

# Postdoc Orientation Welcome!

Gillis Building, Conference room 104

OR

<https://uky.zoom.us/my/postdoc>



# The Office of Postdoctoral Affairs



# Collaborators



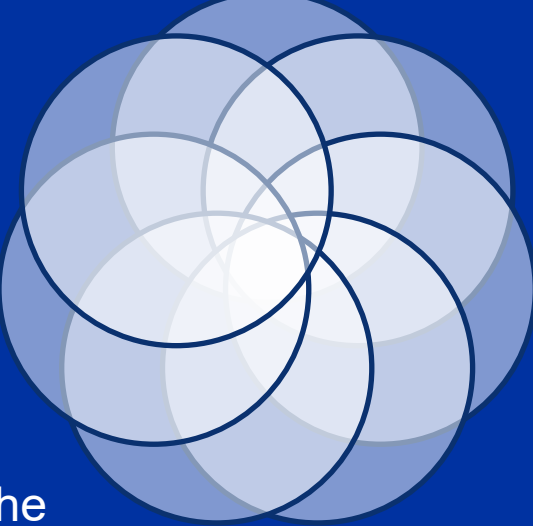
Graduate Student Congress

Graduate School Professional Enhancement

Markey Cancer Center



Stuckert Career Center



Office of Biomedical Education



