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 all 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

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<th>Gender</th>
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<tr>
<td>Female</td>
<td>500</td>
<td>44.2%</td>
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<tr>
<td>Male</td>
<td>631</td>
<td>55.8%</td>
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<td>Domestic</td>
<td>713</td>
<td>63.0%</td>
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<tr>
<td>International</td>
<td>380</td>
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<tr>
<th>Time-In-Position*</th>
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<tr>
<td>&lt; 1 Year</td>
<td>590</td>
<td>52.2%</td>
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<tr>
<td>1-2 Years</td>
<td>369</td>
<td>32.6%</td>
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<tr>
<td>2-3 Years</td>
<td>114</td>
<td>10.1%</td>
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<tr>
<td>3-4 Years</td>
<td>36</td>
<td>3.2%</td>
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<tr>
<td>4-5 Years</td>
<td>17</td>
<td>1.5%</td>
</tr>
<tr>
<td>&gt; 5 Years</td>
<td>5</td>
<td>0.4%</td>
</tr>
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</table>

*Time in position under current job title.

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

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

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
Handbook for Postdoc Fellows
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

• 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
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  
What happened?  
What would you like to see happen?  
How can you/we make that happen?
UW Institutional Partners in OPA (2)

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

CAIPS
(Career Advancement, International and Postdoctoral Scholars)

Office of Career and Professional Development
International Students and Scholars Office
Office for Postdoctoral Scholars

Professional Students
(MD, DDS, PharmD, DPT, Nursing MS)

PhD Students and Postdocs

NIH BEST Grant

Finance & Administration
Human Resources
University Development
Alumni Relations
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”
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

<table>
<thead>
<tr>
<th>Year</th>
<th>Faculty Mentors</th>
<th>PAI Postdoc Applications</th>
<th>PAI Postdoc Participants</th>
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<tbody>
<tr>
<td>AY 2014-2015</td>
<td>129</td>
<td>30</td>
<td>61</td>
</tr>
<tr>
<td>AY 2015-2016</td>
<td>129</td>
<td>41</td>
<td>87</td>
</tr>
<tr>
<td>AY 2016-2017</td>
<td>129</td>
<td>46</td>
<td>86</td>
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Create a Recruitment Database of Current Postdoc Participants
currently 63

<table>
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<tr>
<th>Name and Contact Information</th>
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<tbody>
<tr>
<td>First Name: Antenor</td>
</tr>
<tr>
<td>Last Name: Hinton</td>
</tr>
<tr>
<td>Email: <a href="mailto:Antenor-Hinton@uiowa.edu">Antenor-Hinton@uiowa.edu</a></td>
</tr>
<tr>
<td>Phone: (828) 582-4456</td>
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<table>
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<tr>
<th>Postdoctoral Position</th>
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<tbody>
<tr>
<td>Position Title: Postdoctoral Research Scholar</td>
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<tr>
<td>Institution: University of Iowa</td>
</tr>
<tr>
<td>Department: Internal Medicine</td>
</tr>
<tr>
<td>Field of Study: Life Sciences - Life Sciences, other (specify): Endocrinology and Metabolism</td>
</tr>
<tr>
<td>Specialization: mitochondrial energetics</td>
</tr>
<tr>
<td>Advisor Name: Dr. Evan Dale Abel</td>
</tr>
<tr>
<td>Advisor Email: <a href="mailto:daile-abel@uiowa.edu">daile-abel@uiowa.edu</a></td>
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<tr>
<td>Start Date: 06/06/2016</td>
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<tr>
<td>End Date: 06/06/2021</td>
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<td>Race: African American or Black</td>
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<td>Gender: Male</td>
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<table>
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<tr>
<th>Dissertation</th>
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<tr>
<td>Title: Estrogen Receptor Alpha and Steroid Receptor Co-Activator-1 are important for blood pressure control</td>
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<tr>
<td>Advisor 1 Name: Dr. Yong Xu</td>
</tr>
<tr>
<td>Advisor 1 Email: <a href="mailto:yongx@bcm.edu">yongx@bcm.edu</a></td>
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<tr>
<td>Advisor 1 Institution: Baylor College of Medicine</td>
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<table>
<thead>
<tr>
<th>Degree and Specialization</th>
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<tr>
<td>Highest Degree: Ph.D</td>
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<tr>
<td>Date Earned: 05/2016</td>
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<tr>
<td>Institution: Baylor College of Medicine (Houston, TX)</td>
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<tr>
<td>Field of Study: Life Sciences - Cell Biology</td>
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<tr>
<td>Specialization: neurogenic hypertension and stress-induced hypertension</td>
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<tr>
<td>Research Interests: Neuroendocrinology and Mitochondrial Energy Metabolism</td>
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<td>CV File: View</td>
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URM AGEP-PAI POSTDOC HIRING IN THE BIG TEN ACADEMIC ALLIANCE

#URM postdocs interviewing

#Offers extended to URM postdocs
I did. Actual scores are 4.05 for Burton and 4.03 for Powell.
#BIG TEN ACADEMIC ALLIANCE FACULTY COMPLETING HIRING TRAINING

- **AY 2014-2015**: 218
- **AY 2015-2016**: 358
- **AY 2016-2017**: 565
- **TOTAL**: 1041
#URM STEM faculty hired in the Big Ten Academic Alliance

- **2009-2012 (AVG):** 24
- **AY 2013-2014:** 52
- **AY 2014-2015:** 67
- **AY 2015-2016:** 73
Funding Acknowledgment

This material is based on work supported by the National Science Foundation under grant #1309173 and #1309028. The views in this presentation do not necessarily reflect those of NSF.
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

1. Collect and collate alumni names
   - partial name
   - full name

2. Find full name and disambiguate through cross-referencing
   - Local institutional lab website
   - Local institutional directory
   - PubMed
   - Journal articles

3. Verify job information
   - LinkedIn
   - Academic lab websites
   - Employer websites

4. 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

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<th>CAREER TYPE</th>
<th>SECTOR</th>
<th>Primarily research</th>
<th>Primarily teaching</th>
<th>Science (or discipline) related</th>
<th>Not related to science (or discipline)</th>
<th>Further training or education</th>
<th>Unknown</th>
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<td>Government</td>
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