(New) Postdoc Orientation

Lily R. Lewis, PhD
Director, Office of Postdoctoral Affairs & Academic Affairs Communications
235 Tigert Hall
352-273-4357
LilyRLewis@ufl.edu

Today’s Agenda:

2:30 – 2:40 Welcome
2:40 – 2:50 Group Introductions & Networking
3:20 – 3:30 Professional Development Plan (PDP) Overview
3:30 – 4:30 Work on PDPs in Groups

Join today’s postdoc social 4:30-5:30pm! ufl.zoom.us/j/957728497
Goals of today’s Session:

- Become familiar with resources available to you across campus (in addition to those provided by your lab/PI, department, and college)

- Learn about policies relevant to postdocs

- Draft or refine your professional development plan

- Meet fellow postdocs

- Answer any questions you have
Your postdoc position at UF is a temporary training appointment. You are not a technician.

You are a researcher/scholar and a trainee. As a postdoc, it is critical to continue to develop the skills that will allow you to make your next career step.
Postdocs across UF (i.e. where are your peers?)

<table>
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<tr>
<th>College</th>
<th>Number of Postdocs</th>
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<tr>
<td>Medicine</td>
<td>211</td>
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<tr>
<td>Agricultural &amp; Life Sciences</td>
<td>200</td>
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<tr>
<td>Liberal Arts &amp; Sciences</td>
<td>66</td>
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<tr>
<td>Engineering</td>
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<tr>
<td>Pharmacy</td>
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<td>Public Health &amp; Health Professions</td>
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<tr>
<td>Dentistry</td>
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<td>Veterinary Medicine</td>
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<td>FL Museum of Natural History</td>
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<td>Medicine - Jacksonville</td>
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<td>Health &amp; Human Performance</td>
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<td>Education</td>
<td>5</td>
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<td>Business Administration</td>
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<td>Journalism &amp; Communications</td>
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<td>Design, Construction &amp; Planning</td>
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<td>Whitney Lab for Marine Bioscience</td>
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<tr>
<td>Nursing</td>
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<td>Informatics Institute</td>
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<td>Latin &amp; Caribbean Studies</td>
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<td>Law</td>
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**UF Health Science Center** - 376 Postdocs (~50%)

**Institutes**
- Institute on Aging
- McKnight Brain Institute
- Institute For Child Health Policy
- Clinical and Translational Science Institute
- Genetics Institute
- Emerging Pathogens Institute
- Shands Cancer Center

**Colleges**
- College of Dentistry
- College of Medicine
- College of Nursing
- College of Pharmacy
- College of Public Health and Health Professions
- College of Veterinary Medicine
Networking
(10 minutes)
Resilience is a process, not a trait. It involves how we interact and negotiate with ourselves, others, and our world; how we navigate through the resources that help us thrive; and how we move on a positive trajectory of success and health in the midst of adversity, trauma, and everyday stress. (Truebridge & Benard, 2013)
The Office of Postdoctoral Affairs is here to serve you

• Help finding resources
• Weekly Postdoc Update Newsletter
• Weekly Postdoc Social
• UF Postdoc Profiles & Award Announcements
• National Postdoc Appreciation Week (Sept. 21 - 25)
• Programming
• Workplace issues

...Just ask me, I’m here to help!

Postdoc.aa.ufl.edu
Appointment Basics
Compensation & Taxes

• Compensation – Postdoc minimum pay is $47,476

• 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. See the IRS Taxation of Nonresident Aliens policy.

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

Differ depending on your postdoc appointment type.

Must be elected within 60 days of appointment start date.

• **Postdoc Associates** (you received an [offer letter](#); you do have an employee – employer relationship with UF)
  
  • **Postdoc Associates Benefits eligibility and options**
  
  • You can change your benefits enrollment during the [annual open enrollment period](#) or if you have a [qualifying life event](#).
  
  • Participation in the [FICA Alternative Plan](#) for Retirement is mandatory – 7.50% of biweekly earnings. (Plans are managed by [AIG Retirement Services](#))

• **Postdoc Fellows** (you received a [Memorandum of Understanding form](#); you do not have an employee – employer relationship with UF)
  
  • Post-doc fellows are eligible to participate in the [UnitedHealthCare StudentResources health insurance plan](#) as visiting scholars. To enroll, please contact Scarborough Insurance at (352) 377-2002.
Benefits – Need help choosing?

• **Alex** - an online, virtual benefits counselor designed to make exploring and choosing the best benefits options for you and your family less of a chore.

• **Schedule an appointment with a UF Benefits Specialist**
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**.

• **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.

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

• **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.
Policies every postdoc should know about

- **Postdoc titles** – Associate & Fellow

- **Postdoc appointment policy**
  - 4 year time limit (up to 2 year extension if application approved)
  - Professional Development planning
  - Annual evaluations
Policies every postdoc should know about

• **Conflict of interest & outside activities (policy)**

• **Principle investigator eligibility** - Postdocs may be a Co-PI at UF if they have a UF eligible PI serve as Co-PI and have written approval from the Department Chair and Division of Sponsored Programs.

There are many more policies and regulations!
Navigating Resources at UF.
Just because an opportunity is not advertised as being for postdocs, does not mean it is not for postdocs!
How to find 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 PD opportunities via the Postdoc Newsletter (and also the faculty newsletter)

• Course work is only available if you register as a non-degree or degree seeking student. If you really want to participate in a course but don’t want to apply to UF as a student, try speaking with the instructor to see if you may sit-in or assist them in some way.
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.
Professional Development Seminar Series
Second Fridays of the month, 12:00 noon - 1:00 pm
Communicore #C1-17

The "Learn - Discover - Lead" seminar series is designed to provide practical advice for PhD and dual degree scientists, who will be managing and leading research teams of their own. The target audience is graduate students, combined degree students, postdoctoral research trainees, and junior faculty, but everyone who may benefit from these seminars is welcome to attend!