International Center

Office of Technology & Commercialization

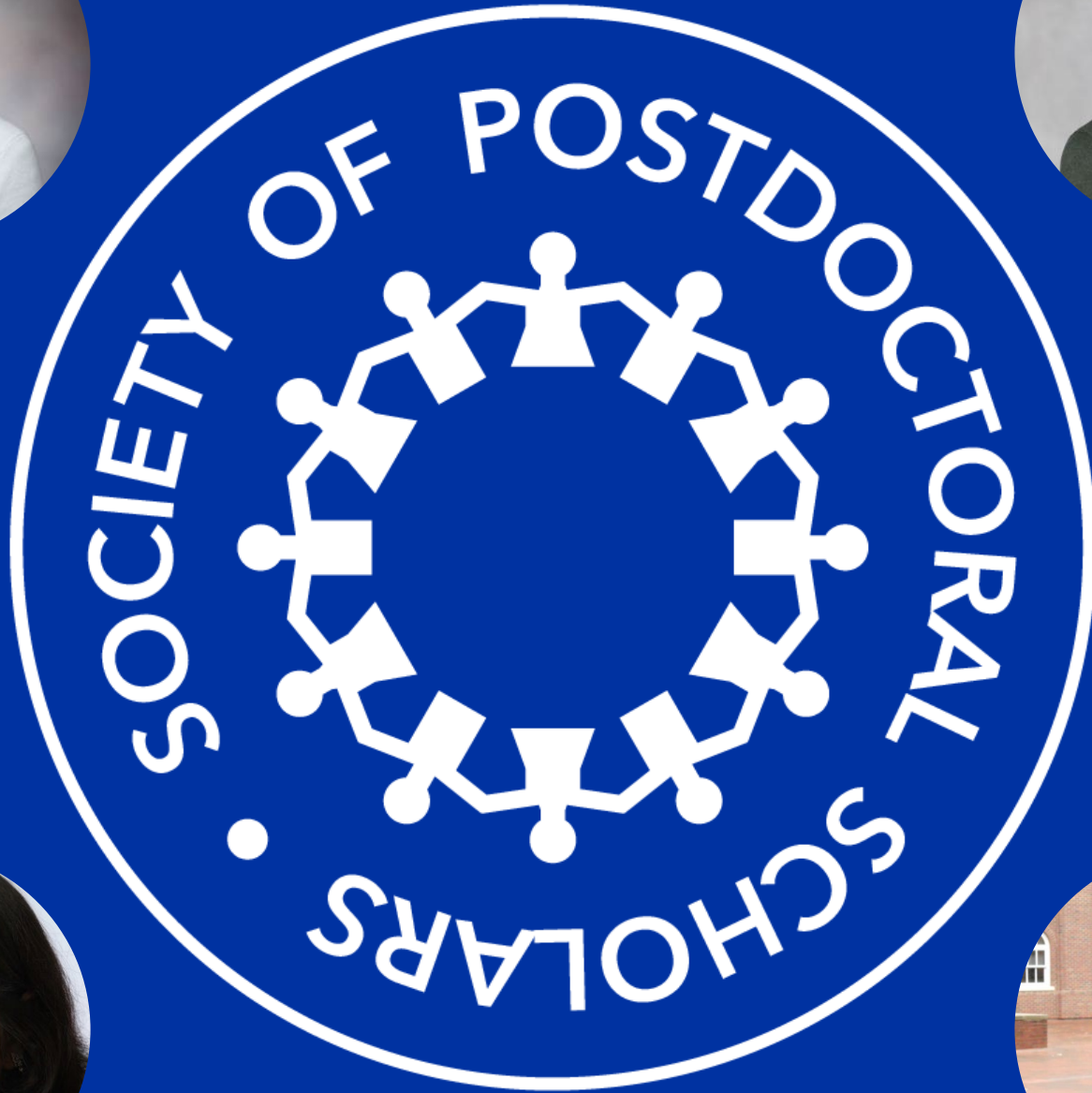


Center for the Enhancement of Learning and Teaching

UK Research

Von Allmen Center for Entrepreneurship





# 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

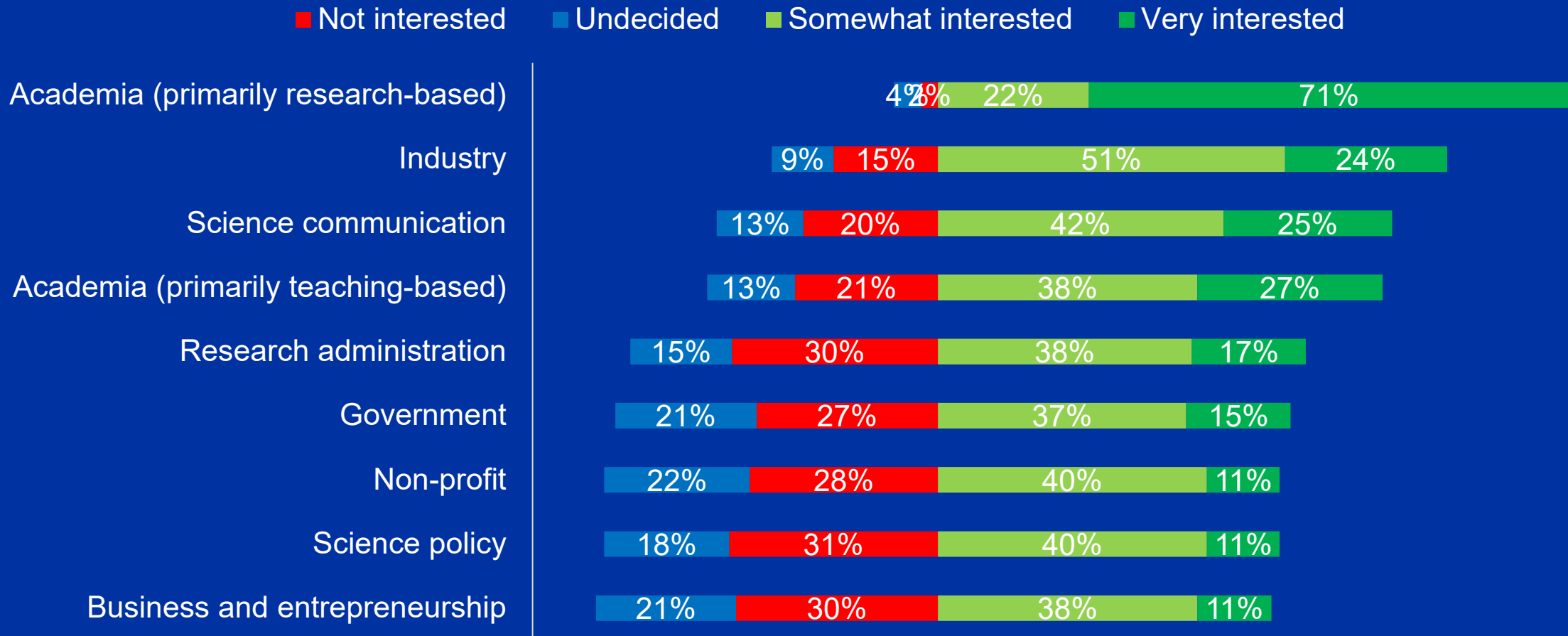
# How do you measure postdoc success?

