

Graduate School Retreat

February 4, 2022



Office of Postdoctoral Affairs Overview

- Advocacy and support for postdocs across campus
 - Work with Utah Postdoctoral Association & affiliated groups
 - Postdoc demographics & other HR issues
 - Updating Postdoc Policy
 - Assist individual postdocs as needed
- Visiting Scholar Program
 - Temporary, unpaid visitors, 3-12 month stays
 - IP agreements & screening for access to sensitive information (ITAR)
- Distinguished Mentor Award
 - 2021 Awardees: Lee Ellington (Nursing), Laurence Parker (Education), Wanda Pillow (Social & Cultural Transformation)
 - 2022 Nominations now open!

Office of Postdoctoral Affairs Progress & Planning

- **Overview of postdocs on campus**

 - Postdoc numbers down across campus

- **Prior goals and achievements**

 - Significant progress made, much left to do, less buy-in from basic sciences than health sciences

- **Work in progress**

 - Postdoc Policy

 - Mentoring Up

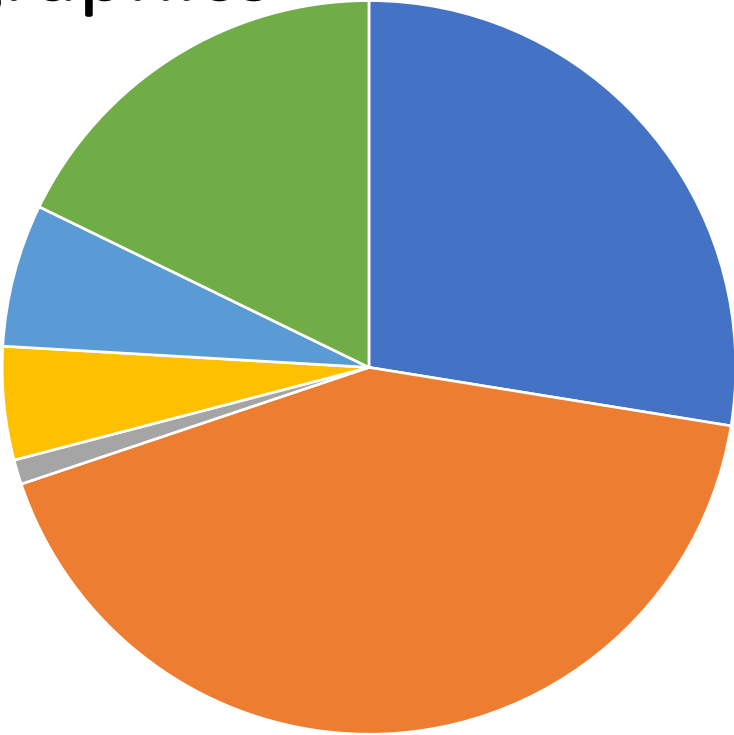
- **Next steps**

 - Presidential Postdoctoral Fellowship program

 - Expanding OPA and our offerings

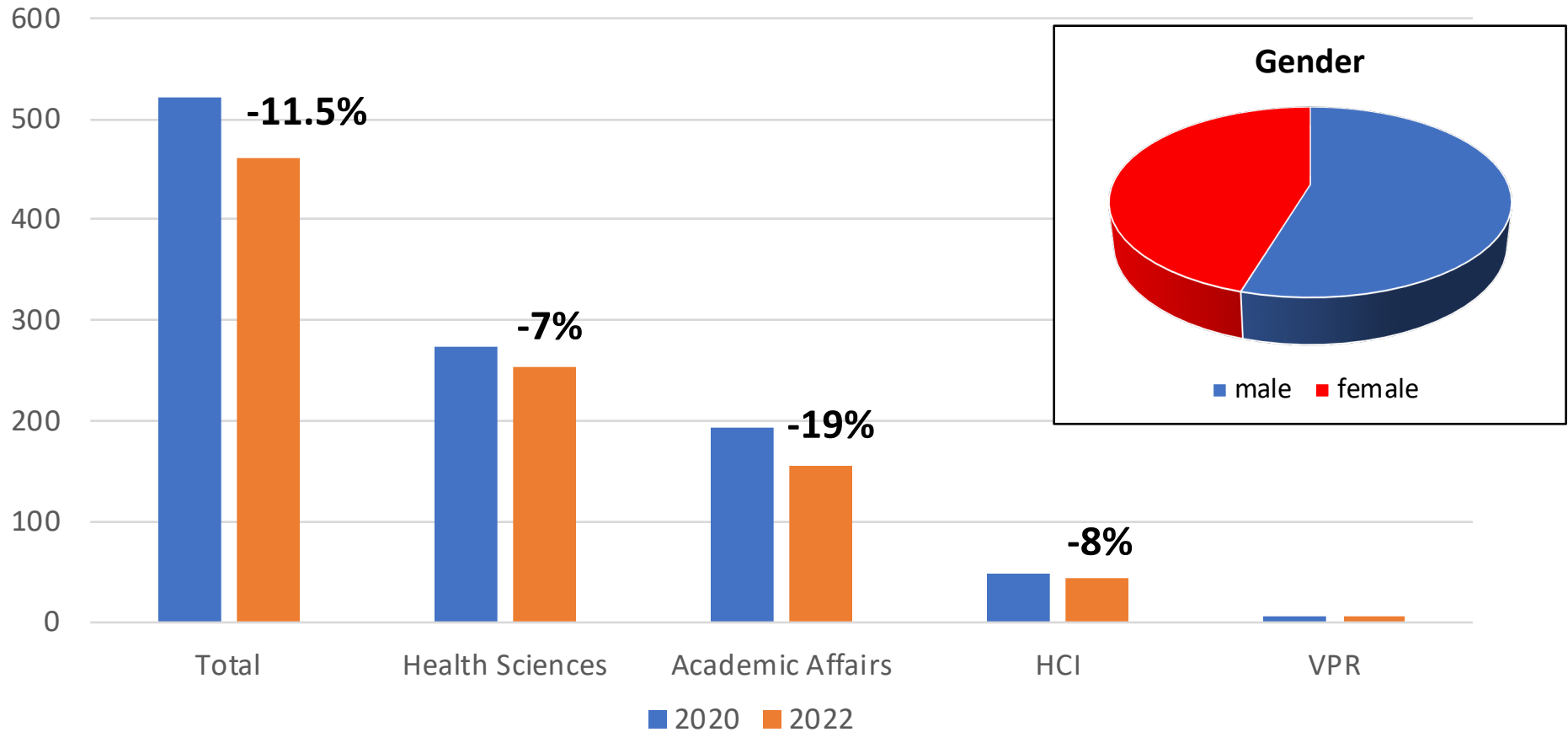
 - Revisiting hiring initiative

Postdoc Demographics



- Asian
- White
- Black
- Hispanic
- Two or more
- Unknown

Postdoc Numbers Down Across Campus



Prior Goals (from 3/2020)

- Standardizing hiring, offer letters, procedure for transitioning to fellowship
- Postdoc orientations to be held quarterly (with swag)
- Recruit DoPS from departments with 25+ postdocs (Biochemistry, Chemistry, HCI, Human Genetics, Pathology, School of Biological Sciences) and reps from Schools/Colleges for others (Health, Medicine, Pharmacy, Science, Engineering, Social & Behavioral Science)
- Mentoring Up curriculum – serving as beta test site
- Travel awards (now online), local group awards

Work in Progress: Postdoc Policy Updates

- **Academic Senate Committee:** stakeholders from across campus
- **Charge:** Assessing concerns, identifying solutions, drafting new Guidelines/Rules/Policies related to existing policy 6-309
- **Timeline:** Provided a report to the Academic Senate in March 2021, drafting policy for approval spring 2022
- **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

Work in Progress: Mentoring Up

Mentoring Up Workshop

