CGS Workshop on Post Docs

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Topics for today's workshop

1. Terms of employment: how to identify/count? Issues of unionization. How can a grad dean influence?
2. Career planning and professional development: IDPs, curriculum, mentoring, skill development
3. Community building: avoiding isolation, postdoc slam, postdoc appreciation week; postdoc associations
4. Tracking outcomes
5. Services to provide postdocs
6. How to start a postdoc office: what works and doesn’t work?
Science Unscrambled: the postdoctoral experience: 
https://www.youtube.com/watch?v=R3H0tLeQnOo
Aug. 5, 2015


NAS report 2000
http://www.nap.edu/catalog/9831.html
Keith Yamamoto video:
https://www.youtube.com/watch?v=10DAHpA_B9k 2/19/2014
Postdoctoral Fellows in the US 1979 - 2013

I would have loved to have realized earlier that [consulting] was an option for me! It would have relieved a lot of anxiety about my future.

- 81% originally wanted tenure-track career
- 69% currently want tenure-track career
- <50% will obtain tenure-track career

Satisfaction with elements of postdoctoral experience
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Framing Questions: Terms of Employment

Goal: Understand and advocate for appropriate terms of postdoctoral appointments.

1. What types and terms of appointments are available to postdocs?
2. How do those classifications affect the benefits they receive?
3. Benefits: Health insurance, retirement, family leave, child care
4. What future challenges will institutions face with regard to postdoctoral trainees?
Framing Questions: Professional Development

Goal: What resources for career planning and advising can graduate deans provide?

1. Individual development plans
2. Career coaching and advising
3. Mentor training for faculty
4. Professional skills
Framing Questions: Community Building

Goal: Design a meaningful postdoc orientation session that can be replicated at your institution

Considerations:

1. Timing: Postdocs begin employment throughout the year. How often should orientation sessions be offered? How long should each session last?
2. Communication: How will you invite new postdocs and encourage attendance?
3. Outcomes: What should the postdoc take away from the session?
4. Format: How to present information in engaging fashion? How to encourage interaction? Will you include campus partners? Will you provide food?
5. Evaluation: How will you assess the success of the orientation?
Framing Questions: Tracking Outcomes

Goal: Design components of retrospective and prospective postdoc career outcomes studies that can be initiated at your institution

Considerations:
1. Defining your goals: who is the audience for this study?
2. Identifying postdocs to include in the study
3. Choosing a method: respondent survey or independent ascertainment
4. Choosing a data management system
5. Developing categories of employment (sector, job description)
6. Collaborating with campus partners (departments, PIs, alumni relations, career services)
7. Distributing the workload
Framing Questions: How to Start a Postdoc Office?

Goal: Develop potential strategies for creating a postdoc office and/or to optimizing such an office

Questions:
1. What should be the primary mandates of a postdoc office?
2. Some are housed in the VP-Research office, some in the Graduate School, some may be independent, or elsewhere. Where should the office be housed, and why?
3. What are the advantages and disadvantages of where they are housed? What synergies may be present? Are there potential conflicts?
4. How much should a postdoc office be responsible for? Is it important for some services or oversight to be linked? E.g., Appointment and orientation? Funding adjudication and application support?
5. What role should the office play in advocacy for postdocs, both within and external to the university?
6. What does it cost to run a postdoc office? What personnel are needed?
Framing Questions: Services for Postdocs

Goal: Consider what services postdocs should have, how they should be provided, and by whom, they should be provided.

1. Could or should some of the following services be available for postdocs?

- Recruitment, identification of potential supervisors at institution;
- Assistance with immigration issues;
- Assistance with relocation and housing;
- Appointment, and assistance regarding appointment conditions, etc.;
- Orientation;
- Assistance with conflict, IP, academic concerns, etc;
- Professional development and English language support;
- Career services;
- Funding application support;
- Counseling;
- Others?
Framing Questions: Services for Postdocs

Goal: Consider what services postdocs should have, how they should be provided, and by whom, they should be provided.

1. Could or should some of the following services be available for postdocs?
2. Which, if any, should a designated Postdoc Office provide, which, if any, should others provide?
3. Should the service be provided by those dedicated to postdocs? Can some be provided from faculty-oriented units, or student-oriented units?
4. What kinds of collaboration might be possible between the units offering services?
Thanks for your participation!