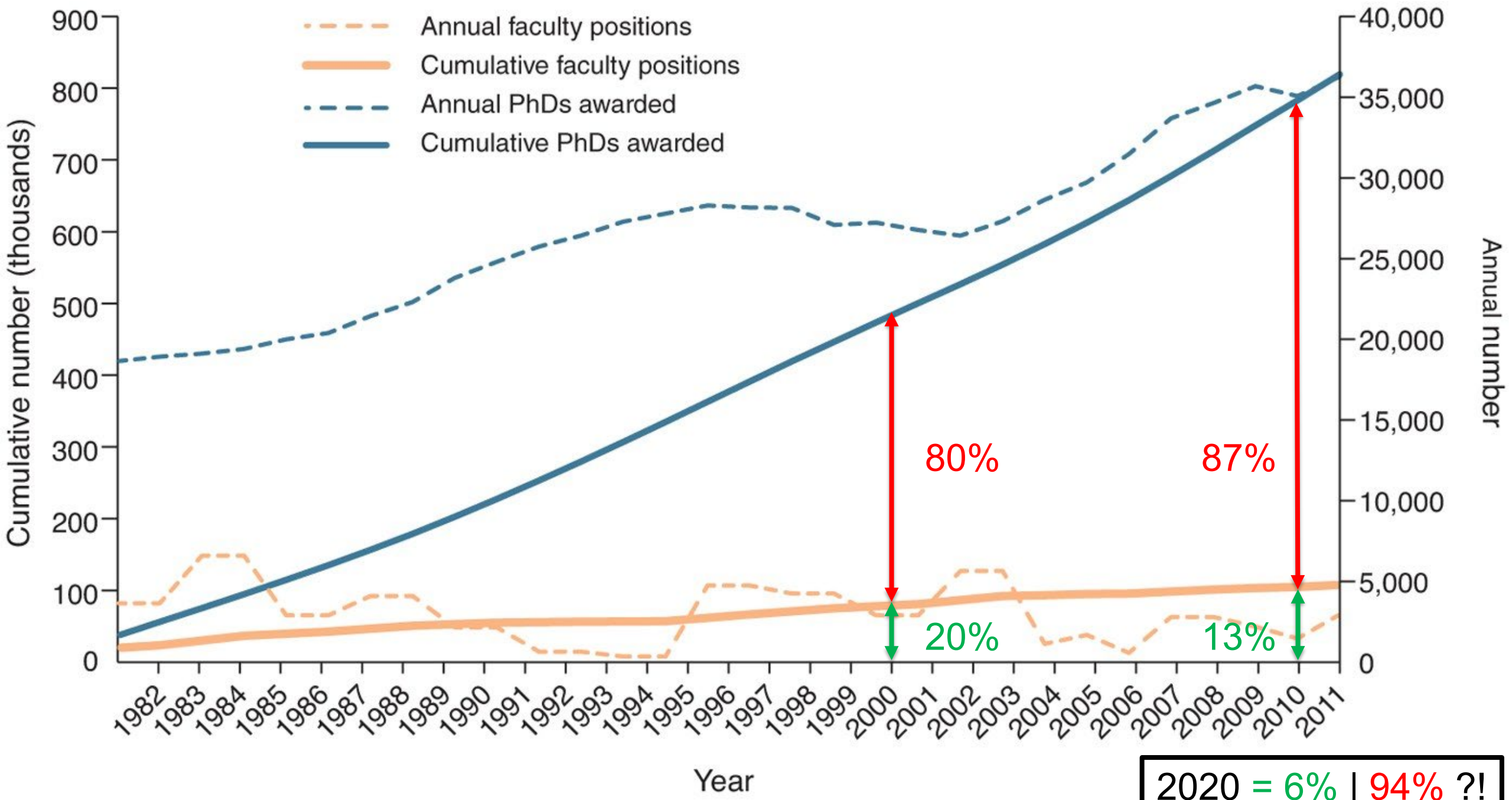
What is important to you?