REGISTER:
https://graddev.ufl.edu/professional-skills/te.info
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 (CITT)
Center for Teaching Excellence

2020 Rising Star Award

- Passport to Great Teaching Certificate Recipient
- Global Learning Institute Participant
- Presenter for Interface 2020
- Recorded a Podcast for the Center for Teaching Excellence

Dr. Ginny Greenway
Postdoctoral Researcher,
Entomology & Nematology
Upcoming Workshop

How Innovative Teaching Affects Those with Learning Differences

Learn how certain aspects of some innovative teaching strategies might positively or negatively affect the performance of students with LD/ADHD. Participate in an activity that will attempt to simulate the challenges that students with LD/ADHD face. I will also share my personal experience with what it was like as a student with ADHD in classrooms that practiced innovative teaching techniques and provide recommendations to improve these approaches.

4.2.20 / 2:30pm-4:00pm

presented by
Scott Thourson, Ph.D
Post Doc, Biomedical Engineering
Entrepreneurship & Industry

- **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

- **Accelerate to Industry (A2i) program** - industry led and focused on developing skills that will provide you with a competitive edge in the agricultural job market. (applications usually due in March)
Entrepreneurship & Industry

Had the opportunity to visit the lab of one of our Collaboratory Startup Roadmap program graduates. Fernanda Pohl Guimaraes is working with UF startup iOncologi on immunotherapy for brain tumors. They are doing amazing and important work!
Service

• Postdoc Advisory Committee
• Postdoc Editors Association

• The OPA is open to creating service opportunities if you see a niche that needs to be filled.

• Ask your PI or department chair about participating in a committee.
Service - Mentoring

• **Apply to be a First-Generation Advocate**

• **Be a Mentor for the University Multicultural Mentor Program (UMMP)**

• Recruit & mentor an undergraduate researcher
  
  Undergraduate students at UF conduct research in all fields. **Fill out this form if you would like to recruit an undergraduate to mentor in research.**

• **Mentor Academy** – develop mentoring skills through 4 mo. program with biweekly sessions
EPISODE 2 DIEDRE HOUCHEN

In this episode, we’re talking with Diedre Houchen, a postdoctoral fellow with the Center for Race and Race Relations at the Levin College of Law at UF. Diedre shares how a personal connection with a professor gave her, as a nontraditional student, a sense of belonging in the academy and how she replicates that experience with her own students today.

EPISODE 15 JEREMY WAISOME

In this episode, Antonio speaks with Dr. Jeremy Waisome, postdoctoral associate with the Department of Computer and Information Science and Engineering. Find out why Jeremy is known as the poster child for the College of Engineering’s outreach opportunities and how she is paying it forward.
David Ojika Mentors Team of UF Graduate students in Award Winning Artificial Intelligence Project

A team of Electrical and Computer Engineering graduate students (photo left) from SHREC were the winners of the first-ever Dell EMC AI Challenge, an AI competition for scientific and business applications. The award-winning project, HGC, demonstrated the application of deep learning in high energy physics.

The team worked closely with Dr. David Ojika (photo right), Post-doc Research Associate and Dr. Herman Lam, Director of SHREC.

Four of the three mentored students have full-time job offers and one is continuing towards a Ph.D. Nirali will join DataCore Software in Fort Lauderdale, Shreyas will join Samsung Semiconductors in San Jose, while Akash will join Cisco in San Jose. Chao is continuing with his Ph.D. studies, jointly collaborating on AI research with NESRC, CERN Openlab, Intel and Dell.
Planning for success.

What is your career goal?
What career sector do you want to work in?
What do you need to do to be competitive?
For the first time, private sector employment (42%) is now nearly on par with educational institutions (43%).

“The trend is particularly striking in the life and health sciences, the fields that award the most Ph.D.s. In 2017, only 23% of these Ph.D.s held a tenured or tenure track position in academia—a drop of 10 percentage points since 1997. Only math and the computer sciences have seen a larger drop, from 49% to 33%. Those 20-year shifts outpace changes in psychology and the social sciences (35% to 30%), engineering (23% to 16%), and the physical and earth sciences (22% to 19%).” K. Langin, Science Magazine March 2019.

Read the full article.
Open the Online Professional Development Plan tool

or

PDP worksheet (.docx)
Another option: myidp.sciencecareers.org

An Individual Development Plan (IDP) is a structured planning tool designed to help you:

- identify long-term career goals that fit with your unique skills, interests, and values,
- make a plan for improving your skills,
- set goals for the coming year to improve efficiency and productivity, and
- structure productive conversations with your mentor(s) about your career plans and development.

This module will guide you through the process of creating an IDP:

1. Self-assessment
   Consider your skills, values, and interests.

2. Career exploration
   Learn about career options for PhD-level scientists, and compare your skills, interests, and values to each option.

3. Set goals
   Make a concrete plan for how you will improve your skills, build your network, and get the experience you need to prepare for your future career.

4. Implement plan
   Recruit mentors to help with various parts of your plan.

Your own IDP

Submit
Implementing your Plan – Choosing your mentoring dream 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
Success

what people think it looks like

what it really looks like
Let’s start planning...