

Postdoc Orientation

Lily R. Lewis, PhD
Director, Office of Postdoctoral Affairs & Academic Communications
Chair, National Postdoctoral Association Advocacy Committee
352-273-4357
LilyRLewis@ufl.edu

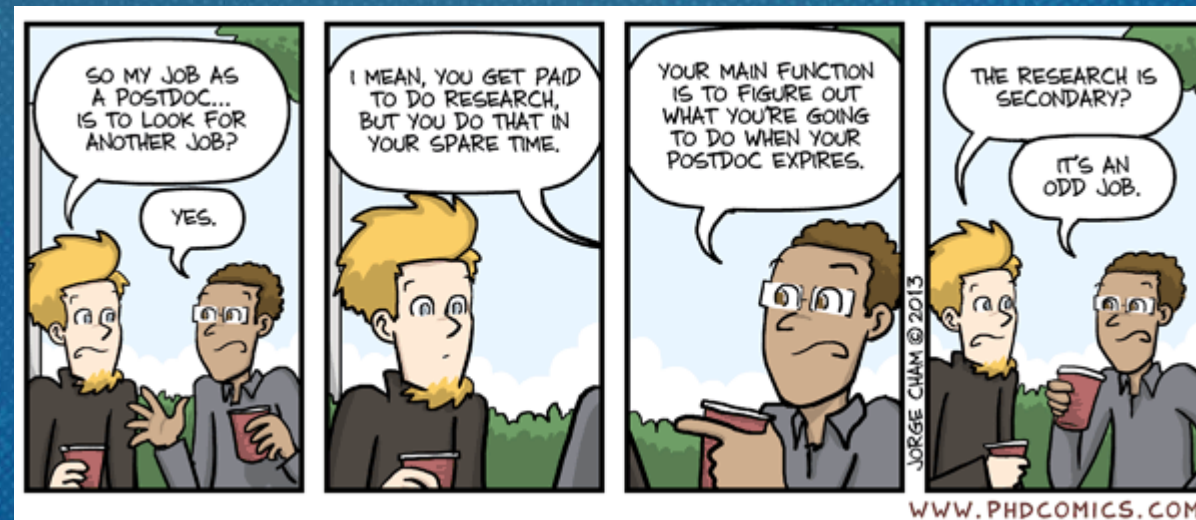
Today's Agenda:

- 2:30pm: Planning Your Postdoctoral Training at UF
- 3:30pm: Benefits Overview
- 4:00 – 4:30pm: Networking & UF Postdoc Association

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.



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.

Polices

Compensation

General Resources

Policies

- [Postdoc Associate Appointment Policy](#)
 - 4 year time limit (up to 2 year extension if application approved)
 - Professional Development planning
 - Annual evaluations – UF Engaged
- Note that there are two Postdoc titles at UF – Associates & Fellows

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

- 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 the 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.
- [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
- [Counseling & Wellness Center Workshops](#) are open to Postdocs. For individual appointments, Postdocs should see the Employee Assistance Program

Why are you doing a postdoc?
i.e. what do you want to get out of your postdoc?

Format: Big Goal – little goal 1 – little goal 2 – little
goal 3

Example: faculty role – more papers – a grant –
teaching statement?

Growing and diversifying your skills at UF.

Make a plan. Write it down.
Use it as a tool to facilitate conversations with your PI during your quarterly check-ins.

Professional Development Planning Tools

- [MyIDP](#) - Science Careers
- [ImaginePhD](#) - Humanities and Social Sciences
 - Explore different career options with [InterSECT Job Simulations](#) and [Informational Interviews](#)
 - [Aurora](#), from Beyond the Professoriate is free to the UF Community
- [UF's Postdoc Professional Development Planning tool](#): most useful if you already have a clear vision for your career path.

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.
- Postdoc associates may apply for the [Employee Education Program](#) to help cover the costs of taking courses. Course work is only available if you register as a [non-degree](#) or [degree seeking student](#).

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](#)
 - [Preparing Future Faculty](#) (Offered each spring)
 - [Center for the Integration of Research, Teaching and Learning \(CIRTL\)](#)
 - [Center for Instructional Teaching & Technology](#)

Teaching – Center for Teaching Excellence

Certificate Options

Great Teaching for New Faculty Certificate

Great Teaching Certificate

Faculty Learning Community Certificate

Great Teaching Certificate: TA Edition

Great Online Teaching Certificate

Great Teaching using Universal Design Certificate

Global Teaching & Learning Certificate

CIRTL Associate Certificate

Fundamentals of Inclusion, Diversity, Equity, and Access (IDEA) Certificate

Service opportunities: Committees & Mentoring

- Postdoc Advisory Committee
- UFPDA - Postdoc Association
- National Postdoctoral 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

Entrepreneurship & Industry Resources

- [Postdoc to Industry](#) – Keep an eye out in Postdoc Newsletter
- [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
- [UF Innovate](#) comprises Tech Licensing, Ventures, and two business incubators, The Hub and Sid Martin Biotech.



WORKING WITH UF INNOVATE

- ✓ Protect intellectual property
- ✓ Move discovery to market
- ✓ Form industrial partnerships
- ✓ Attract research funding
- ✓ Support start-up formation
- ✓ Provide training in technology commercialization
- ✓ Generate revenue
- ✓ Support economic development

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.

Also, check out this recent article from UF's Dr. Erika Moore, [The more mentors, the merrier.](#)

Benefits

UF Postdoc Association



POSTDOCTORAL ASSOCIATION

**INCREASING CONNECTIONS
INCREASING VISIBILITY
UNIVERSITY OF FLORIDA**

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!](#)