What is important to future employers?



# Interest in pursuing a career in the following sector(s)





2020 = 6% | 94% ?!

Planning is key!



goals  
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month

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- 0 mediteren & doe aan yoga
- 0 wees positief & stress less!

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# 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?

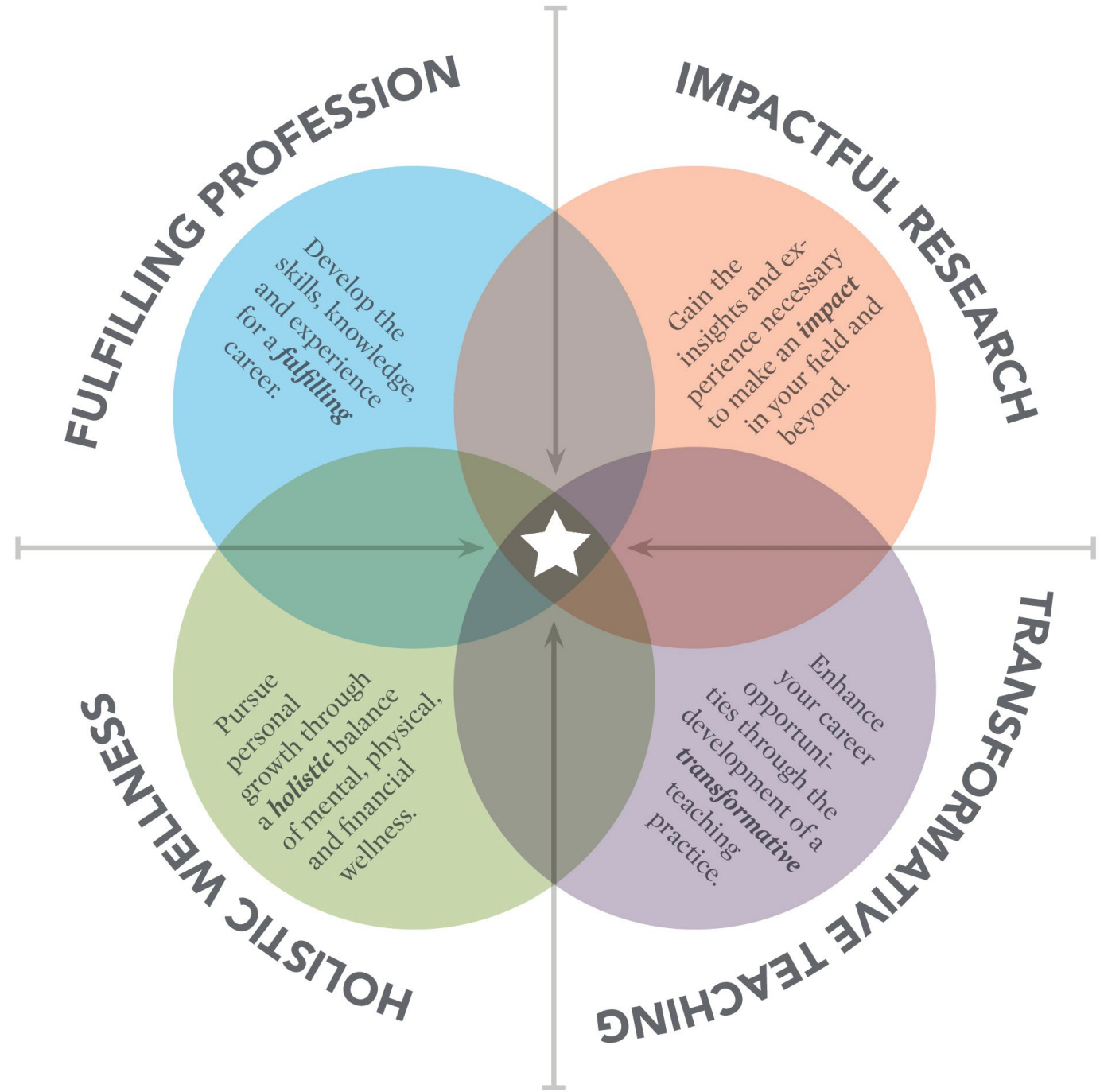


# Graduate Student Success Pathways

Launching your journey (early)

Gaining momentum (mid)

Navigating your transition (late)





NATIONAL  
POSTDOCTORAL  
ASSOCIATION

15800 Crabbs Branch Way | Rockville, MD 20855  
Ph: 301.984.4800

# A POSTDOC'S GUIDE TO THE POSTDOC TIMELINE

(c) 2019

## 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

# IMAGINEPHD

A CAREER PLANNING AND EXPLORATION TOOL FOR THE HUMANITIES AND SOCIAL SCIENCES

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IMAGINEPHD.COM





# Science Careers

INDIVIDUAL DEVELOPMENT PLAN





# ACRA

Academic Career Readiness Assessment

*Winner of the First Prize 2019 AAMC Innovations in Research and Research Education Award*

## Clarifying Training Expectations for Future Faculty in the Life Sciences

Laurence Clement, PhD  
Jennie Dorman, PhD  
Rick McGee, PhD

Developed with the support of Burroughs Wellcome Fund

**UCSF** Office of Career and  
Professional Development  
Student Academic Affairs

## 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.”



Center on the Improvement of  
Mentored Experiences in Research

# Compacts

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

## Compact Between **Postdoctoral Appointees** and Their **Mentors**

*A framework for aligning the postdoctoral appointee mentor-mentee relationship*

January 2017

# 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



# 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



# Webinars/seminars



## Topics

- Immigration
- Funding
- Communication
- Career development
- Finance

## Types

- Training
- Informational





# Society of Postdoctoral Scholars Annual Research & Career Symposium

Every year during National Postdoc Appreciation Week  
(3<sup>rd</sup> week in Sept)

## Features:

- Keynote address
- Career panels
- Postdoc Talk Competition
- Postdoc Poster Competition
- Additional stimulating sessions

# How to stay informed

[SOPS-L@LSV.UKY.EDU](mailto:SOPS-L@LSV.UKY.EDU)

**Admin**

see blue.™

