

# NPA Meeting 2015: Lessons learned

## Speakers:

Qadeer Ahmed – Engineering Postdoc

Fuqun Huang – Engineering Postdoc

Vanessa Varaljay – Microbiology Postdoc

Ciji Lawrence – Program Manager Office of Postdoctoral Research - College of Medicine

Marcela Hernandez – Graduate STEM & Diversity Director – College of Arts and Sciences



**THE OHIO STATE UNIVERSITY**

COLLEGE OF ENGINEERING

# Post NPA Annual meeting

Qadeer Ahmed,  
CAR, OSU



1. What are the different funding opportunities for post-docs in engineering fields.
2. Being post-doc, where can I think to plan my career if I don't want to end up in academia.
3. How to plan career with J1 status with 2 years condition.
4. How to plan the immigration process with J1 and 2 years condition.
5. Is post-doc a not a successful opportunity to start especially in the field of engineering.





## Access to relevant documents and communities

1. International Postdoc Survival Guide Introduction
2. A Quick Guide to Visas
3. Family-Friendly Resources for Postdocs
4. Entrepreneurship for Postdocs
5. International Legal Seminars
6. Discounts on different related facilities
7. Networking opportunities





# **10 KEYS TO ATTAIN GREEN CARD AS POST-DOC**



## Permanent resident Stats (1M/yr)

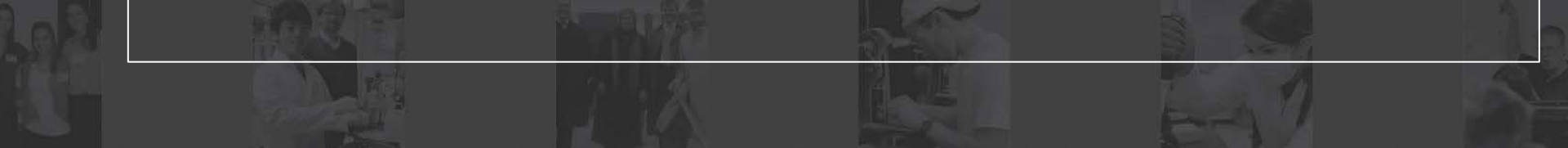
1. Family based (650-700K)
2. Employment based (140K)
3. Persecution based (70K)
4. Misc

## Green Card and Post-Docs

1. Absence of employer sponsorship
2. Evolving skill set
3. Junior in career
4. But doing cutting edge research

## Central structure challenges

1. Meeting legal criteria
2. Quota backlogs
3. Inherent discretion vested in USCIS examiners





## Visa Bulletin (Subscribe to receive the monthly update) [C=current]

<b>Employment- Based</b>	<b>All Chargeability Areas Except Those Listed</b>	<b>CHINA - mainland born</b>	<b>INDIA</b>	<b>MEXICO</b>	<b>PHILIPPINES</b>
1st	C	C	C	C	C
2nd	C	01APR11	01SEP07	C	C
3rd	01OCT14	01JAN11	08JAN04	01OCT14	01OCT14
Other Workers	01OCT14	15AUG05	08JAN04	01OCT14	01OCT14
4th	C	C	C	C	C
Certain Religious Workers	C	C	C	C	C
5th Targeted EmploymentAreas / Regional Centers and Pilot Programs	C	C	C	C	C



## Employer based Sponsor

1. Labor Certification
2. Outstanding researcher (EB-1/2)

## Self Sponsor

1. Alien of Extra Ordinary ability (EB-1)
  1. Worldwide acclaim in his field
  2. Among small top %
  3. Continue to work after permanent residence
  4. Beneficial to USA
2. **National Interest Waiver (EB-2)**
  1. Research work is national in scope
  2. Intrinsically meritorious
  3. Outstanding in his field and significant national impact





## EB1/2 submission elements

1. I-140 immigration visa petition
2. Strong and comprehensive letter from Mentor (15 pages)
3. Outside support letters (>7, 2p)
4. Powerful CV
5. Evidence of outstanding abilities (publications, citations, presentations, funding, judging the work of others etc.)
6. Material showing the applicant work is beneficial to USA





# 10 KEYS TO ATTAIN PERMANENT RESIDENCE

## 1. Understanding the USCIS examiner

1. Not a professional peer, no knowledge of post-doc level work
2. Examines the case perhaps in 15-20 minutes

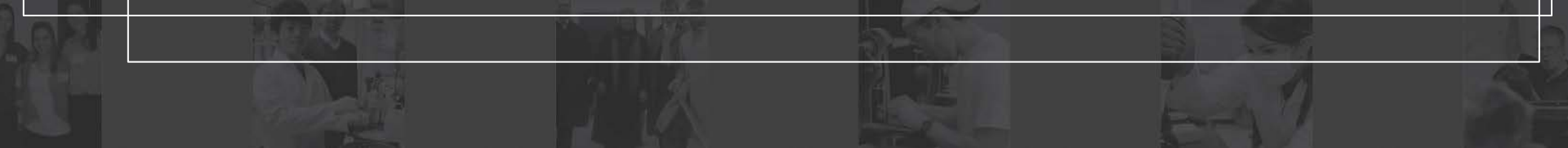
## 2. Get involved in your case even the case is being looked after by the attorney

## 3. Critical role of the mentor

1. Mentor's letter is the one that is best to convince the USCIS examiner

## 4. Importance of Outside Support letters

1. Only one from your department except the mentors, the diversity in the letter will help the case





# 10 KEYS TO ATTAIN PERMANENT RESIDENCE

## 5. Making CV into advocacy case

1. Sit with the attorney to re-write your CV

## 6. Preeminence employing institution

## 7. Important role of metrics

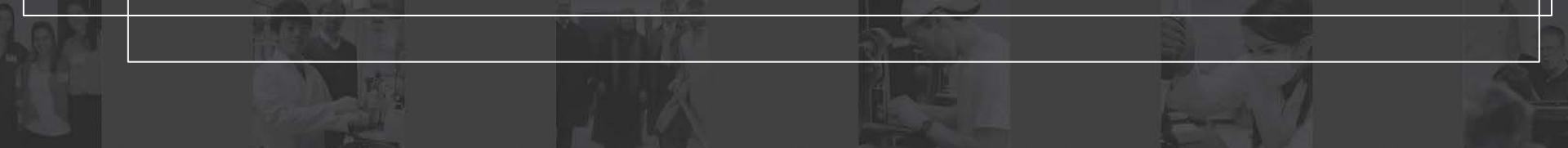
1. publications, citations, presentations, funding, judging the work of others

## 8. Defining the professional field

1. Emerging and demanding field

## 9. National importance of the field of endeavor

## 10. Applicant has the burden of Proof





# Careers in Technology Commercialization



## Commercialization Experience

- TCO Internships, Volunteer, Law firm

Job Description: USF patents & Licensing is responsible for the identification, evaluation, development, protection and utilization of intellectual property rights that result from research activities.

## Responsibilities

- Evaluate and identify requirements for the university intellectual property in assigned areas and manage its protection
- Marketing plans, negotiation and legal documents (CDA, NDA etc. )
- Solicit the university community for new inventions
- Manage university active licenses.





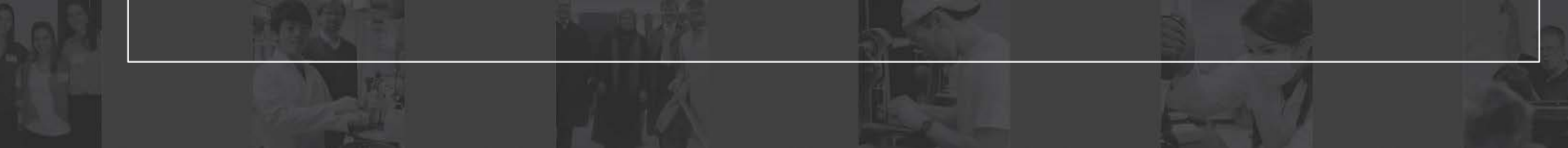
## Commercialization Experience

- TCO Internships, Volunteer, Law firm

Job Description: USF patents & Licensing is responsible for the identification, evaluation, development, protection and utilization of intellectual property rights that result from research activities.

## Responsibilities

- Evaluate and identify requirements for the university intellectual property in assigned areas and manage its protection
- Marketing plans, negotiation and legal documents (CDA, NDA etc. )
- Solicit the university community for new inventions
- Manage university active licenses.