Mentoring Up – a professional skills development workshop for Postdocs and Graduate students aims to help you develop the skills needed for success in your current training program and future career. This evidence-based, data-driven, NIH-supported program was developed by the Center for the Improvement of Mentored Experiences in Research. It is offered on our campus through the Graduate School and the Office of Postdoctoral Affairs. The program is structured as **four 1-2 hour weekly modules**, as outlined below.

SESSION 1: July 23 12-2 pm

Introduction and Maintaining Effective Communication (~ 2 h)

- Define mentoring relationships and your role as a mentor/mentee
- Prepare to reframe the relationship with your research mentor and “Mentor Up”
- Communicate effectively across diverse relationships
- Accept and use constructive feedback
- Use multiple strategies for improving communication

SESSION 2: July 26 12-2 pm

Aligning Expectations (~1.5 h)

- Effectively establish mutually beneficial expectations for the mentoring relationship
- Clearly communicate expectations

SESSION 3: July 28 12-2 pm

Addressing Equity and Inclusion (~1 h)

- Improve and expand understanding of equity and inclusion, and how diversity influences mentor-mentee interactions
- Recognize the impact that unconscious assumptions, preconceptions, biases, and prejudices bring to the mentor-mentee relationship and how to manage them

Building Research Self-Efficacy (~ 1 h)

- Define self-efficacy and its four sources
- Articulate your role in building your own self-efficacy as well as the influence of others on self-efficacy
- Devise strategies to support others’ research self-efficacy

SESSION 4: July 30 11-1 pm

Achieving Independence and Seeking Professional Development (~ 2 h)

- Define independence and identify the benefits and challenges of fostering independence
- Develop or revise your individual development plan (IDP)

Up Next: Goals for the coming year

- **Presidential Postdoctoral Fellowship Program**

- Similar programs at peer institutions

- Aimed at increasing representation in faculty ranks

- Potential faculty pipeline program

- **Expanding OPA**

- Revisiting hiring initiative

- Onboarding/orientation/exit surveys

- Professional development workshops

- Grant writing groups and resources

- Mentoring Up