# Administrative considerations

- Administrative regulation 5:1
  - Postdoctoral Scholars, Postdoctoral Fellows, and Visiting Scholars
  - <https://www.uky.edu/regs/ar5-1>
- Postdoctoral Scholars
  - Both employees and students
- Postdoctoral Fellows
  - Students

# Benefits

| Postdoc Scholars                   | Postdoc Fellows                  |
|------------------------------------|----------------------------------|
| <i>Health</i>                      |                                  |
| UK employee health plans           | UK employee health plans         |
| Basic Life insurance               | Basic Life insurance             |
| Optional Life insurance            |                                  |
| Dental insurance                   | Dental insurance                 |
| Vision insurance                   | Vision insurance                 |
| Long Term Disability Plan          |                                  |
| Flexible spending accounts         | Flexible spending accounts       |
| University's Blood Donor Program   | University's Blood Donor Program |
| Kentucky Workers' Compensation Act |                                  |

see blue.™

# Benefits

| Postdoc Scholars                              | Postdoc Fellows                  |
|---|----------------------------------|
| <i>Leave</i>                                  |                                  |
| Vacation leave (15 vacation days/year)        |                                  |
| Temporary disability leave (1 sick day/month) |                                  |
| Holiday leave                                 |                                  |
| <i>Educational</i>                            |                                  |
| ID card                                       | ID card                          |
| Employee Education Program (EEP)              | Employee Education Program (EEP) |
| Family Education Program (FEP)                | Family Education Program (FEP)   |

# 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**

**see blue.™**





**INTERNATIONAL  
CENTER**

[International Admissions](#) 

# Office of Institutional Equity and Equal Opportunity

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[About](#)

[Key Priorities](#)

[FAQs](#)

[Resources](#)

[Contact Us](#)

OFFICE OF

## Institutional Equity and Equal Opportunity



# Counseling with a therapist

Easily access short-term mental health care for you or your family member at no cost.

