Postdoc Orientation
Welcome!

Gillis Building, Conference room 104
OR
https://uky.zoom.us/my/postdoc

August 11th, 2022
The Office of Postdoctoral Affairs
What is a postdoc?
What is a postdoc?

“A postdoctoral scholar ("postdoc") is an individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue a career path of their choosing”

From the National Postdoc Association

“A postdoc is not a career goal”

Melanie Sinche, Next Gen PhD
Mission Statement

Develop the next generation of independent scientists and scholars by supporting postdocs needs and preparing them for a successful transition to a career of their choosing.

Administrative Services
Measuring Success
Postdoc Development
Community Building
Community Building

Administrative Services
- Monthly orientation
- Appointments Reappointments
- Digital Infrastructure
- Annual Reviews
- Exit Interviews

Measuring Success
- Career Interests
- Annual Survey
- SciVal
- SPIFi
- Career Outcomes

Postdoc Development
- Career Enhancement Groups
- Annual Symposium
- Workshops Seminars
- Training Programs
- Internships

Community Building
- Postdoc Coffee Hour
- SOPS
- Postdoc Alumni Network
- KY Postdoc Network
How do you measure postdoc success?

What is important to you?
What is important to future employers?
### Interest in pursuing a career in the following sector(s)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Not interested</th>
<th>Undecided</th>
<th>Somewhat interested</th>
<th>Very interested</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academia (primarily research-based)</td>
<td>5%</td>
<td>20%</td>
<td>73%</td>
<td></td>
</tr>
<tr>
<td>Industry</td>
<td>9%</td>
<td>16%</td>
<td>51%</td>
<td>24%</td>
</tr>
<tr>
<td>Science communication</td>
<td>14%</td>
<td>19%</td>
<td>42%</td>
<td>25%</td>
</tr>
<tr>
<td>Academia (primarily teaching-based)</td>
<td>15%</td>
<td>20%</td>
<td>38%</td>
<td>28%</td>
</tr>
<tr>
<td>Research administration</td>
<td>17%</td>
<td>31%</td>
<td>36%</td>
<td>16%</td>
</tr>
<tr>
<td>Government</td>
<td>23%</td>
<td>26%</td>
<td>37%</td>
<td>14%</td>
</tr>
<tr>
<td>Business and entrepreneurship</td>
<td>24%</td>
<td>28%</td>
<td>38%</td>
<td>10%</td>
</tr>
<tr>
<td>Science policy</td>
<td>20%</td>
<td>31%</td>
<td>38%</td>
<td>10%</td>
</tr>
<tr>
<td>Non-profit</td>
<td>24%</td>
<td>29%</td>
<td>36%</td>
<td>10%</td>
</tr>
</tbody>
</table>

*UK and UIC postdocs n=386*
Planning is key!
Why are you a postdoc?

Why did you take this postdoc?
What do you plan to learn and accomplish?
How is this going to help develop your career?
Graduate Student Success Pathways

Launching your journey (early)
Gaining momentum (mid)
Navigating your transition (late)
A postdoc’s guide to the postdoc timeline

• First year (acclimation)
  – Career exploration
  – Identify skills
  – Initiating network

• Intermediate year(s) (development)
  – Choose career
  – Develop skills
  – Enhance network

• Final year (career transition)
  – Job search
  – Use network
  – Apply
Academic Career Readiness Assessment (ACRA)

- Provides information needed to explore, plan for and apply to faculty positions
- Different types of institutions
- No prior understanding needed of the intricacies of the U.S. education system
- Independent of mentoring quality
Side note on aligning expectations

“A shared understanding of what each person expects is critical to establishing effective mentor-mentee relationships. Challenges arise when mentors and mentees have misunderstandings about expectations in the relationship, which naturally changes over time. Therefore, ongoing reflection and communication about expectations is needed to maintain positive and productive mentor-mentee relationships.”
Compacts

• Intended to initiate discussion about the postdoc-mentor relationship
• Used to define commitments necessary for a high quality relationship
Career exploration lens

• (some) Career exploration is the foundation of postdoc success
• Having a plan B is critical in a hypercompetitive job market
Make time
Postdoc Development Opportunities
Career Enhancement Groups

- Grant writing → 28 postdocs, 52 meetings, 31 group reviews, many submissions & success
- Faculty search → 24 postdocs, 52 meetings, 24 group reviews, 4 faculty jobs
- Job search → 10 postdocs, 10 jobs
- Writing Accountability → 7 postdocs, several papers accepted

→ Total 69 postdocs
Intensives

- Postdoc Mentoring Training (5 part) Spring
- NIH Becoming a Resilient Scientist Program (6 part) Spring
- Fundamentals of Career Exploration (6 part) Summer
- Leadership & Management in Action Program (6 part) Fall
- Fundamentals of Funding (5 part) Fall
US Immigration and Visas

• August 29\textsuperscript{th}, 2022 @ 12:00 PM
• Brendan Delaney
  – Partner at an immigration law firm and member of the Advisory Board for the National Postdoc Association
• Informational webinar about visa and immigration options for international postdocs
Annual Research & Career Symposium

• Keynote
  – Professional networking: they're just a friend you haven't met yet
• Career panel
• Postdoc Talk Competition
• Global Impact Poster Session
• What you wish your faculty/postdoc knew
• Nurturing Crazy Ideas

SUBMIT AN ABSTRACT & REGISTER TO ATTEND
September 20\textsuperscript{th}, 2022
How to stay informed

