Postdoctoral Affairs Advisory Committee Notes

November 17th, 2022 3:00pm – 4:00pm, Zoom Link: <https://ufl.zoom.us/j/97790012384>

Fourth meeting for the 2022-2023 Term

**Introductions/check-ins**

**General Announcements/Updates**

Accepted applications for Spring 2023 [Preparing Future Faculty](https://gradadvance.graduateschool.ufl.edu/programs/preparing-future-faculty/) cohort

[UFPDA Fall Seminar Series](https://us5.campaign-archive.com/?u=ccfd4b5b015e3d33e136cc335&id=ae8cb21e2b#UFPDA) – Second set of speakers on Nov. 30th

[UF Postdoc to Industry Series](https://postdoc.aa.ufl.edu/programs/postdoc-to-industry/) – Final session Dec. 7th

**Discussion topics:** Discuss potential workshops for grant writing series; updates on fellow benefits; return to brainstorming on recruitment:

1. **Fellowship/Grant Programming**
   1. Our previous discussions have focused on postdoctoral fellowships. Shifting focus to training relevant to the grant writing process with a focus on acquiring grants current postdocs could take with them on the faculty job market, encouraging postdocs to take advantage of their UF co-PI eligibility.
      1. Example workshop series:
         1. Getting to Know the Funding Agencies panels ([Iowa State example](https://www.grad-college.iastate.edu/postdoc/grant-writing/))
         2. How to search for Funding opportunities (see [UF office of research](https://research.ufl.edu/research-lifecycle/find-funding.html))
         3. UF’s Policy on Co-PI eligibility
         4. NIH F32 & K series Panels (collaborate with CTSI)
         5. Tips for preparing for and writing a successful grant (including how to interact with program officers) or Program Officers are There to Help You!
         6. Budget Formulation
         7. Grant Life cycle (what happens in Ufirst etc; how do depts work with Office of Research?)
         8. Transportability of funding awarded while a postdoc at UF
         9. Grant writers community – weekly writing group for grant writers? Grant writing challenge/bootcamp (like NCFDD)
   2. 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. Reached out to Medicine (have an upcoming R01 Grant writers’ workshop from paid consultant that is open to postdocs), Nursing, Pharmacy, CALS, CLAS, Engineering Associate Deans for Research. Most did not reply
2. **Postdoc Fellow Benefits** –
   1. Postdoc fellows and their PI’s were surveyed and asked about their experience and what kind of support they would like to have access to.
      1. 51 postdoc fellows surveyed, 16 responded, 7 mentioned challenges with health insurance/benefits
      2. 29 faculty that mentor fellows were surveyed, 9 faculty responded, and 6 cited benefits issues as a challenge
   2. Met with OPA staff at University of Southern California (postdocs pay some premiums) and University of Pennsylvania (postdocs pay no premiums – similar to our GatorCare), both of which offer the same benefits to employee and non-employee postdocs by contracting with Garnet & Powers, a benefits administrator, for their postdoc benefits.
   3. Met with VP of UFHR, General Counsel and others to discuss this issue –
      1. requested we explore ways to make fellows employees – group saw challenges associated with this based on varying polices from fellowship funders
      2. requested we explore offering fellows (and possible associates) benefits through an external benefits administrator – Gallagher. This was received very well by the group. I have an informational meeting with Gallagher on Tuesday 11/22. Group was receptive to the idea that UF pay premiums for postdocs if we go this route. But details are all TBD.
3. **No Updates for Nov. 2022 meeting: Postdoc Recruitment**– PIs at UF and around the world are having trouble recruiting postdocs. How can we help UF faculty with recruitment issues?
   1. 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
   2. [FSU introduced new postdoc fellowship](https://opda.fsu.edu/fellowships-and-awards/postdoctoral-fellowships-and-stipend-support/provost-postdoctoral-fellowship) as part of recruitment efforts
   3. Example Postdoc Recruitment Events:
      1. [Chicagoland Postdoc Recruitment Initiative](https://chicagolanddiversepostdocrecruitment.org/)
      2. [Albert Einstein College of Medicine Postdocs SCORE!](https://einsteinmed.zoom.us/meeting/register/tJcqdeyppz8sGdGi20TBvGgq1lbgbavotGEt)