## Qualifications

- Bachelors degree and 3 years of experience in law, business, research or business development
  - Master with 2 years of experience
  - PhD
- Case studies for research outcome to commercialization
  - IP tracking systems





## I am more than a researcher

- Talk to mentor about your plans
- Student mentoring
- Project management
- Proposal writings
- Advising students
- Teaching courses
- Volunteer service for religion
- Involve with K-12 school kids to teach them basics
- Engage in science centers etc.





## Post-docs & Entrepreneurship Berkeley Postdoc Entrepreneurship program:

- 4 year old and holds annual symposium
- Educates and assists postdocs in their entrepreneurial efforts.
- Vice Chancellor for research supports and provides funding to a team of cross-campus and interdisciplinary fields.
- Poor federal funding situation and growing unemployment among postdocs is a driving factor.
- Bridging the gap between academia, industry, government and Entrepreneurs.
- The program, after struggling, helped the postdocs to talk to entrepreneur ecosystem agents like law firms, venture capitalists, angels etc.





## Post-docs & Entrepreneurship Berkeley Postdoc Entrepreneurship program:

- 4 year old and holds annual symposium
- Educates and assists postdocs in their entrepreneurial efforts.
- Vice Chancellor for research supports and provides funding to a team of cross-campus and interdisciplinary fields.
- Poor federal funding situation and growing unemployment among postdocs is a driving factor.
- Bridging the gap between academia, industry, government and Entrepreneurs.
- The program, after struggling, helped the postdocs to talk to entrepreneur ecosystem agents like law firms, venture capitalists, angels etc.





1. What are the different funding opportunities for post-docs in engineering fields.
  - NSF, DOE, NAS, USAID, ?– Need PI status
2. Being post-doc, where can I think to plan my career if I don't want to end up in academia.
  - Industry, TCO, Policy making, entrepreneurship, ?
3. How to plan career with J1 status with 2 years condition.
  - No long term career– need to get the status change
4. How to plan the immigration process with J1 and 2 years condition.
  - NOC, J1 Waiver, H1B and Green card
5. Is post-doc a not a successful opportunity to start especially in the field of engineering.
  - Depends on one particular situation however most PhDs end in non-academic jobs soon after they graduate atleast in CAR



# NPA 2015


## Attendance Summary

**Fuqun Huang**

Department of Mechanical and Aerospace Engineering

The Ohio State University

April 3, 2015



# Attended Workshops

**1. Facilitating Teaching-focused Professional Development among Postdocs**

**2. Schmooze or Lose: Business/Social Events are not about the Food and Booze**

**3. Developing Strategies to Implement a STEM outreach Program in your PDA**

**4. Examining Stratification in Academic Career Trajectories for Minority PhD**

**5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley**

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ Presenters

- Michigan State University
- University of Wisconsin-Madison

## ■ Key points

- STEM postdocs hope for faculty work;
- Teaching skills and experience are necessary requirements for to applying faculty position;
- Have few opportunities to develop teaching skills

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ Details

- Only half of the subjects in their study have teaching experience
- Proportions of subjects who had teaching experience:
  - US citizens >> Asian
  - White >> Underrepresented
- Postdocs for 3 years tend to remain as postdoc at Year 5.

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ Conclusions

- Postdocs have less teaching experience than other graduates;
- No gender difference;
- Asian and Asian American had less teaching experience.

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ Discussion comments

- Postdocs focus on research; faculty position requires strong academic achievement;
- Visa problems, alien postdocs are now allowed to teach under J1, while a majority proportion of postdocs is alien;
- Teaching assistant VS. Research assistant

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ Discussion comments

- I asked the presenters whether they found significant differences between postdocs who had teaching experience and those who did not: they did not perform this analysis.

# 1. Facilitating Teaching-focused Professional Development among Postdocs

## ■ What we can do?

- Postdoc Lecture Series
- MAE department Student Lecture Series
- Outreach Programs
- Others....

## 2. Schmooze or Lose: Business/Social Events are not about the Food and Booze

### ■ Presenter

Mary Mitchell, the Mitchell Organization

### ■ Key Points

- Success in getting, keeping, and advancing in a job depends 85 percent on people skills and only 15 percent on technical knowledge and skills.

## 2. Schmooze or Lose: Business/Social Events are not about the Food and Booze

### ■ Key Points

- Miserable moments
  - Handshakes
  - Clammy hands
  - Names forgotten
  - Entering and breaking away from groups

## **2. Schmooze or Lose: Business/Social Events are not about the Food and Booze**

### **■ Key Points**

- Introduce yourself
- Introduce others
- Personal space
- Turn off cellphone
- Name tags

## 2. Schmooze or Lose: Business/Social Events are not about the Food and Booze

### ■ Key Points

- Eye contact
- Drink in left hand
- Full attention to the person is addressing
- Kind to be inclusive
- Avoid “Yes” or “No” questions
- Focus on “You” rather than “I”

## **2. Schmooze or Lose: Business/Social Events are not about the Food and Booze**

### **■ Summary**

- Small talk, big skill
- Keep mental practice
- Good manner creates good relationship; good relationship creates good business.

### 3. Developing Strategies to Implement a STEM outreach Program in your PDA

#### ■ Presenters:

Tullia Bruno, University of Colorado  
School of Medicine

#### ■ Key Points

- Young students (Preschool, primary, middle and high school students) requires role models and mentors who are working in STEM

### 3. Developing Strategies to Implement a STEM outreach Program in your PDA

#### ■ Key Points

- Postdoc can serve as potential mentors to these students
- Design a viable curriculum plan
- In-class or out-class
- Family participating
  - Science night
  - Summer campus

### 3. Developing Strategies to Implement a STEM outreach Program in your PDA

- Discussion comments
  - How to design a good curriculum at the appropriate level?
  - How to get students and parents participants?
  - How to assess the effects of the program?
  - How to obtain funding?

## 4. Examining Stratification in Academic Career Trajectories for Minority PhD

### ■ Presenter:

Jean Shin and Roberta Spalter-Roth, ASA

### ■ Key points:

- Investigating the academic career trajectories of the minority sociologists
- Provided a questionnaire to seek our advices

## 4. Examining Stratification in Academic Career Trajectories for Minority PhD

### ■ Key points

- The questionnaire consists of the following sections:
  - Academic position
  - Academic experience;
  - Tenure and Promotion;
  - Salary;
  - Social life;
  - Networks inside the department;
  - Networks outside the department;
  - The future

## 5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley

### ■ Presenter

Sam castaneda, UC Berkeley

Susan Musich, Passport Career

### ■ Key points

- Population: North America>>Europe>>Asia;

## 5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley

### ■ Key points

- 75% postdocs are international
- A majority of postdocs have 1-2 kids
- Accommodation: providing housing service and off-price apartments to postdocs

## 5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley

### ■ Key points

- Accommodation: providing housing service and off-price apartments to postdocs
- Networking events;
- Job searching supports;
- Relocation support;
- Parent support

## 5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley

### ■ Key points

- Counseling
- Leisure activities
- English classes;
- Provide baby-sitter for events
- Berkeley postdoc summer fest;
- Hiking group;
- Newsletter

## 5. International Postdoc and Graduate Student Spouse and Partner Programming at UC Berkeley

### ■ Key points

- Used “Passport Career”

<http://www.passportcareer.com/>

# What I gained

- learned how to help developing PDA;
- Improved my communication skills;
- Built networks with other postdocs;
- Better plan for my academic career.

# Acknowledgements

- I acknowledge OSU for funding me to attend NPA 2015.
- Thank my supervisor Professor Carol Smidts' support .
- Thank Marcela Hernandez, Ciji Lawrence and Jeff Agnoli for organizing the event.

# NATIONAL POSTDOCTORAL ASSOCIATION MEETING MARCH 13<sup>TH</sup>-15<sup>TH</sup> 2015 BALTIMORE, MD

---

Meeting overview

**Vanessa Varaljay**, Microbiology Postdoctoral  
Researcher

April 2<sup>nd</sup>, 2015

# Overview

- General Tools & Resources for Postdocs
- Networking/Career Connections
- Poster Session; PDA Ideas
- Pertinent information from NPA Workshops & Seminars
- Enhancing the OSU PDA

## **New Resources from the NPA**

The NPA would like to announce three new resources to help the postdoctoral community in various aspects:

### **Postdoctoral Research Symposium Toolkit**

This toolkit will allow postdocs to create a collaborative atmosphere where postdocs can share ideas and receive critical assessment of their science, while fostering potential collaborations.



