Postdoctoral Affairs Advisory Committee Notes

October 10th, 2022 3:00pm – 4:00pm, Zoom Link: <https://ufl.zoom.us/j/97790012384>

Third meeting for the 2022-2023 Term!

**Introductions/check-ins:** Jeannine, Jenna, Jeremy, Wayne, Aida, Rola, Marion

**Announcements/Updates**

Recap of [National Postdoc Appreciation Week – Sept. 19-23](https://postdoc.aa.ufl.edu/programs/national-postdoc-appreciation-week/) on UF Gainesville Main Campus & at UF Scripps

**Discussion topic:** Identifying actionable items in committee’s priority areas:

Listed in order of discussion, not priority

1. **Mock Grant Review Programming & Grant Writing Workshops**
   1. NSF Postdoctoral Fellowship – Aida could help design and offer programming for this fellowship. Also look into possible help from David Reed (broader impacts) and Bruce MacFadden (and other faculty with review panel experience)
      1. [Washington University in St. Louis example grant workshops](https://sites.wustl.edu/fellowship/nsf/)
      2. [Iowa State University – Getting to Know the Funding Agencies panels](https://www.grad-college.iastate.edu/postdoc/grant-writing/)
   2. NIH F32 Fellowships – Jeannine has served on a study section; NIH provides instruction on writing grants so focusing on ‘what reviewers are looking for’ would be helpful.
      1. [Washington University in St. Louis example grant workshops](https://sites.wustl.edu/fellowship/nih/) and [Mock Study section](https://icts.wustl.edu/research-services/research-development-program/nih-mock-study-section/)
      2. [NIH Summary of awards for postdocs](https://www.niaid.nih.gov/grants-contracts/postdoc-guide#writing%20a%20strong%20application)
   3. What is already offered on campus?
      1. [CTSI K-College](https://www.ctsi.ufl.edu/education/medical-fellows/k-college/) – K Series is Covered, also includes R series
      2. Tom Pearson has some relevant workshops. F30- Wayne’s group is starting some programming in this space.
      3. Reached out to Medicine (have an upcoming R01 Grant writers workshop from paid consultant that is open to postdocs), Nursing, Pharmacy, CALS, CLAS, Engineering
   4. Reach out to faculty via faculty newsletter to ask those that have served on review panels to self-identify so we can invite them to help in this planning and/or ask them to serve on panels to share reviewer perspectives.
      1. DRAFT: Calling Faculty with Grant Review Experience to Serve on Postdoc Grant Writing Panel -
2. **Postdoc Fellow Benefits** –Several committee members shared their experiences as postdocs at other institutions ([Michigan](https://hr.umich.edu/working-u-m/my-employment/academic-human-resources/benefits-postdoctoral-research-fellows); [Austin](https://gradschool.utexas.edu/services-and-resources/postdoctoral/employment-benefits)) where there were no or minimal benefits changes associated with funding changes. Another issue with not being considered an employee is that you may not be considered eligible for loans.
   1. [UF’s postdoc associate fringe rate 12.4%](https://hr.ufl.edu/manager-resources/classification-compensation/compensation/fringe-benefits-pool/)
   2. Survey postdocs – how does the fellow benefits situation impact them? The results could be brought to faculty senate and to raise awareness across campus. Example questions:
      1. All [current fellows](https://ufl.qualtrics.com/jfe/form/SV_bHDalPtGBIHUJsa) and their [mentors](https://ufl.qualtrics.com/jfe/form/SV_bDUaAulFgS1e2MK) have been sent the linked surveys and asked to reply by Nov. 1st.
      2. Are you eligible for US fellowships?
      3. Have you written / submitted any applications?
      4. What barriers have you faced?
   3. Groups to reach out to:
      1. Faculty Senate
      2. HSC monthly deans meeting with Dr. Nelson; Provost office dean’s meeting
      3. UFPDA & OPA speak at faculty meetings and with training grant directors
      4. Associate Deans of Research have regular meetings
3. **Postdoc Recruitment**– PIs at UF and around the world are having trouble recruiting postdocs. How can we help UF faculty with recruitment issues?
   1. We had less time to focus on this topic but heard from Jeremy about an initiative through the McKnight Brain Institute which provides funding for postdoc positions and will include programming around grant and faculty job application writing.
   2. Look into new FSU program for recruitment
   3. Recent articles around recruitment issues
      1. [Lab leaders wrestle with paucity of postdocs](https://www.nature.com/articles/d41586-022-02781-x?utm_source=twitter&utm_medium=social&utm_campaign=CONR_NCARS_ENGM_GL_ONMO_CAREE_NAT&utm_content=070922v1&fbclid=IwAR0pqEMPBtGIfoXTkI6IHCD_uP-r-o6hdb2XB2D0f6HU1O246UFCep_7xtw) – Nature Career News, August 2022
      2. [As professors struggle to recruit postdocs, calls for structural change in academia intensify](https://www.science.org/content/article/professors-struggle-recruit-postdocs-calls-structural-change-academia-intensify) – Science Careers, June 2022
   4. Example Postdoc Recruitment Event: [Chicagoland Postdoc Recruitment Initiative](https://chicagolanddiversepostdocrecruitment.org/)

These three areas are clearly linked. We will use our Fall meetings time to discuss actionable ways to move forward in these areas.