New Postdoc Orientation

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Your postdoc position at UF is a temporary training appointment.

You are not a technician.

As a UF postdoc, it is critical to continue to develop the skills that will allow you to make your next career step.
The goal of orientation is to provide an overview of the 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.
Click on a year below to get started. All categories will reflect your selection (e.g., select Females to see breakdown by Full-time/Part-time, Race/Ethnicity, and Tenure Status).

**Workforce Headcount**

<table>
<thead>
<tr>
<th>Year</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 2018</td>
<td>708</td>
<td>209</td>
</tr>
<tr>
<td>Fall 2017</td>
<td>690</td>
<td>219</td>
</tr>
<tr>
<td>Fall 2016</td>
<td>687</td>
<td>225</td>
</tr>
<tr>
<td>Fall 2015</td>
<td>674</td>
<td>239</td>
</tr>
<tr>
<td>Fall 2014</td>
<td>671</td>
<td>246</td>
</tr>
<tr>
<td>Fall 2013</td>
<td>669</td>
<td>254</td>
</tr>
<tr>
<td>Fall 2012</td>
<td>676</td>
<td>258</td>
</tr>
<tr>
<td>Fall 2011</td>
<td>660</td>
<td>261</td>
</tr>
<tr>
<td>Fall 2010</td>
<td>642</td>
<td>269</td>
</tr>
<tr>
<td>Fall 2009</td>
<td>626</td>
<td>277</td>
</tr>
<tr>
<td>Fall 2008</td>
<td>628</td>
<td>281</td>
</tr>
</tbody>
</table>

**Gender**

- Female: 60.31%
- Male: 39.69%

**Race/Ethnicity**

- Nonresident Alien: 45.06%
- White: 30.32%
- Asian: 14.41%
- Unknown, N/A: 6.64%
- Black or African American: 2.66%
- Two or More Races: 0.00%

**Groups**

<table>
<thead>
<tr>
<th>Job Title</th>
<th>Count as of 2/5/19</th>
<th>% of total postdocs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clinical Postdoc Associate</td>
<td>73</td>
<td>10%</td>
</tr>
<tr>
<td>Postdoc Associate</td>
<td>641</td>
<td>85%</td>
</tr>
<tr>
<td>Postdoc Fellow</td>
<td>37</td>
<td>5%</td>
</tr>
<tr>
<td>Total # Postdoc</td>
<td>751</td>
<td></td>
</tr>
</tbody>
</table>

Source: Human Resources PeopleSoft, OIPR Snapshots
Source as of October 30, 2017

Interactive info-graphic available on Office of Institutional Planning & Research website
### Postdocs across UF (i.e. where are your peers?)

<table>
<thead>
<tr>
<th>College</th>
<th>Number of Postdocs</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medicine</td>
<td>211</td>
</tr>
<tr>
<td>Agricultural &amp; Life Sciences</td>
<td>200</td>
</tr>
<tr>
<td>Liberal Arts &amp; Sciences</td>
<td>66</td>
</tr>
<tr>
<td>Engineering</td>
<td>52</td>
</tr>
<tr>
<td>Pharmacy</td>
<td>50</td>
</tr>
<tr>
<td>Public Health &amp; Health Professions</td>
<td>41</td>
</tr>
<tr>
<td>Dentistry</td>
<td>28</td>
</tr>
<tr>
<td>Veterinary Medicine</td>
<td>27</td>
</tr>
<tr>
<td>FL Musem of Natural History</td>
<td>17</td>
</tr>
<tr>
<td>Medicine - Jacksonville</td>
<td>16</td>
</tr>
<tr>
<td>Health &amp; Human Preformance</td>
<td>9</td>
</tr>
<tr>
<td>Education</td>
<td>5</td>
</tr>
<tr>
<td>Business Administration</td>
<td>4</td>
</tr>
<tr>
<td>Journalism &amp; Communications</td>
<td>4</td>
</tr>
<tr>
<td>Design, Construction &amp; Planning</td>
<td>4</td>
</tr>
<tr>
<td>Whitney Lab for Marine Bioscience</td>
<td>4</td>
</tr>
<tr>
<td>Nursing</td>
<td>3</td>
</tr>
<tr>
<td>Informatics Institute</td>
<td>2</td>
</tr>
<tr>
<td>Latin &amp; Carribean Studies</td>
<td>1</td>
</tr>
<tr>
<td>Law</td>
<td>1</td>
</tr>
<tr>
<td>Interdisciplinary Center for Biotechnology Research</td>
<td>1</td>
</tr>
<tr>
<td>Water Institute</td>
<td>1</td>
</tr>
</tbody>
</table>

**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
Getting started at UF
Your UF Credentials & Internet

• Gatorlink - required for access to most University of Florida information systems
  • Contact the UF Computing Help Desk for GatorLink issues

• Gator 1 card (your UF ID card)
  • Ground Floor of UF Bookstore & Welcome Center
  • Distance option available
  • Spouses & domestic partners may also get a Gator 1 Card

• Eduroam@UF – secure campus wireless network

• VPN – access online campus resources remotely
Official UF templates, stationary, & photos

• **UF Branding resources** offer PowerPoint templates, letterhead, logos and graphics for use in university related activities.

• **UF Business cards** are available for purchase through UF Mail & Document Services.

• **UF Photography** provides free professional photos for use in UF related presentations and activities (not headshots).
The Office of Postdoctoral Affairs is here to serve you

• Help finding resources
• Weekly Postdoc Update Newsletter
• Monthly Postdoc Seminar Series
• UF Postdoc Profiles & Award Announcements
• Postdoc policy issues

...Just ask me, I’m here to help!