### **Beyond Mentoring**

This resource was created to help postdocs think and assess prospectively about what they are seeking from mentors; shift from thinking about good and bad mentors to the core attributes of effective mentoring relationships; recognize that effective mentoring is not just about mentors guiding mentees, but also about mentees guiding mentors - mentoring up; learn more about recent theoretical, practical and research advances to guide their development of effective mentoring relationships; and become familiar with key resources to continue building their skills as mentees and mentors.

### **Elsevier Advancing Postdoc Women Clearinghouse**

The Elsevier Advancing Postdoc Women survey captured 46 associations and societies' information about the programs and resources offered to postdoc women or women in general to enhance their advancement into STEM and Social and Behavior Economic disciplines. Survey results revealed that association and societies delivered many of these programs and resources in their annual meetings, on the web, and within informal or formal settings. This clearinghouse provides examples of these programs.

## Research Symposium Toolkit timeline

Generalized Timeline for Postdoctoral Research Symposium

Timing	Task
12-8 months prior	Symposium organizers confirmed
	Identify administrative resources
	Discuss topic/theme and keynote speaker(s)
	Solicit volunteers
6-8 months prior	Hold first planning meeting
	Confirm keynote speaker(s)
	Set date/location of event

	Determine budget	
	Begin fundraising efforts	
	Develop/design website	
5 months prior	Finalize schedule	
4 months prior	Hold second planning meeting	
	Send call for abstracts to postdocs	
	Confirm sponsors	
	Continue fundraising	
	Solicit poster judges	
3 months prior	Conclude abstract submission	
	Start advertising campaign	
	Finalize travel for keynote speaker(s)	
1-2 months prior	Hold final planning meeting	
	Complete/Print abstract book	
	Continue advertising campaign	
	Send instructions to postdocs who will be presenting (oral/poster) and to poster judges	
	Finalize catering plans	

# NPA Tools and Resources

- PostDocket

- Quarterly NPA newsletter
- Looking for writers and editors
- Contact: [rlinger@rvu.edu](mailto:rlinger@rvu.edu)

## INSIDE THIS ISSUE

- 2 NPA Leaders in Action
- 3 NPA Recognizes the Center for Cancer Training with Distinguished Service Award  
  
Jennifer Silk, PhD, Recognized with 2015 NPA Garnett-Powers & Associates, Inc. Mentor Award
- 4 Letter from the Executive Director  
  
Launching into Professional Success: Reflections from Early and Mid-Career Professionals (Part Two)
- 5 Work-life Balance as a Postdoctoral New Mom
- 6 Working with International Postdoctoral Scholars
- 7 Implicit Bias and Privilege: Two Key Concepts All Scholars Must Know About
- 9 Update from the Chair of the NPA Board of Directors  
  
Member Roundup
- 10 NPA in the News
- 11 NPA News

## Preview of the NPA 13th Annual Meeting

**NADJA GROBE, JANA STONE, AND JENNY LAMBERTS**

Can you believe that the NPA 13th Annual Meeting is less than one month away? It will be held at the University of Maryland, Baltimore from March 13-15, 2015. The Meetings Committee is pleased to announce that the program has been finalized and the agenda is posted on the [NPA website](#). There is a small block of rooms available at the [Hampton Inn Baltimore Downtown Convention Center](#). Please book

your reservation as soon as possible. Be sure to mention the National Postdoctoral Association to receive the special rate negotiated for meeting attendees (\$149 per night, plus tax). Keep in mind that [registration](#)



**Rosina Bierbaum, PhD**

[will close on February 27, 2015](#). You really do not want to miss out on all the exciting events planned for the meeting!

This year's keynote address will be delivered by Rosina Bierbaum, PhD, renowned **Meeting, continued on page 8**

## "The Postdoctoral Experience Revisited": A Report by the National Academies of Sciences

**JULIET MONCASTER, TRACY COSTELLO, AND NANCY SCHWARTZ**

Last December, the National Academies of Science (NAS) released a report on the cur-

Chemistry, Emeritus, Brandeis University.

# NPA Tools and Resources

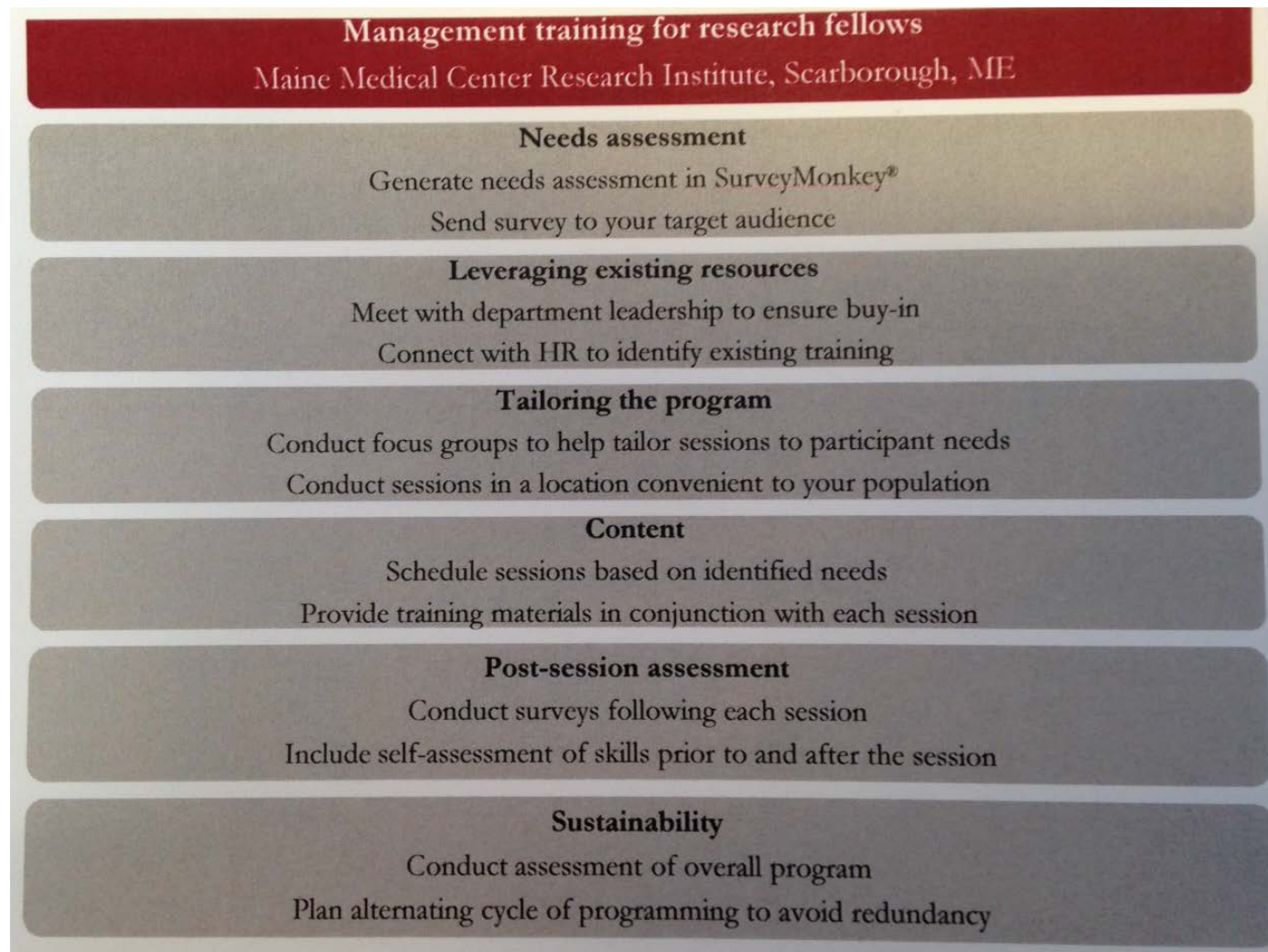
- PostDocket
  - Quarterly NPA newsletter
  - Looking for writers and editors
  - Contact: [rlinger@rvu.edu](mailto:rlinger@rvu.edu)
- NPA looking for committee volunteers
  - Outreach committee
  - Contact [andrew.bankston@louisville.edu](mailto:andrew.bankston@louisville.edu)

# Networking and Career Connections

- **Exchanged business cards with:**
  - Postdocs
  - PDO administrators
  - Recruiters
  - Professional Societies
- **Career Connections luncheon**
  - Many opportunities for Ph.D.s in various industries
  - Sell yourself succinctly
  - Your skills are important
    - Research and professional (leadership)
  - Linked-In profile
- **Follow-up**



# Take advantage of business school to offer management training for postdocs



# NIH FeICOM

Career symposium in May

NPA liaison contact: [sylvie.raver@nih.gov](mailto:sylvie.raver@nih.gov)



Office of Intramural  
**TRAINING & EDUCATION**  
*build your career, shape the future*

NATIONAL INSTITUTES OF HEALTH | U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES

[home](#) [training programs](#) [events](#) [career services](#) [about OITE](#) [for NIH staff](#)

## FELLOWS COMMITTEE (FELCOM)

The Fellows Committee (FelCom) is comprised of a basic and a clinical fellow representative from each institute of NIH. FelCom serves the NIH fellows community through the actions of fifteen subcommittees and thirteen committee liaisons. The eight subcommittees that comprise FelCom were created to focus on particular aspects of the advanced training experience at NIH and include Career Development, Fellows Award for Research Excellence (FARE), Mentoring Social, Service Outreach, Wednesday Afternoon Lecture Series (WALS), Clinical FelCom and the Visiting Fellows Committee.