CHOOSE A THERAPIST



# Additional resources

see blue.™

# Other career and professional development resources

see blue.™

# LUNCH & LEARN

**TRANSFORMING TOMORROW**

**by Supporting the Research Community**

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](mailto:nesch@uky.edu)
- Stacy Gaylor, VPR Administrative Assistant, [stacy.gaylor@uky.edu](mailto: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







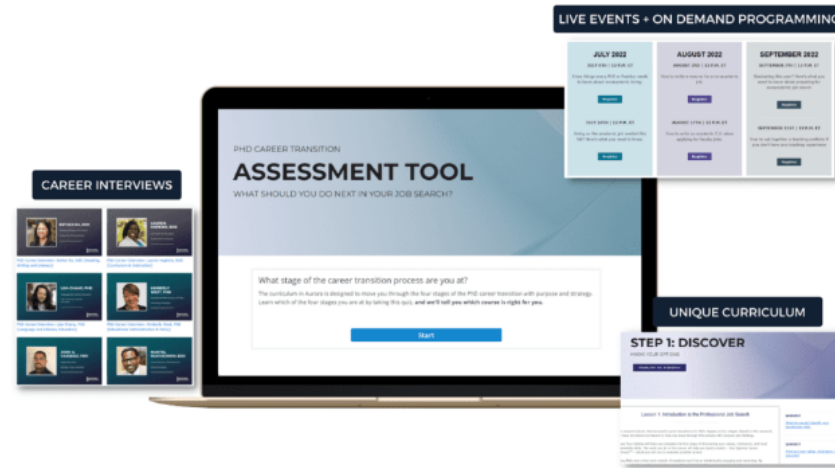
EMPOWERING PHDS TO EXPLORE CAREER OPTIONS

# BEYOND THE PROFESSORIATE

PHD CAREER TRAINING PLATFORM

For Individuals

For Institutions



**40,000+**

Reached by Beyond Prof products & services since 2017

**116+**

Hours of training delivered to doctoral students and postdocs every year

**92%**

Of platform users found structured programming helpful

**50+**

Subscribing partners across the U.S. and Canada

Beyond the Professoriate is the only online professional development training platform for graduate students, postdocs, faculty, and PhDs that helps them **successfully transition into**



Building a  
**Community**  
for Postdocs

[Home](#) / [Professional Enhancement](#) / [Preparing Future Faculty](#)

## Professional Enhancement

[Professional Enhancement](#)[Preparing Future Faculty](#)[Graduate Certificate in College Teaching & Learning \(GCCTL\)](#)[GradLive!](#)[New Graduate Student Orientation](#)[Grad Student Pathways](#)[Career Resources](#)

## Preparing Future Faculty

[Preparing Future Faculty/Professionals Informational Flyer](#)[Fall 2023 PFF \(GS\) Courses](#)[Graduate Certificate in College Teaching](#)

### Overview

The University of Kentucky's Preparing Future Faculty (PFF) Program is part of the national PFF initiative begun in the 1990s (see history below). Its purpose is to provide professional development guidance to graduate students who wish to explore or pursue a faculty career at one of the types of institutions of higher education (research universities, regional comprehensive universities, independent universities and colleges, community colleges, or for-profit universities). The overall focus is on readiness for the dynamics of faculty work in the areas of research, teaching, and service. The program emphasizes discovering individual fit and matching it with institutional fit (the workplace's mission, expectations, culture, etc). The program's entry course, GS 650, offers students the background, language, and tools necessary for understanding and gauging this crucial match.