Postdoc.aa.ufl.edu
Policies every postdoc should know about

• **Postdoc titles** – Associate & Fellow
• **Postdoc appointment policy**
  • 4 year time limit (up to 2 year extension with Provost’s approval)
  • Development plans
  • Annual evaluations
• **Conflict of interest & outside activities** (policy)
• **Principle investigator eligibility** - Postdocs may be a 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.
• **Florida is a public records state**

There are many more policies and regulations!
What trainings do I need to complete to do my job at UF?

• **Research Training Utility will help you determine which trainings you must take.** This will depend on your job duties.
  
  • Also check in with your PI or lab manager.
  
  • **Environmental Health and Safety Trainings**

• **UF training registration and training transcripts** allows you to keep track of your trainings, or produce a transcript for verifications.

• **Harassment Prevention** – All UF employees must take this training with the first 30 days of employment. This training must be retaken every two years.
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 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.

- **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](#).
  - Do you have [eligible dependents](#)?
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**

- Postdoc Associates – participation in the **FICA Alternative Plan** for Retirement is mandatory – 7.50% of biweekly earnings. (Plans are managed by VALIC – name recently changed to **AIG Retirement Services**.)
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** – mental health counseling

• **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
Growing and diversifying your skills at UF
Aligning Your Professional Development with UF’s Mission

• **Teaching** is a fundamental purpose of this university at both the undergraduate and graduate levels.

• **Research and scholarship** are integral to the educational process and to the expansion of our understanding of the natural world, the intellect and the senses.

• **Service** reflects the university's obligation to share the benefits of its research and knowledge for the public good. The university serves the nation's and the state's critical needs by contributing to a well-qualified and broadly diverse citizenry, leadership and workforce.

These three interlocking elements — teaching, research and scholarship, and service — span all the university's academic disciplines and represent the university's commitment to lead and serve the state of Florida, the nation and the world by pursuing and disseminating new knowledge while building upon the experiences of the past. The university aspires to advance by strengthening the human condition and improving the quality of life.
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 PD opportunities via the Postdoc Newsletter, twitter @UFPostdocs, FB, and updates at the monthly Postdoc seminars.

• 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.
Professional Development Opportunities

- UF Libraries
- Clinical and Translational Science Institute (CTSI) & UF Health - Grad Student & Postdoc Career and Professional Development (GradDev)
- Office of Graduate Professional Development
- Office of Teaching Excellence Events and Workshops
- UF Information Technology Trainings
- Lynda.com & Microsoft Imagine Academy – Free access with your Gatorlink login credentials
- National Center for Faculty Development & Diversity – Free membership with Gatorlink credentials
- National Postdoctoral Association – Free membership with Gatorlink credentials – Email LilyRlewis@ufl.edu for your invitation to the NPA.
- Center for Instructional Teaching & Technology (CITT)
- Research Computing
- Human Resources – Learn & Grow
- Mentor Academy – develop mentoring skills through 4 mo. program with biweekly sessions
- Leadership@UF – Maximize your leadership potential
- Biotility – offers short courses in technical and regulatory details unique to biotechnology industries and translational research.
Just because an opportunity is not advertised as being for postdocs, does not mean it is not for postdocs!
If you’re not sure if it’s for you, ask!

Don’t know how to ask? 
[**I can help**](#)
Your primary role is research: here’s some helpful resources

• **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](#)
• **Open Access Publication Funds** – If you are the first author on an accepted publication, you may receive up to $1500 / year to help cover the cost of open access publishing.
• **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](#).
Research (or fun) – UF Libraries

UF has 7 libraries on the main campus

- **Marston Science Library** - agriculture, engineering, mathematics, and the natural and physical sciences; 23 study rooms; 3D printers and a 3D scanner

- **HSC Library** - Located in the Communicore Bldg. Health sciences; 3D printer and scanner; 30 study rooms and people can pick up ILL materials here
  - Study rooms: Advertised as only Students, but open to Postdocs! Reserve here (7 rooms), or get first-come-first-served rooms (23 rooms) at the HSC library desk.

- **Education Library** - Located in Norman Hall; education, child development, higher education, psychology, counseling, and children’s literature collections; 1 study room; 3D printing

- **Architecture & Fine Arts Library** - architecture, fine arts, interior design, building construction, landscape architecture, and urban design; 3D scanner

- **Smathers Library (Library East)** - Special Collections; Latin American & Caribbean Collection; Map Library; Judaica Collection

- **Library West** - Humanities, social sciences, videos; Scott Nygren Digital Humanities Studio; Pick up ILL materials here

- **Legal Information Center** – part of the law school.

  Postdocs can borrow up to 350 items for up to 6 months
Do you want to develop your teaching skills?

• You can teach if you have your supervisor’s permission and a suitable teaching opportunity exists.
  • Advice for postdocs looking for teaching opportunities at UF

• 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.
  • Office of Teaching Excellence Events and Workshops
  • Center for Instructional Teaching & Technology (CITT)
Entrepreneurship & Industry Resources

- **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
Service opportunities - Committees

- 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 opportunities - 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 and help with your research.**

• **Mentor Academy** – develop mentoring skills through 4 mo. program with biweekly sessions
Where do you want to take your career? 
You have options!
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.
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.
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 Annual 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 Communications*.”

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

[Read the Nature Career News (2019) summary.](#)

[Read the Nature Communications (2018) research article](#)
Register for April 12 – “Aligning Expectations for Mentoring”
Success

what people think it looks like

what it really looks like