



Office of

Postdoctoral Affairs

THE UNIVERSITY OF UTAH

Postdoc Town Hall

July 20, 2022

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Outline

- 1. Utah Postdoctoral Association Introduction**
- 2. Office of Postdoctoral Affairs**
- 3. Previous Town Halls**
 - a) Priorities identified**
 - b) Progress made**
- 4. Postdoc Career Coaching**
- 5. Next Steps?**

Resources added after the event

1. Utah Postdoctoral Association (UPDA)

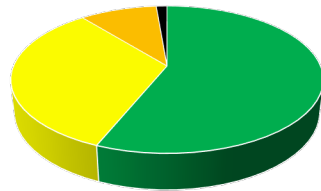
- Formed by postdocs for postdocs
- Visit our website **upda.utah.edu** for info about our events, how to get involved, and useful resources to postdocs.
- Need help, have questions? Please reach out to us anytime at **UPDA@utah.edu**

2. Office of Postdoctoral Affairs

- Mission
 - *To enhance, support, and promote postdoctoral training at the university.*
- Services to Postdocs
 - *Central resource office for postdoctoral issues*
 - *Career services and professional development programs*
 - *Advocacy for improved policies governing postdoctoral training*
 - *Confidential advising*
 - *Free affiliate membership with the National Postdoctoral Association*
 - *Postdoc travel awards*

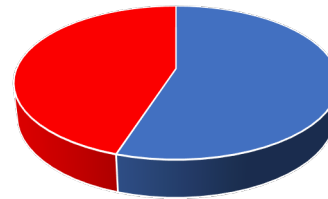
2. An Overview of UofU Postdocs

Campus Distribution



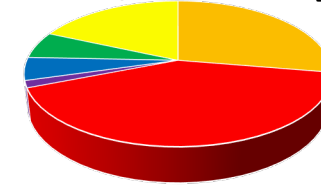
■ Health Sciences ■ Academic Affairs
■ HCI ■ VPR

Gender



■ male ■ female

Race/Ethnicity



■ Asian ■ White
■ Black ■ Hawaiian/Pacific Islander
■ Hispanic ■ Native American
■ Two or more ■ Unknown

- 452 postdocs
 - 62% in the health sciences
 - 55% male, 45% female
 - 45% US citizens, 6% permanent resident, 48% non-citizens
 - 12.5% from underrepresented groups
- 13% have their own fellowship (estimated \$3.75 M benefit to the U)
- Generally stay 5 years or less (many less than 3)

3. Previous Town Halls (priorities identified)

- **Paid parental leave**
- **Career development support**
- **Pay consistent with NIH pay scales**
- **Retirement benefits**
- **Regular feedback from PI**
- **Greater connection, community**
- **Mental health resources**

3. Previous Town Halls (priorities identified)

- Paid parental leave
- Career development support
- Pay consistent with NIH pay scales
- Retirement benefits
- **Regular feedback from PI** – Mentoring Up workshops can help you establish good lines of communication, align expectations, and ask for what you need
- **Greater connection, community** – UPDA offers excellent events at least monthly, local postdoc groups also offer community
- **Mental health resources** – Postdocs can use the Resiliency Center and the Employee Assistance Plan to connect with therapists and resources – see <https://healthcare.utah.edu/wellness/resiliency-center/> and <https://www.hr.utah.edu/benefits/eap.php>

3. Previous Town Halls (priorities identified)

- Paid parental leave
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Ad Hoc Senate Committee on Postdoc Policy

- **Makeup:** leadership, faculty, and postdocs from across campus
- **Charge:** Assessing concerns, identifying solutions, drafting new Guidelines/Rules/Policies related to existing policy 6-309
- **Timeline:** Committee assembled December 2020, recommendations provided to Academic Senate March 2021, Parental leave policy approved June 2022, additional policy updates in progress

3. Previous Town Halls (priorities identified)

- Paid parental leave
- Career development support
- Pay consistent with NIH pay scales
- Retirement benefits

Ad Hoc Senate Committee on Postdoc Policy Recommendations

- Minimum salary based on NIH pay scale
- Minimum 6 weeks paid parental leave
- 5 year term limit (exceptions as appropriate)
- Updates to hiring, termination, grievance processes

3. Previous Town Halls (outcomes)

- **Paid parental leave (8 weeks paid leave approved!!!)**
 - **Effective July 1, 2022 – still working on website, contact me if you have questions!**
- **Career development support (see next slide)**
- **Pay consistent with NIH pay scales (working on campus-wide policy, many units have adopted this policy on their own!!!)**
- **Retirement benefits (~13% of postdocs have paid retirement benefit – all can contribute on their own)**
- **Term limits, updated hiring, termination, and grievance processes (in progress...)**

4. Postdoc Career Coaching



Dedicated Postdoc Career Coach

Francine Mahak, PhD
fmahak@sa.utah.edu

*Prepare early for your next career transition,
lightly but consistently*

Coaching topics

- Career/Job Search Strategies
- Networking, Professional Relationships
- CV/Resume/Cover Letter Design
- Writing Process
- Interview Preparation/Practice
- Presenting Your Research to Industry
- Negotiating Offers
- Other Career Development Questions...

Events **Workshops** **Meetups** **Career Fairs** **Employer Panels** *Grad Career Collaborative*

Resources

 **Handshake**

 **careershift**
job hunting & career management solutions

STANDOUT

 **Interstride**

5. What's Next?

- **What should be our next priorities for improving and promoting postdoctoral training at the University of Utah?**



- **Retirement benefits**
- **Tax info for postdocs on fellowships**
- **Childcare access**
- **Peer Mentoring**
- **Postdoc retreat**
- **???**

Other resources:

- **Teaching opportunities:**

- Through the College of Science Science Research Initiative:
<https://science.utah.edu/sri/>

- **Mentors and Mentees:**

- Mentoring Up curriculum offered for postdocs
- Entering Mentoring curriculum offered for postdocs and others:
https://education.research.utah.edu/red_classes/introduction-to-research-mentoring.php