Postdoctoral Affairs Advisory Committee Notes

December 8th, 2022 3:00pm – 4:00pm, Zoom Link: <https://ufl.zoom.us/j/97790012384>

Fifth meeting for the 2022-2023 Term

**Introductions/check-ins**

**General Announcements/Updates**

**Postdoc Fellow Benefits** –

* + 1. AVP of UFHR, UFHR Benefits Director, and Lily met with
       1. United Health Care and associated broker to discuss issues around fellow benefits and inquire about solutions.
       2. Gallagher representatives to learn more about their services and discuss challenges specific to UF and possible solutions. A follow up meeting will be scheduled in January 2023 once UFHR has had a chance to gather information from the state.

**Discussion topics:** Focus discussion on recruitment ideas & planning

**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)
  4. Participate in recruitment events
     1. [Florida Education Fund](https://www.fefonline.org/mdfexhibitafm.html) – OPA will attend as an exhibitor

**Fellowship/Grant Programming – No current updates**

* 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)
        10. Pair with a Seed grant program? Postdoc specific - how you will use UF facilities as a means of highlighting UF facilities – for instance AI (AI center; UFII – Flora; UFBiodiversity institute) – relevant institutes and centers may be able to help provide seed funding.