FelCom members also serve as liaisons on NIH-wide and other national organizations, such as the National Postdoctoral Association (NPA), to report the activities of these groups back to FelCom so that this information may be disseminated to the NIH fellows' community. Each individual institute representative maintains a listserv of the fellows within that institute so that they may disseminate the information collected by the FelCom committee as a whole. If you are an advanced trainee at NIH and not receiving these emails, please contact your institute's training director or scientific director and ask that you be added to the institute listserv. We also recommend you join Fellow-L (for more information, see the Communications tab on this website).



[Members](#) →

[Career Development](#) →

[Clinical FelCom](#) →

[FARE](#) →

[Mentoring](#) →

[Service & Outreach](#) →

[Social](#) →

[Visiting Fellows Committee](#) →

[WALS](#) →

[Liaisons](#) →

# Professional societies offer many resources for postdocs

## AWIS

ASSOCIATION FOR WOMEN IN SCIENCE

### Resources - Communications

**AWIS Magazine** – The AWIS Magazine is a record of women's contributions to the STEM enterprise and their impact on society with story ideas that come from the real challenges our members face every day in labs, classrooms, corporate boardrooms, and government offices around the country.  
**Washington Wire** – The Washington Wire is a bi-monthly e-newsletter that provides a digest of hot-topic articles from all over the Web, focusing on science & technology, education, careers, health, and work-life satisfaction.  
**AWIS in Action!** – This monthly e-newsletter provides updates on AWIS advocacy initiatives as well as discussing the latest issues in government and society pertaining to women in STEM.  
**AWIS Blog** – The AWIS Blog brings relevant information in a more informal manner to postdoctoral as well as providing comments on recent issues of importance to the STEM community.

### Resources – Social Networking

**LinkedIn** – <https://www.linkedin.com/groups/Association-Women-in-Science-AWIS-140296/about>  
**Twitter** – <https://twitter.com/AWISnational>  
**Facebook** – <https://www.facebook.com/AssociationforWomeninScience>  
**Website** – [www.awis.org](http://www.awis.org)  
**YouTube** – #AssociationForWomenInScience

### Resources – Professional Development

**AWIS Webinars** – Support your talent and leadership development by participating in a live webinar or our library of on-demand webinars which are housed on the AWIS website. Topics cover mentor coaching, life transitions, work-life satisfaction, and achieving recognition.  
**Workshops** – AWIS offers a number of face-to-face workshops of interest to postdoctoral researchers include:

- ☐ Equitable Solutions for Retaining a Robust STEM Workforce: Beyond Best Practices
- ☐ Advancing Ways of Awarding Recognition in Disciplinary Societies (AWARDS)
- ☐ Improving Work-Life Satisfaction Program
- ☐ Importance of Mentoring Relationships Program
- ☐ Effective Communication Tips and Techniques
- ☐ Grant Writing 101

## Federation of American Societies for Experimental Biology

**FASEB Online Career Center** – [careers.faseb.org](http://careers.faseb.org)

### FASEB Upcoming Programs of Interest:

- **FASEB Career Center at Experimental Biology (March 2015)** - <http://bit.ly/CareerCtrAtEB>
- **FASEB Grant Writing Seminar & Responsible Conduct of Research Workshop (September 2015)** - <http://bit.ly/GrantWritingRCRinMD>
- **FASEB Postdoctoral Preparation Institute (June 2016)** - <http://twodprograms.org/2014/About-the-Workshop.aspx> (information from 2014 institute)

**FASEB Constituent Societies** (see additional handout for society-specific postdoctoral opportunities and resources)  
FASEB's members are scientific societies that share a common vision for the advancement of research and education in biological and biomedical sciences.

The American Physiological Society	The Teratology Society
American Society for Biochemistry and Molecular Biology	Endocrine Society
American Society for Pharmacology and Experimental Therapeutics	The American Society of Human Genetics
American Society for Investigative Pathology	International Society for Computational Biology
American Society for Nutrition	American College of Sports Medicine
The American Association of Immunologists	Biomedical Engineering Society
American Association of Anatomists	Genetics Society of America
The Protein Society	American Federation for Medical Research
Society for Developmental Biology	The Histochemical Society
American Peptide Society	Society for Pediatric Research
The Association of Biomolecular Resource Facilities	Society for Glycobiology
American Society for Bone and Mineral Research	Association for Molecular Pathology
The American Society for Clinical Investigation	Society for Free Radical Biology and Medicine
Society for the Study of Reproduction	

## Association for Women in Science

### Contacts

Anne Deschamps, PhD · Senior Science Policy Analyst · [adeschamps@faseb.org](mailto:adeschamps@faseb.org) · 301.634.7650  
Yvette Seger, PhD · Director of Science Policy · [yseger@faseb.org](mailto:yseger@faseb.org) · 301.634.7650

# American Society for Microbiology



AMERICAN  
SOCIETY FOR  
MICROBIOLOGY



AMERICAN  
SOCIETY FOR  
MICROBIOLOGY

Irene V. Hulede  
Manager, Student Programs  
Education Department

202-942-9295  
fax: 202-942-9329  
email: [ihulede@asmusa.org](mailto:ihulede@asmusa.org)  
web: [www.asm.org](http://www.asm.org)  
ABRCMS web: [www.abrcms.org](http://www.abrcms.org)  
ASMGAP web: [www.asmgap.org](http://www.asmgap.org)

1752 N Street, N.W. • Washington, D.C. 20036-2904

MICROBIOLOGY TOUCHES EVERYTHING

## Postdocs: What is *your* career goal?

The American Society for Microbiology offers programs to achieve your career goal!

If your career goal is to...

Be a faculty member

...we offer:

- *Science Teaching Fellowship*: 5-month online course about effective teaching
- *ASM Conference for Undergraduate Educators*: premier conference for life science educators
- *ASM LINK*: program to learn how to be an effective mentor
- *Biology Scholars*: year-long residency about assessment & discipline-based education research

Do academic research

...we offer:

- *ASM Kadner Institute*: In-person institute about preparing for success in microbiology careers
- *ASM Scientific Writing and Publishing Institute*: In-person & online intensive training for writing

Go into public health

...we offer:

- *ASM/CDC postdoctoral research fellowship*: fellowship at one of the CDC national laboratories
- *CPEP-approved postgraduate fellowship*: fellowship to prepare for leadership in clinical labs

Start your own business

...we offer:

- *ASM Turning Your Science into a Company*: entrepreneurship workshop about start-up businesses

Go into a non-research science career

...we offer:

- *ASM Headquarters Fellowship*: postdoctoral fellowship at ASM Headquarters

Additionally, the ASM  
offers travel grants  
and career  
development grants!

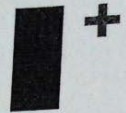
[asmgap.org](http://asmgap.org)  
[asmgap@asmusa.org](mailto:asmgap@asmusa.org)

1752 N Street, NW • Washington, DC 20036-2904 • 202-737-3600



Working with  
Irene as liaison  
between ASM and  
OSU Microbiology  
postdocs

# Diversity and Inclusion



## Foundational Concepts

- Brave Space:
  - Calculated risks
  - Moving from safe space toward challenging space
- Equity vs Equality
  - Sameness vs Fairness

### Exclusionary → Multicultural Getting the Mix to Function

Reflects contributions and interests of multicultural constituencies

What you want is **equity** = getting everyone on same plane with how to use tools or different tools

# Salary negotiations are important

## Common Pitfalls

### **1. Failing to prepare ahead of time**

- a) Glassdoor.com, Higered jobs
- b) Ask people in those positions (What is the range?)

