Today’s Agenda:
• 2:30pm: Overview of policies & resources – Begin Professional Development Planning
• 3:30pm: Benefits Overview followed by Q&A
• 4:00 – 4:30pm: Networking & Meet the UFPDA
Your postdoc position at UF is a temporary training appointment.

You are not a technician.

As a postdoc, it is critical to continue to develop the skills that will allow you to make your next career step.
Practice self-advocacy
But also remember that you are not alone!

The Office of Postdoctoral Affairs is here to serve you
UF Postdoc Association

The UF Postdoctoral Association (UFPDA) is led by UF postdocs who aim to be a collective voice. The UFPDA's goal is to serve and unite UF postdocs by increasing their social and career connections and their visibility at UF.

Join the UFPDA for Postdoc Happy Hour
Spring 2021 Schedule, 5:30 – 6:30pm

April 15th
April 29th
May 27th

Join the UFPDA!
The goal of orientation is to provide an overview of resources available to you to facilitate your professional development and wellbeing at UF in addition to those provided by your lab/PI, department, and college.
Compensation

Polices

General Resources
Compensation & Taxes

• Compensation – Postdoc minimum pay is $47,476
  • If you are not working full time, the minimum is $35,568, regardless of FTE

• Understanding your paycheck

• Taxes
  • Associate – withheld from paychecks – standard w2 can be downloaded in MyUFL
  • Fellow – NOT withheld from stipend - IRS Form 1098-T or 1099-MISC will be sent to you from the Disbursements Office (352-392-1241) in Feb/March.
    • Use the IRS Withholding Calculator to determine how much you need to save for taxes.
  • International Postdocs - All Foreign Nationals living, visiting, working, or studying in the U.S. are responsible for compliance with United States laws and regulations. Learn more.

• Contact the OPA if you are experiencing compensation related issues.
Policies

• Postdoc titles – Associates & Fellows

• Postdoc appointment policy
  • 4 year time limit (up to 2 year extension if application approved)
  • Professional Development planning
  • Annual evaluations – UF Engaged
Policies

• **Conflicts of interest Program**: Online reporting system where UF employees disclose their reportable outside activities and financial interests. In collaboration with our campus partners, the UF COI Program seeks to identify and manage conflicts of interest that could undermine institutional integrity.

• **Principle investigator eligibility** - Postdoc associates are not eligible to be a Principal Investigator (PI) unless they have a UF eligible PI serve as Co-Principal Investigator (internally or as part of the formal grant application) and has written approval from the Unit (Chair/Director and Dean) and finally Department of Sponsored Programs.
  
  • Project specific approval is requested in UFIRST.
  
  • Plan ahead, this requires extra time!
Health & Wellness

- **GatorAdvantage NOW** – Same-day clinic for fast, convenient care for minor illnesses and injuries. This service is available to all UF Postdoc Associates. Postdoc fellows may use this service if enrolled in an accepted insurance plan.

- **Counseling & Wellness Center Workshops** are open to Postdocs. For individual appointments, Postdocs should see the Employee Assistance Program.

- **Employee Assistance Program** – offers someone to talk to & resources to consult whenever & wherever you need them. All postdoc associates as well as their household members are eligible to receive services.

- **UF RecSports** individual or group memberships may be purchased; looking for people to share a group membership with? Find people via the UF Postdocs Facebook Group.

- **GatorCare Wellness** – information about GatorCare Health insurance, wellness events, and resources.

- Check the **GatorCare Wellness Calendar** for up-to-date listing of wellness opportunities including free group fitness classes and monthly Wellness Wednesday presentations.

- **UF Mindfulness** – Offers events and workshops.
Why are you doing a postdoc?  
i.e. what do you want to get out of your postdoc experience?
Growing and diversifying your skills at UF.

Make a plan. Write it down. Use it as a tool to facilitate conversations with your PI.
Professional Development Opportunities

Make sure to look outside of your lab and department for opportunities. UF has a lot to offer you!

• The OPA helps you stay in the know about opportunities via the weekly Postdoc Newsletter.

• Course work is only available if you register as a non-degree or degree seeking student. Postdoc associates may apply for the Employee Education Program.
Just because an opportunity is not advertised as being for postdocs, does not mean it is not for postdocs!
Research

- **Research Computing** – Operates UF’s supercomputer HiPerGator
  - Weekly walk-in hours for applications & bioinformatics support
- Find funding (but don’t forget, you alone cannot be a PI)
  - **Pivot**
    - **UF Office of Research Opportunities Manager**
- Grant writing workshops – offered by GradDev and CTSI
- **ARCS (Academic Research Consulting & Services)** - library professionals who offer unique expertise and services to support your research activities, through data collection to dissemination of results to evaluation of outputs to archiving.
  - Liaison or subject specialist librarians are assigned to each unit or discipline on campus. Find your subject specialist.
Teaching

• You can teach if you have your supervisor’s permission and a suitable teaching opportunity exists.

• Even if you don’t teach at UF, you can still take advantage of teacher development workshops and tools. Teaching workshops can help equip you to speak and write about your teaching philosophy.
  
  • Center for Teaching Excellence Events and Workshops
  • Center for Instructional Teaching & Technology
  • Preparing Future Faculty (Offered each spring)
Service opportunities: Committees & Mentoring

• Postdoc Advisory Committee
• Antiracist Action Working Group
• UFPDA - Postdoc Association
• Ask you PI or department chair about participating in a committee.

• Apply to be a First-Generation Advocate
• Be a Mentor for the University Multicultural Mentor Program (UMMP)
• Talk to your PI about recruiting undergraduate researchers
In a first, U.S. private sector employs nearly as many Ph.D.s as schools do

By Katie Langin | Mar. 12, 2019, 5:45 PM
Entrepreneurship & Industry Resources

• **Postdoc to Industry** Series (starts today!)

• **UF Innovate** comprises Tech Licensing, Ventures, and two business incubators, The Hub and Sid Martin Biotech.

• **Collaboratory for Women Innovators** (in The Hub) - seeks to inspire, educate, and empower women to attain leadership in all phases of the innovation lifecycle.

• **Biotility** – Applied Biotech Training - aim to build a bridge between scientists and the industry, connecting postdocs to opportunities and biotech companies to the best qualified recruits.

• **BioFlorida** - voice of Florida’s life sciences industry, representing 6,200 establishments and research organizations in the biopharmaceuticals, medical technology, healthIT and bioagriculture sectors
Implementing your Plan
Choose a mentoring team

Have more than one mentor
Be proactive in communicating with your mentors
Take initiative! Not all PI’s will initiate career discussions or evaluations.

Getting the Mentoring you Need – tips for how to ask for guidance from your mentor, and how to build your mentoring team.
Postdoctoral mentorship key to career success

• “Researchers who incorporate ideas and techniques from multiple mentors while still forging their own paths are the most likely to succeed in academia, according to a study of 18,865 biomedical researchers published in Nature Communications¹.”

• “The authors also suggest that mentoring received during postdoctoral training had a bigger impact than mentoring received during graduate school.”

Read the Nature Communications (2018) research article
Benefits