknowledgment

Collecting data and tracking outcomes

Liz Watkins

Postdoc Data

- Demographics
- Time spent in postdoc position (at your institution)
- Career outcomes (first position after postdoc)
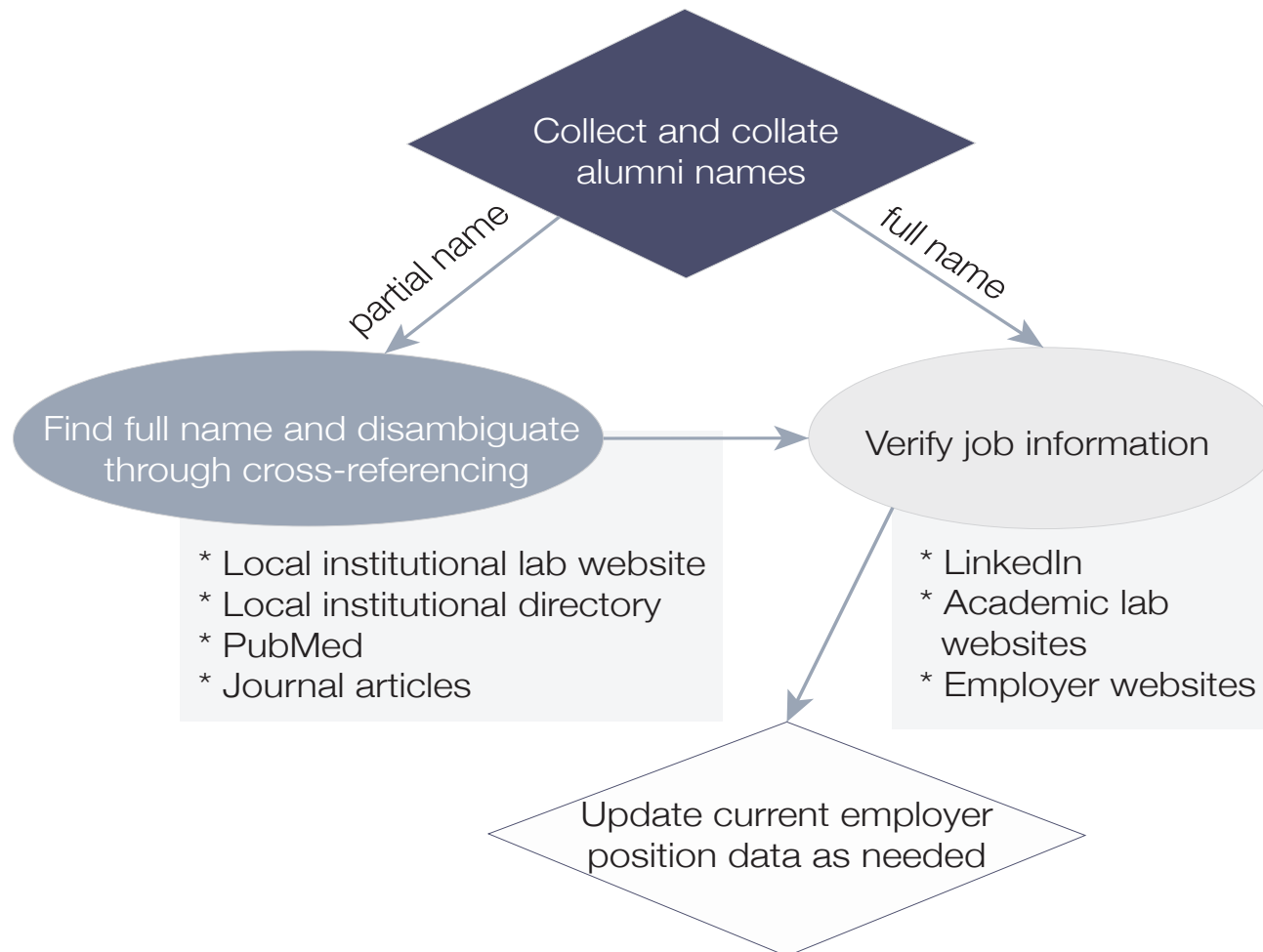
Demographics

- Gender
- URM status
- Citizenship status
- Age?
- Family status?

Career Outcomes

Considerations:

1. Define your objectives: who is the audience for this study?

2. Identify postdocs to include in the study

3. Choose a method: respondent survey or independent ascertainment ("cyber-sleuthing") or combination

4. Choose a data management system

5. Collaborate with campus partners (departments, PIs, alumni relations, HR, career services)

6. Distribute the workload

7. Disseminate the results

Workflow for finding and verifying employment status for postdoc alumni

Collect and collate alumni names

partial name

full name

Find full name and disambiguate through cross-referencing

* Local institutional lab website
* Local institutional directory
* PubMed
* Journal articles

Verify job information

* LinkedIn
* Academic lab websites
* Employer websites

Update current employer position data as needed

Job Functions

- Administration
- Business development, consulting
- Clinical research management
- Clinical services
- Data science, analytics, software engineering
- Entrepreneurship
- Faculty: non-tenure track
- Faculty: tenured/tenure track
- Faculty: tenure track not clear or not applicable
- Group leader (research)
- Healthcare provider
- Full-time teaching staff
- Intellectual property and law

- Part-time teaching staff
- Postdoctoral
- Regulatory affairs
- Research staff or technical director
- Sales and marketing
- Science education and outreach
- Science policy and govt. affairs
- Science writing and communication
- Technical support and product development
- Other
- Completing further education
- Deceased/retired
- Unknown

Career Taxonomy

CAREER TYPE → SECTOR ↓	Primarily research	Primarily teaching	Science (or discipline) related	Not related to science (or discipline)	Further training or education	Unknown
Academia						
Government						
For-profit						
Nonprofit						
Other						
Unknown						