### **2. Discussing salary before or after interview**

- a) For positions such as this, I am focusing on jobs in the X-XK range
- b) Based on my research background and [other skills], I expect to earn X and X [high end of salary]

### **3. Failing to recognize when you have the most and least power**

- a) After the offer is made, you have the most power
- b) This is the time to negotiate
- c) Type up written talking points, focus on your skill set as leverage

# Salary negotiations are important

- d) What is negotiable?

Salary, Leave, Moving expenses, Teaching load, Telecommuting, Professional development, Equipment, Space, Signing bonus

## 4. Failing to Negotiate

- a) Women are more prone not to negotiate
- b) Don't accept right away but be gracious
- c) Ask for offer in writing and when they need a decision
- d) Respond when you are ready; have your negotiables prioritized
  - i. What is most important to you?

**Do your homework!**

# Data on postdoc career pathways

1. **Current research uses NIH training grant data**
2. **Found that ~60% postdocs end up in Academia**
  - a) Male and Female, from 2000-2013
  - b) No difference in recession years
3. **Need more current data; exit surveys**

Postgraduate careers: The hunt for the elusive alumni

4. 

**Paul Smaglik**  
*Nature* 519, 122 (2015) doi:10.1038/nj7541-122a  
**Published online** 04 March 2015  
This article was originally published in the journal *Nature*  
**New efforts aim to track the careers of postgraduates.**



occupations?

# Achieving meaningful change (Stanford model)

## White Paper: How to Run a Successful Postdoctoral Organization

de Morree A\*, Gordon CA, Martucci K, Maan Z, Bauer R, Neal JT  
Stanford University Postdoctoral Association, Stanford, CA, USA

\* Correspondance: demorree@stanford.edu

**Summary:** Postdoctoral scholars form associations to help themselves. These associations form on the fly and learn by trial and error. The goal is to help postdoctoral scholars govern so they become more effective. The first part outlines the importance of having a clear mission and vision. The second part covers how to maintain good relationships with others. The final part discusses advocacy and how to tell your story. Stories from postdoctoral associations presented in this white paper show how to build an organization with a solid foundation, relate with your community successfully, and advocate for meaningful policy change. Postdoctoral scholars represent the postdoctoral scholars at your institution.

[Download from www.surpas.org](http://www.surpas.org)

Run Your Postdoctoral Association With Success	
Structure	Market your brand <i>Show what you stand for to attract the right volunteers</i>
	Structure your meetings <i>Prepare meetings with transparent decision-making to stimulate participation</i>
	Write your code of conduct <i>Establish clear roles and processes to set expectations</i>
	Transfer your knowledge <i>Create advisory structures and alumni positions to gain and offer advice</i>
Relate	Delegate your tasks <i>Give ownership of meaningful tasks to empower your volunteers</i>
	Set the right example <i>Communicate effectively to limit conflicts and conflicts of interest</i>
	Listen <i>Understand the needs of volunteers, allies, and opponents to gain trust</i>
Advocate	Give your people a voice <i>Unify diverse opinions to create power by numbers</i>
	Establish the problem <i>Agree on a problem worth solving to enable people to think of solutions</i>
	Support your claims <i>Inform your argument with rigorous data to gain credibility</i>

# Achieving meaningful change (Stanford model)

## What is policy that needs to be changed?

### 1. Establish the need

- a) What do you care for?
- b) You're a scientist. How can you prove it?

### 2. Identify Allies

- a) Name central players
- b) What do they care for?
- c) How will you approach them?

### 3. Gather support

- a) How will you mobilize members?
- b) How will you approach administration
  - i. Ask advice before taking action
  - ii. Move up the chain – meet person with most resistance

# Enhancing the OSU PDA

- Research Vendor Sponsored Expo to raise money for further professional development and networking events
- Postdoc forums
  - Chalk Talk or Interview Practice
  - **Food and drink are essential**
- Career development, postdoc appreciation, and/or mentor awards
- Collaborate with Nationwide Children's Hospital Postdoc Association
- Engage with other local institutions and/or professional societies
- Get faculty and students involved too; get well-connected

# Working with OSU MBSC for connecting with potential vendor sponsors

AGTC Bioproducts & National Diagnostics: John Garrett; 800-526-3867 ;  
[garrett@nationaldiagnostics.com](mailto:garrett@nationaldiagnostics.com)

Alfa Aesar: Tim Alberda; 603-571-0449; [timothy.alberda@alfa.com](mailto:timothy.alberda@alfa.com)

Beckman Coulter: Matthew Spears; 614-371-6843; [matthew.spears@beckmancoulter.com](mailto:matthew.spears@beckmancoulter.com)

Cayman Chemicals: Darrick Lee; 734-975-3939; [dlee@caymanchem.com](mailto:dlee@caymanchem.com)

Perkin Elmer: Rick Belcher; 800-762-4000 (ext 3962); [rick.belcher@perkinelmer.com](mailto:rick.belcher@perkinelmer.com)

BioChain: Cynthia Morimoto; 888-762-2568 (ext130); [cmorimoto@biochain.com](mailto:cmorimoto@biochain.com)

Sarstedt: Jordan Gaddis; 800-257-5101; [sales@sarstedt.us](mailto:sales@sarstedt.us)

GoldBio: Molly Corrigan; 314-564-6479; [molly.corrigan@goldbio.com](mailto:molly.corrigan@goldbio.com)

Enzo: Michael Garofalo; 917-881-2509; [mgarofalo@enzolifescience.com](mailto:mgarofalo@enzolifescience.com)

Kapa Biosystems: Jim Egbert; [james.egbert@kapabiosystems.com](mailto:james.egbert@kapabiosystems.com)

Norgen Biotek: Jaclyn Ugulini; [Jaclyn.ugulini@norgenbiotek.com](mailto:Jaclyn.ugulini@norgenbiotek.com)

R&D Systems: Katie Jensen; [Katie.jensen@rndsystems.com](mailto:Katie.jensen@rndsystems.com)

Life Science Products:

# Last thing I learned...

Edgar Allen Poe attended but was expelled from West Point!



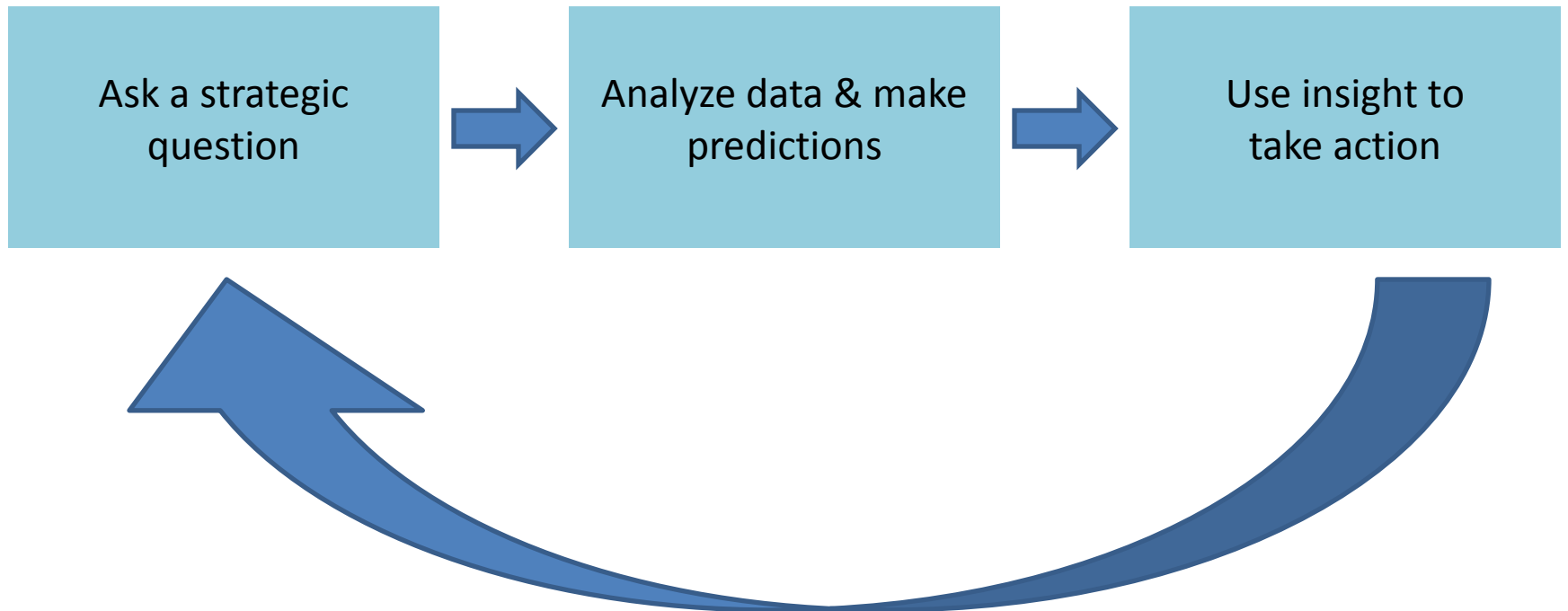
- Fun fact thanks to NPA Social and Trivia night at Westminster Hall
- Lot's of networking at this fun, casual event

