

**Postdoctoral Affairs Advisory Committee Meeting Minutes  
November 4, 2014**

4:00pm, Provost's Conference Room (239 Tigert Hall)

**Attending:** Carolina Abrahan, Amy Donate, Kevin Folta, Chris Hass, and Kim Pace.

The meeting was called to order at 4:05pm.

**Review and approval of minutes:**

The meeting minutes from the September 24 meeting were reviewed and approved.

**Updates and Discussions:**

**New Postdoc Orientation**

The 2014 New Postdoc Orientation took place on Tuesday, September 16 in Emerson Alumni Hall. The feedback survey responses were reviewed. Based on the feedback, we will try to move the International Postdoc Issues session to a later time, or revise the session so more postdocs may find the material applicable and useful, even if they are not international themselves.

**OPA Outreach**

Kim is attending the informational meetings on the new GAU contract with Bill Connellan and talking at the end of each session with departmental/college representatives about the OPA, OPA resources, postdoc salaries, and issues that postdocs and grad students have in common. Kim has attended 3 sessions so far and plans to attend at least 4 more.

**Postdoc Mentoring Awards**

The mentoring awards program for 2014-15 has been approved by the provost and is currently in the process of gathering applications. Deadline for applying is November 30. All faculty have been made aware through the Faculty Update, Postdoc Update and Office of Research newsletter. Postdocs are being encouraged to nominate faculty for the award through an email to Kim. Kim then contacts the nominated faculty member directly with information about the award, application, and encouraging them to apply. So far, over 10 postdocs have nominated their mentors for the award.

**Postdoc Development Workshops**

Tomorrow's Postdoc Development Workshop with Kevin Folta will help postdocs with their teaching statements. Postdocs, especially those who would like a position with a teaching component, but who may not have had a chance to teach in a traditional way for a long time, will find the workshop especially useful.

On October 28, Keck Graduate Institute representative Christopher Bell came to talk with the postdocs about jobs for postdocs in industry. This is the 2<sup>nd</sup> year KGI has come to UF to talk with postdocs. Chris gave a general overview of the situation for post-postdoc employment in industry as well as what KGI provides in terms of education and support for postdocs interested in industry positions.

**Postdoc Exit Survey**

Kim has spoken with HR again about administering a postdoc exit survey for all postdocs leaving their position at UF. Main items to ask postdocs about are 1) How was their experience at UF while they were a postdoc and 2) Where are they going (what are they doing). Kim provided some examples of postdoc exit surveys from other institutions, but emphasized the survey should be very brief and not take more than 10 minutes for a postdoc to complete. The group agreed they liked the brevity and items on the University of Tennessee HSC survey. Kim will work up a draft for a UF survey based on the committee's feedback. Kim will work with HR on its implementation.

**Postdoc Salary Policy Update**

Postdoc minimum salaries were established for the 2<sup>nd</sup> year in a row, mirroring the salary minimums for Graduate Assistants at UF. 2014-15 Postdoc Salary Minimums for 12 month appointments at 1.0 FTE are \$34,800, up from \$29,446 in 2013-14. Kim is also working with a small task force on establishing postdoc salary guidelines which is in the information gathering and discussion stage now. Kim will keep the advisory group informed. Kim distributed the recently published *National Postdoctoral Association Institutional Policy Report 2014* which notes 52% of the responding institutions offer the NIH's NRSA stipend scale as their minimum postdoc stipend. The current NIH NRSA minimum stipend scale for a starting postdoc is \$42,000.

The meeting concluded at 5:00 pm.