SOPS-L@LSV.UKY.EDU
Want to connect with postdocs on campus? Join your fellow postdocs at the weekly Postdoc Coffee Hour every Thursday at 1pm.
Admin
Administrative considerations

• Administrative regulation 5:1
  – Postdoctoral Scholars, Postdoctoral Fellows, and Visiting Scholars
  – [https://www.uky.edu/regs/ar5-1](https://www.uky.edu/regs/ar5-1)

• Postdoctoral Scholars
  – Both employees and students

• Postdoctoral Fellows
  – Students
## Benefits

<table>
<thead>
<tr>
<th>Postdoc Scholars</th>
<th>Postdoc Fellows</th>
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<tbody>
<tr>
<td><strong>Health</strong></td>
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<tr>
<td>UK employee health plans</td>
<td>UK employee health plans</td>
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<tr>
<td>Basic Life insurance</td>
<td>Basic Life insurance</td>
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<tr>
<td>Optional Life insurance</td>
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<tr>
<td>Dental insurance</td>
<td>Dental insurance</td>
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<tr>
<td>Vision insurance</td>
<td>Vision insurance</td>
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<tr>
<td>Long Term Disability Plan</td>
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<td>Flexible spending accounts</td>
<td>Flexible spending accounts</td>
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<tr>
<td>University's Blood Donor Program</td>
<td>University's Blood Donor Program</td>
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<td>Kentucky Workers' Compensation Act</td>
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<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Leave</strong></td>
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<tr>
<td>Vacation leave (15 vacation days/year)</td>
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<tr>
<td>Temporary disability leave (1 sick day/month)</td>
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<tr>
<td>Holiday leave</td>
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<tr>
<td><strong>Educational</strong></td>
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<tr>
<td>ID card</td>
<td>ID card</td>
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<tr>
<td>Employee Education Program (EEP)</td>
<td>Employee Education Program (EEP)</td>
</tr>
<tr>
<td>Family Education Program (FEP)</td>
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Important

Voluntary Retirement Option
• Eligible to participate in the voluntary 403(b) and 457(b) plans
• With either pre-tax or post-tax (Roth) contributions
• Maximum contribution for each plan is $19,500 per year
• Enroll anytime through Employee Self-Service

Postdoc Fellows & Mortgages
• Fellows are technically not an employee
• Which may cause issues when applying for a mortgage with a bank
Important offices to know
The Office of Institutional Equity and Equal Opportunity are here to support and serve faculty, staff, students and members of the University community.

Discrimination and Harassment

Any member of the University community experiencing discrimination at the University of Kentucky is encouraged to file a complaint.

Title IX

The University is committed to maintaining an environment that is safe and free from sexual assault, stalking, dating violence, and domestic violence.

ADA Compliance

The University is dedicated to providing reasonable accommodation to qualified students, employees, and all those with disabilities participating in its programs and services.

Federal Regulations

As a federal contractor receiving more than $50,000 in federal contracts annually and employing greater than 50 employees, the University of Kentucky is mandated by federal Executive Order 11246, as amended, to have a written affirmative action plan for women and minorities.
Counseling with a therapist

Easily access short-term mental health care for you or your family member at no cost.
Additional resources
Other career and professional development resources
LUNCH & LEARN

The Office of the Vice President for Research is hosting a series of lunch and learn workshops. Check out slides and videos from past Lunch and Learns at the bottom of this page.

All presentations will be live on zoom on Wednesdays: https://uky.zoom.us/j/9251686420
Phone: 646-876-9923 Meeting ID: 925 168 6420

Fall 2022 Lunch & Learn Series

- August 24, 2022
  - Presenter: Lisa Cassis, Office of the Vice President for Research (OVPR)
  - Title: The State of UK's Research: Resources, Infrastructure & Strategic Plans

- September 7, 2022
  - Presenters: Barry Swanson (Purchasing Division), Kirsten Turner (Student Success), Hilary Surratt (Behavioral Science, HEALing Communities Study) and Tom Adams (Psychology)
  - Title: Resilience in Research: Overcoming Challenges During the COVID Pandemic

Wednesdays @ 12 PM
Join us to learn about research
No registration required.

Questions? Contact:

- Nancy Schoenberg, Associate Vice President for Research, nesch@uky.edu
- Stacy Gaylor, VPRaylor, stacy.gaylor@uky.edu
National Postdoc Association (NPA)

https://www.nationalpostdoc.org/

• University of Kentucky is a sustaining member
  – Postdocs can become affiliate members for free
AURORA by BEYOND the professoriate

Empowering PhDs to build impactful careers & engaged lives, wherever smart people are needed.
Preparing Future Faculty

Preparing Future Faculty/Professionals Informational Flyer
Fall 2020 GS 650 Course Page
Graduate Certificate in College Teaching
James W. Stuckert Career Center

Stuckert Career Center will help you connect your passions with your purpose.

From career assessments to career and graduate school preparation, the Stuckert Career Center is here to help students explore, experience and excel.

News & Upcoming Events

Dreams really can come true!

Marilyn's dream was to work at Disney - Is that yours?

Apply for the Disney Professional Internship...
New $5.7 Million Grant Aims to Increase Colorectal Cancer Screening, Follow-Up Care in Appalachia

This new study will involve public health partners throughout Appalachia, a geographically unique and underserved area that spans 54 counties in Kentucky and 32 counties in Ohio.
A scholarly space exclusively for graduate students and postdocs. ID card required for access.

Located on the 5th floor, west wing, of W. T. Young Library

A scholarly space exclusively for graduate students and postdocs. ID card required for access.
Comments? Questions?