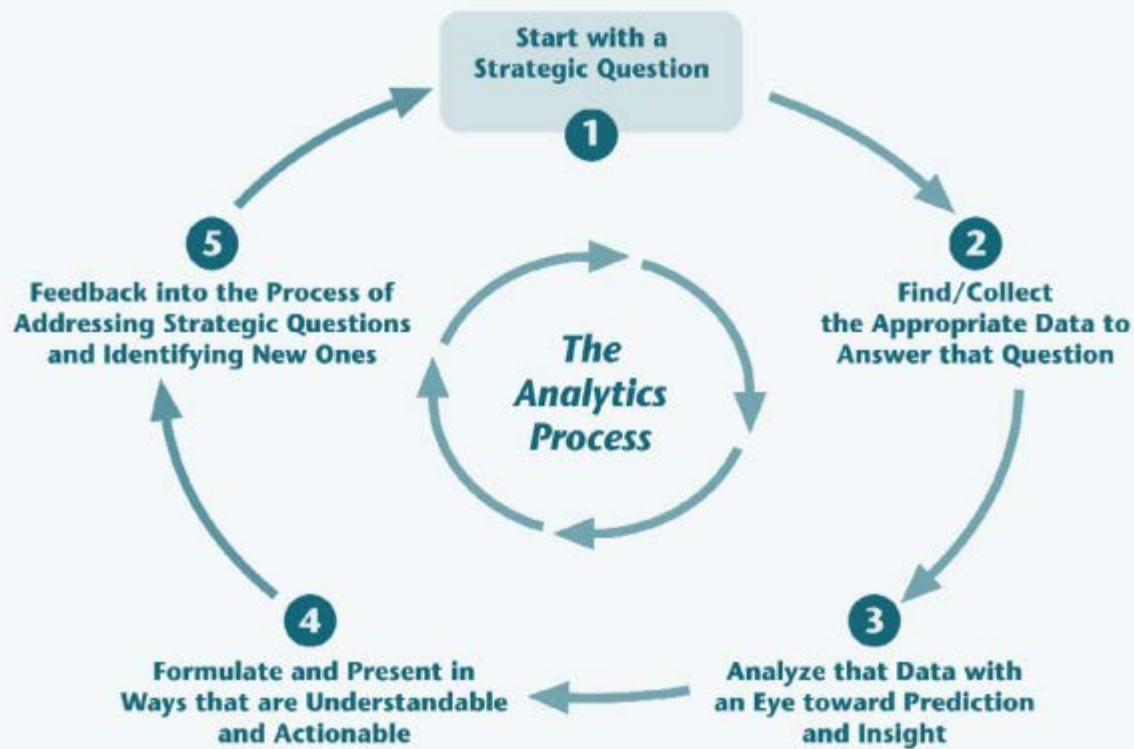
# Workshop: Learning Analytics for Career Development Programming

# What is Learning Analytics?

- A tool for measuring outcomes
- Collect data → use to make predictions and measure success
- Can also use to prove success and effectiveness of programs = continued funding (\$\$\$) in academia!

# Basic Model



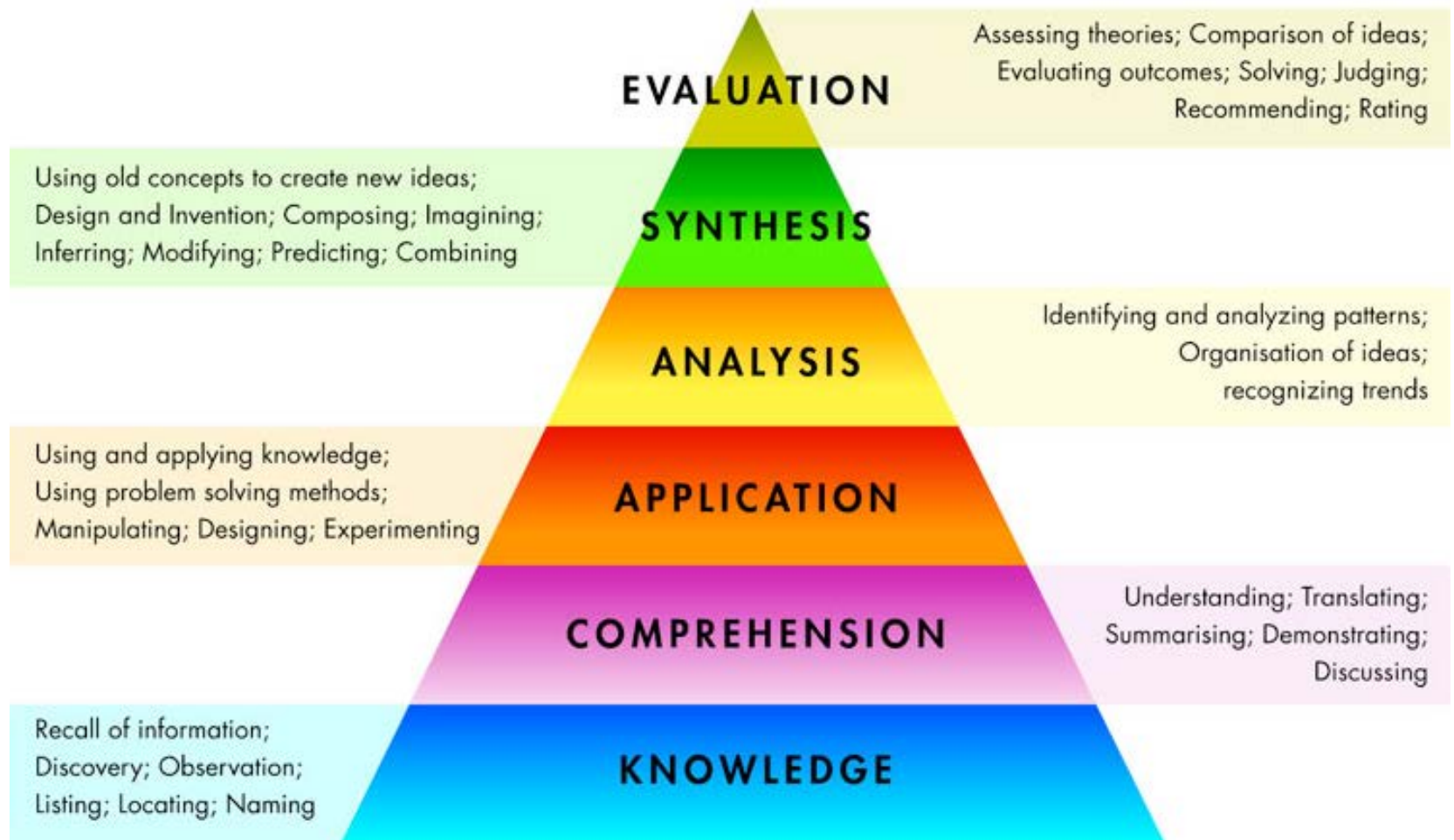


ECAR Copyright 2012

# Good Learning Analytics

- Most powerful analytics: learner-centric
  - Focus on the learner and what they should get out of it
  - Clear expectation of what learners are expected to learn and how they are to demonstrate it
- Use Bloom's Taxonomy as criteria for assessment

# B L O O M S    T A X O N O M Y



# Where to Start

- Establish a long range plan for accessing and collecting learner data – not a quick process!
- One option: use web-based resources that produce data themselves
  - Tell when/if documents are opened, if videos viewed, etc
  - Example: Carmen
    - Could provide us with data as to effectiveness/interest in webinars

# Summary

- Career and professional development programming should have a clear goal and/or a strategic question to answer
- Data on learning outcomes is necessary to evaluate progress towards goal
- Learning analytics provides a statistical approach to data analysis based on proposed learning outcomes
- Bloom's Taxonomy provides a framework for creating observable criteria

# Worksheet #1

## Strategic Question

Write the strategic question or goal relative to the career development programming you offer:



What data is needed to answer the question or demonstrate you are achieving your goal?