Students may take GS 650 alone or may follow it with other GS courses, such as GS 610 (College Teaching) or GS 630 (Instructional Technology). These courses will accrue for students who want to pursue a twelve-credit-hour Certificate in College Teaching and Learning (see link to an application and more information). A few academic departments at UK also offer discipline-specific versions of a PFF course, and some offer college pedagogy courses. Students pursuing the certificate may apply some of these departmental hours to their certificate completion (course eligibility is usually determined on a case-by-case basis). The Certificate in College Teaching and Learning curriculum culminates in a mentored teaching practicum, whereby the student is placed as primary instructor of a course (usually at another institution's campus) for a semester's emersion in college teaching, as well as in the culture and character of the specific institution. The practicum is particularly valuable to graduate students who have not had the benefit of serving as a graduate teaching assistant with full responsibility of a course. It also allows students a more complete picture of the institution's work environment and a faculty member's work-life.

### Description and History of PFF at The University of Kentucky

Launched in 1994 with 17 cluster groups representing 85 different types of institutions, PFF has rapidly gained support for its role in developing new educational models that introduce graduate students to the day-to-day realities of the professoriate. Students benefit from such opportunities as teaching apprenticeships

# James W. Stuckert Career Center

STUDENTS

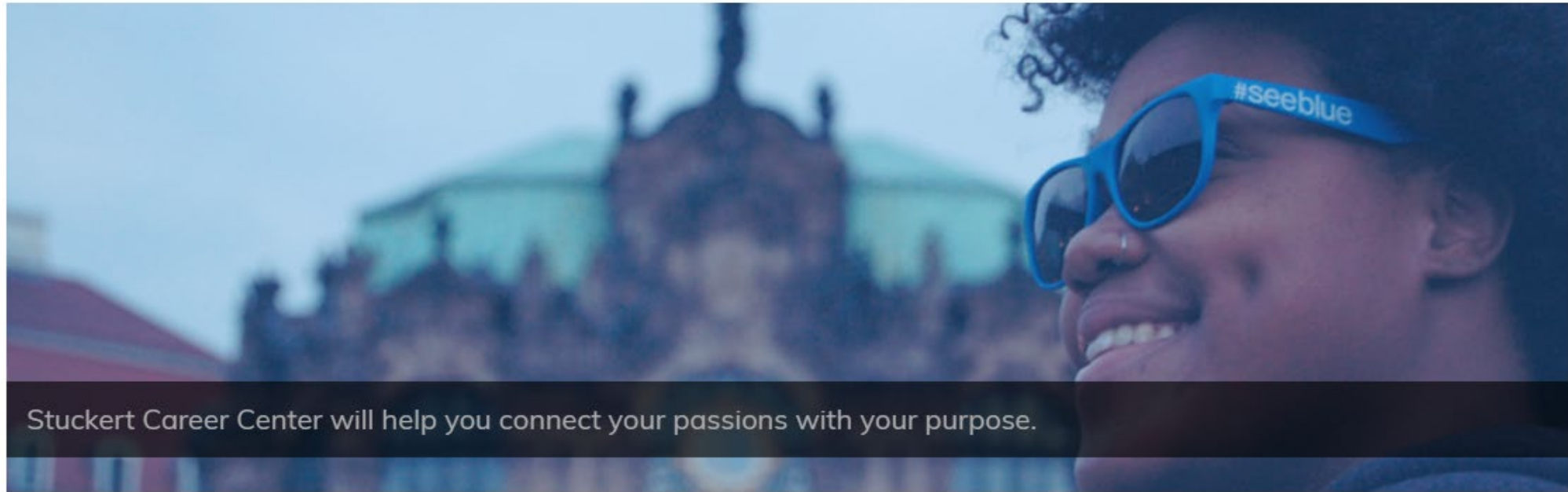
FACULTY & ADVISORS

PARENTS & FAMILIES

ALUMNI

EMPLOYERS

ABOUT US



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...

# TRANSFORMING TOMORROW

by Improving Life in the Commonwealth & Beyond



## 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.

[All News](#)



# Thomas D. Clark

GRADUATE STUDY

 The Graduate  
School

Located on the 5<sup>th</sup> floor, west wing, of W. T. Young Library

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

**Comments? Questions?**