What data do you have and in in what format?

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 



Where do you merge your have and have-nots?

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 



What data are you missing?

- 
- 
- 
- 
- 
- 
- 
- 
- 
-

# Worksheet 2

## Define Student Learning Outcomes

Identify an outcome expected of students/participants in career development programming. Make sure it supports your strategic goals or question for your career development programming:

Identify a competency associated with the outcome:

Identify a competency associated with the outcome:

Identify a competency associated with the outcome:

Identify measurable criteria for the competency:

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 

Identify measurable criteria for the competency:

- 
- 
- 
- 
- 
- 
- 
- 
- 
- 

Identify measurable criteria for the competency:

- 
- 
- 
- 
- 
- 
- 
- 
- 
-

# Worksheet 3

## Student Data and Outcome Assessment

Develop your analytical plan.



Student's performance on the measurable competencies from a student outcome

- 
- 
- 
- 
- 
- 
- 
- 
- 

What trends emerge, and how do you display them meaningfully based upon your strategic question

- 
- 
- 
- 
- 
- 
- 
- 
- 

What student elements do you have from your database

- 
- 
- 
- 
- 
- 
- 
- 
- 



# Progress Towards Strategic Goal & Formulating Action

Identify evidence from data and analysis that support or challenge achieving your strategic goal



Evidence of Success:

- 
- 
- 
- 
- 
- 
- 
- 
- 



Evidence of shortcomings

- 
- 
- 
- 
- 
- 
- 
- 
- 



Identify revisions and changes that maintain successful elements and provide opportunity to correct shortcomings.

- 
- 
- 
- 
- 
- 
- 
- 
-

# Workshop: Human Resources for Postdoctoral Scholars

From the Perspective  
of a Postdoc Office

# How to Spread Knowledge & Get People to Care

- Offer trainings for HR reps/dept admin
  - Invite PIs and budget/finance people
  - Offer once/quarter
  - Talk about:
    - What a postdoc is/is not
    - Why postdoc policies are important
    - How they can help us help postdocs
    - The services the postdoc office can offer
- Invite yourself to important meetings, go talk to departments and important people

# How to Spread Knowledge & Get People to Care

- Create an “HR Task Force”
  - Invite:
    - Representatives from large, powerful units
    - People who have been around postdoc issues a long time
    - Small outlier departments to spread info to all
- Word of Mouth
  - People like to share successful interactions

# HR Policies

- Important to know: UNC Postdoc Office has own Postdoc Policies not overseen, implemented, or mandated by University HR Office
- View their policies: <http://postdocs.unc.edu>

# HR Policies: How to Create

- Get buy in: Leadership, Pls, HR, departments
- Have approved by Legal, EEO, HR, etc
- Give to all postdocs with offer letter
- Provide easy access to on website
- Connect and integrate with University HR policies for things not specific to postdocs

# Postdoc Orientation

- Offered Monthly
  - All postdocs required to attend within first 90 days
  - Small group, allows for questions and personal interaction
- 2 hours long
- Covers:
  - Benefits
  - Leave policies
  - PDO services
  - IDPs

# Postdoc Orientation

- Teach them to advocate for themselves
- Sell postdoc office to them
- Invite PIs, HR reps, OIA, etc so they hear what postdocs are being told

# “Lunch and Learn” Sessions

- Think about postdoc demographic:
  - Married/young families
  - First “job”
  - Lots of Internationals
- Sessions to Offer
  - “Postdoc Parents”
  - 529 Savings Plans Q&A
  - 403b Retirement Info
  - How to plan for parental leave

# Cheap and Easy Suggestions

- Create HR Listserv to share news and updates, important reminders, new ideas, meetings, etc
- Lunch and Learns
- Create policies, best practices, templates, etc for HR reps to use and reference

## Ten Tips for Creating an Effective Human Resources Program for Postdocs

1. **Develop robust postdoc policies.** Create and document postdoc policies and include human resources information in your policies. Ensure postdocs and their mentors receive a copy of your policies at hire so they can help advocate for the benefits and protections afforded to them.
2. **Network.** Build partnerships across your campuses. You do not have to know everything (or even anything!) about human resources, but work with others who do and use them as a resource. Subject matter experts love to be asked to share their knowledge.
3. **Create a Postdoc HR Task Force.** Invite departmental representatives from units with large number of postdocs to the table to ask them about postdoc needs, challenges, and successes. Use this information to inform policies and develop resources to help improve the experience for your postdocs.
4. **Look at demographics.** Consider the demographics of your postdoc population and cater programs to that population. Since many postdocs are married with young families, consider informational sessions and networking groups for parents. If you have a strong international postdoc population, you might want to think about providing information on benefits or tax implications for visa holders.
5. **Focus on onboarding.** You want your postdoc's first impression of your university to be a good one. Consider holding regular orientations to share resources and introduce your office, who you are, and what you do. You can sell your Postdoc Office and its services on day one and let your new postdocs know how to make the most out of their experience and where to go for support. Investing time up front on this will pay for itself through educating your postdocs to know where to go when they need help.
6. **Partner with central offices.** Negotiate with central office on ways you can extend benefits and services available to other University employees to your postdocs. Since postdocs make up such a small segment of most University populations, the cost benefit of offering them benefit plans (health insurance, retirement, employee assistance programs) will likely be minimal. Other useful partnerships should be created with your International Office, Legal Counsel, and Benefits office.
7. **Take your show on the road.** Invite yourself to meetings of campus HR groups, departmental administrators, departmental Deans and Chairs. Even spending 15 minutes with campus stakeholders to sell your office and its services can make a huge difference in informing important campus administrators of policies and procedures that are relevant to postdocs.
8. **Create a listserv.** Develop a mailing list to easily disseminate human resources information to representatives on campus. This is an easy way to help share policy changes and helpful information and tips to departments. Let these folks in departments be a link to make sure postdocs are getting up-to-date information.
9. **Food draws a crowd.** Brown bag lunches and coffee hours – events with food - bring postdocs out of the lab. Tap into a subject matter expert to do a presentation during lunch time and provide beverages and dessert.
10. **Be Flexible.** Solicit feedback from stakeholders and postdocs. If something is not working, change it. Policies need to adapt change with the changing landscape of the postdoc environment. Monitor what is working and what is not and adapt accordingly.

# Workshop: Successful Career Coaching Strategies

A Practical Approach for  
Postdoc Offices

# Where to Begin

- Initial Assessment – can they answer:
  - What are you looking for in your next position?
  - How do you plan to introduce yourself?
- Postdocs need to:
  - Formulate success stories and learn to communicate them
  - Define their style
  - Complete their value inventory
  - Formulate their career story
  - Determine career target
  - Form a networking plan

# Success Story

- *Title:* One word or phrase for easy recall
- *Problem:* Describe a problem/challenge YOU faced
- *Actions:* Use verbs to tell what YOU did
- *Outcome:* Explain measurable results of YOUR actions
- **TIP:** Practice communicating your achievement to someone you know. Ask that person to reflect back what was heard. Was your story understood

# Style Definition

- *Leadership*

- I am a visionary leader who likes to think big. I am also pragmatic and, having come up with the dream, can take manageable steps in the right direction. I lead by teaching. I like to ask leading questions to help people arrive at a conclusion on their own. I am supportive of my team, generous with encouragement and with credit for ideas and contributions. I respond positively and constructively to problems.

- *Vision*

- I am verbal and see things as words – at first as words on post-it notes that I can move around as new multi-dimensional categories occur to me. As my thinking progresses, the organization of words in my mind shifts to more complex models such as flow charts where shapes, colors and connections among words help to add clarity to their relationships. Very often to aid my thinking and to share it with others I make my thoughts manifest on actual post-it notes we can all work with and as diagrams on whiteboards or flipcharts.

# Style Definition

- *Communication*
  - I am a communication catalyst. I facilitate conversations by helping to bridge the communication gap between people with different backgrounds, styles, cultures, languages and thought patterns. I think it is very important to understand not just what but why and I always ask.
- *Interpersonal*
  - I am a team-oriented consensus-builder. I am tactful and empathetic and I use that empathy to challenge others and bring out their best. I am accepting of people and ideas and reach solutions by integrating the best components from all contributions. I have excellent persuasive skills and can successfully sell ideas across, up and down organizations.

# Value Inventory

- Skills/Expertise
- Titles and Industries
- Education
- Community Service
- Awards
- Memberships
- Publications
- Languages
- Passion

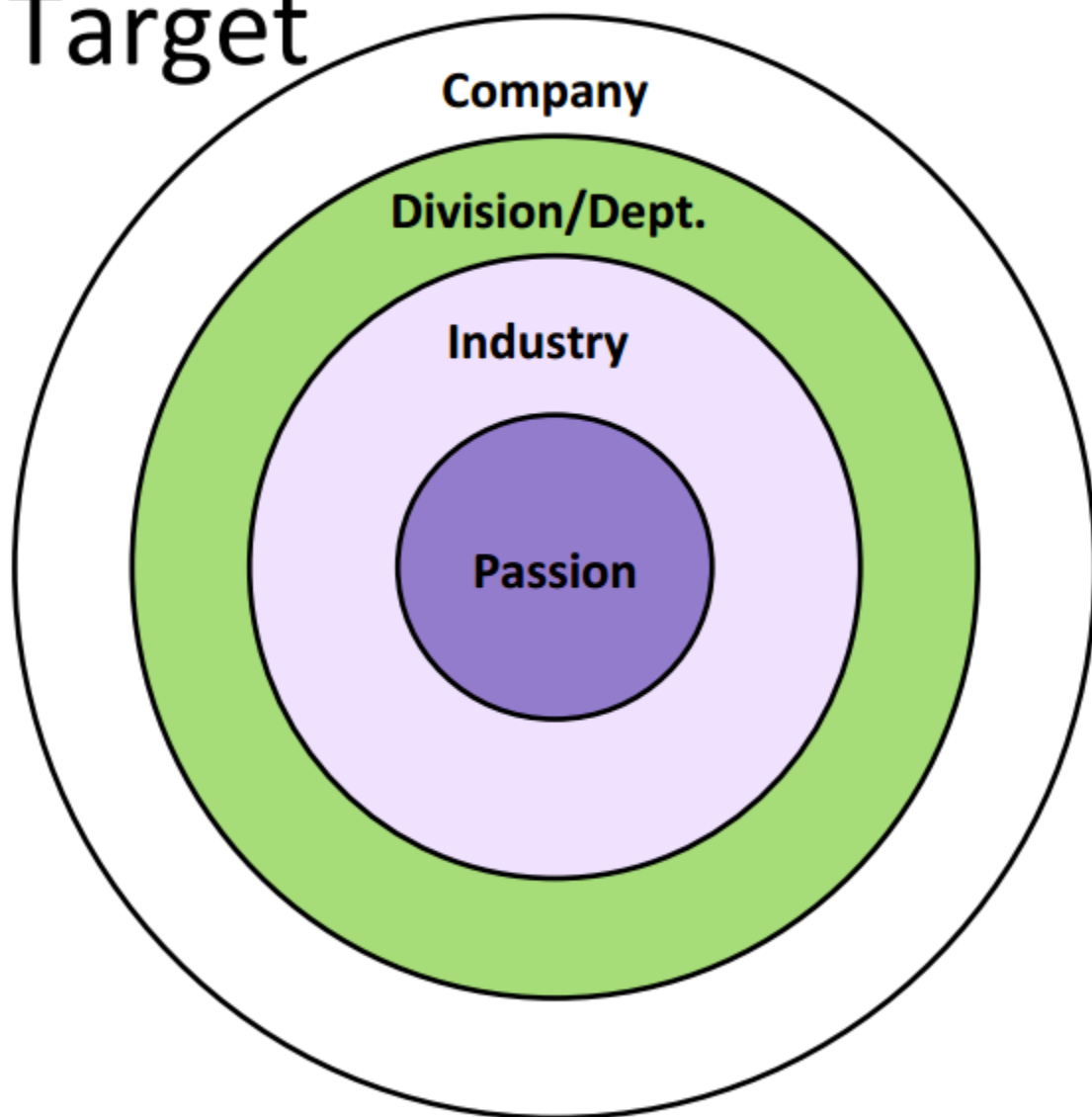
# A Career Story

- When did you first know you wanted to be...

TIP: Your career story can be used to carry out effective informational interviews in your target industries.

Practice communicating your career story to someone you know. Was your story understood?

# Career Target



# Networking Plan

- Think about:
  - Associations: professional associations
  - Education: alumni networks
  - Social Networks: LinkedIn
- Track your network – keep for life!
  - Contact Name
  - How you are connected
  - Action – did you contact them?
  - Result
  - Follow up

# Referral Letter Template

If sending email, subject should be: Referred by [Name of Person]

Dear Mr./Ms/Dr.

In a recent conversation with [the connection] regarding my career development, she/he told me you are [say something nice]. She/He suggested I contact you to schedule a meeting as she felt you would be able to furnish me with valuable advice and information.



Please understand I do not expect you to have a position or be aware of any openings at this time

Share your \*Mini Biography\* based on your value inventory.

I would like to meet with you to discuss: [Meeting topic]

[Take Control] I will call you the week of \_\_\_\_ to arrange a time to meet. I know your time is valuable and I promise to be brief.

Many Thanks,

# Example

Dear John,

In a recent conversation with Sarah Duncan regarding my career development, she told me that you had a great success in industrial career after your postdoc at Harvard. She suggested I contact you to schedule a meeting as she felt you would be able to furnish me with valuable advice and information.

Please understand I do not expect you to have a position or be aware of any openings at this time.

## Career Story

Presently, I am a research fellow at HMS's New England Primate Research Center, Laboratory of Translation Phenomics under the advisory of Dr. Eric. I am working on human/primate genetics and neurodegenerative diseases including Huntington's disease (HD). I used high throughput sequencing and bioinformatics analysis software to develop better primate disease models. I also found new target for Huntington's disease and running proof of concept studies.

I have Diploma in software development, MS in Biomedical Sciences, and PhD in Pharmacology & Toxicology. I have strong practical experience in neuroscience, molecular biology, genetics, pharmaceuticals and computation expertise for combinatorial approach to find innovative biomarkers and therapy for neuropsychiatric diseases.

## Mini Bio

I would like to discuss how I can transitions from academia to industry, what in my background would industry be interested in.

I will call you the week of 14th to arrange a time to meet. I know your time is valuable and I promise to be brief.

Many Thanks,

# Informational Interview

- Purpose
  - Make a good impression
  - Get info about field/company/positions
  - Gather other referrals
  - NOT to get a job!
    - Don't even bring a resume – may turn them off
- Phase 1: What jobs/titles would fit my interests in this field/at this company
- Phase 2: Get more info about those jobs/titles

# The Informational Interview

- Ice Breaker
  - Career Story
- Conversation
  - Gather info to help make a decision
- The Close
  - Thank you
  - Ask for referrals

# Thank you Notes

- Always handwritten – no emails!
  - Choose a card that reflects the person you're sending it to – show that you paid attention
    - If you saw golf stuff in their office, send a golf card
    - If you talked about boating, send a boat card
  - Always be timely – send right away

“Thank you for referring me to Dr. X. I will follow up with her and keep you apprised.”

Questions?

# Institutional Diversity Postdoctoral Fellowships: Growing Your Own Faculty Pipeline

**Sibby Anderson Thompkins, Ph.D.**, Director of Postdoctoral Affairs, University of North Carolina (UNC) at Chapel Hill

Carolina Postdoctoral Program

- Celebrating 30 years
- Postdocs are hired for 2 years
  - NIH stipend levels
  - Research funds
  - Travel funds
- Provost pays for 4 years as junior faculty (position is created if no search approved)



Arrive in July/August

## Orientation and Retreat

Mentors and  
Administrators

Alumni of the  
program

Professional  
Development for  
junior faculty

[University of California \(UC\) President's Postdoctoral Fellowship](#)

- Ensuring Future Success: Addressing Challenges Facing Women Postdocs
- Mentoring (Diversity) Matters
- Advocating for Postdocs: Strategies for Involvement at the Local and National Level