Postdoc orientation
Welcome!
November 2018
What are we going to talk about today?

- The Office of Postdoctoral Affairs (OPA)
- The Postdoctoral Association (PDA)
- The postdoc experience at UIC
- Resources
- Administrative considerations
- Answer any questions you have!
The Office of Postdoctoral Affairs (OPA)
The Office of Postdoctoral Affairs (OPA)

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Vice Chancellor for Research

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Postdoctoral Association

The postdocs!

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1737 W. Polk St
Suite 310 (3rd floor)
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312-413-0059
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The Office of Postdoctoral Affairs (OPA)

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• Inaugurated in August 2018
• Core functions:
  • Administrative support
  • Career development
  • Measuring success
  • Community building
The Office of Postdoctoral Affairs (OPA)

Administrative support
Career development
Measuring success
Community building

- Advocate for postdocs
- Develop recommendations and practices for postdoc hiring, orientation, and policies
- Provide resources to navigate UIC, benefits, and conflict resolution
The Office of Postdoctoral Affairs (OPA)

- Administrative support
- Career development
- Measuring success
- Community building

• Provide research career and professional development activities for postdocs
• In close partnership with the PDA
The Office of Postdoctoral Affairs (OPA)

Administrative support
Career development
Measuring success
Community building

- Analyze data regarding postdocs to create reports on topics impacting UIC postdocs
- Benchmarking best practices, national trends, and funding agencies initiatives
- Track postdoc alumni success
The Office of Postdoctoral Affairs (OPA)

Administrative support
Career development
Measuring success
Community building

• Build a vibrant and engaged postdoc community within UIC
• Develop external relations to area institutions to expand opportunities for postdocs in the Chicago area
The Postdoctoral Association (PDA)
The Postdoctoral Association (PDA)
Empowering postdocs, building careers

• Started in 2009
• Volunteer organization
  • i.e. leadership opportunities
The goals of the PDA and OPA are well aligned

<table>
<thead>
<tr>
<th>PDA</th>
<th>OPA</th>
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</thead>
<tbody>
<tr>
<td>Provide a collective voice and serve as liaison among postdocs, faculty, and administrators</td>
<td>Develop recommendations and practices for postdoc hiring, policy handbook, orientation</td>
</tr>
<tr>
<td>Provide access to effective training and career counseling</td>
<td>Provide research career and professional development activities for postdocs</td>
</tr>
<tr>
<td>Collect, develop, and disseminate useful information including funding opportunities, job announcements, seminar notices, and other resources to the postdoc community</td>
<td>Analyze data regarding postdocs to create reports on topics impacting UIC’s postdocs, including benchmarking best practices, national trends and funding agencies initiatives</td>
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<tr>
<td>Promote postdoc professional and social networking</td>
<td>Develop external relations to area institutions to expand opportunities for postdocs in the Chicago area</td>
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</table>
The postdoc experience at UIC
What is a postdoc?

A postdoctoral scholar ("postdoc") is an individual holding a doctoral degree who is engaged in a temporary period of mentored research and/or scholarly training for the purpose of acquiring the professional skills needed to pursue a career path of his or her choosing.

From the National Postdoc Association
Why are you a postdoc?

• Pair share
  • Introduce yourself to the person next to you
  • Talk about why you are a postdoc here at UIC
  • 5 minutes
Why are you a postdoc?

• Don’t spend the next 5 years ‘just working’
  • Why did you take this postdoc?
  • What do you plan to learn and accomplish?
  • How is this going to help develop your career?

• Important detail at UIC
  • You can only be a *Postdoctoral Research Associate* for 5 years
  • There are no limitations on *Postdoctoral Research Fellow*
What are your long term career plans?

From the UIC PDA survey in 2018

- Academic Research: 59%
- Industrial Research: 24%
- Academic Teaching: 9%
- Research Administration: 3%
- Consulting: 1%
- Government/Non-profit: 2%
- Science writing/Publishing: 2%
- Consulting: 1%
- Government/Non-profit: 2%
## Interest in pursuing a career in the following sector(s)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Undecided</th>
<th>No interest</th>
<th>Some interest</th>
<th>High interest</th>
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</thead>
<tbody>
<tr>
<td>Academia (primarily research-based)</td>
<td>2</td>
<td>0</td>
<td>9</td>
<td>16</td>
</tr>
<tr>
<td>Industry</td>
<td>2</td>
<td>4</td>
<td>13</td>
<td>8</td>
</tr>
<tr>
<td>Academia (primarily teaching-based)</td>
<td>1</td>
<td>5</td>
<td>15</td>
<td>6</td>
</tr>
<tr>
<td>Business and entrepreneurship</td>
<td>3</td>
<td>10</td>
<td>10</td>
<td>4</td>
</tr>
<tr>
<td>Non-profit</td>
<td>5</td>
<td>6</td>
<td>12</td>
<td>4</td>
</tr>
<tr>
<td>Government</td>
<td>6</td>
<td>8</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Research administration</td>
<td>4</td>
<td>10</td>
<td>10</td>
<td>3</td>
</tr>
<tr>
<td>Science policy</td>
<td>5</td>
<td>8</td>
<td>11</td>
<td>3</td>
</tr>
<tr>
<td>Science communication</td>
<td>4</td>
<td>5</td>
<td>15</td>
<td>3</td>
</tr>
</tbody>
</table>
PhDs vs Faculty positions

[Graph showing the comparison between the cumulative number of PhDs awarded and the cumulative number of faculty positions from 1992 to 2011. The graph illustrates the increase in both numbers over the years, with the cumulative number of PhDs awarded rising significantly compared to the cumulative number of faculty positions.]
Goals and expectations

• Talk to your PI about this **now**, **often**, and **regularly**!
  • Commit to regular evaluations
  • Align your expectations (yours and your PIs)

• Individual Development Plan (IDP)
  • [http://myidp.sciencecareers.org/](http://myidp.sciencecareers.org/)
  • [https://www.imaginephd.com/](https://www.imaginephd.com/)
Who we are!
Total = 205 postdocs
What we actually do!

2017

Oct • Halloween cookie exchange
Nov • Faculty search committees panel discussion
Dec • Holiday party

2018

Jan • Grant writing panel discussion
Mar • Postdoc social
Apr • Fostering innovation through increased academia-industry nexus
May • Immigration and visa status for postdocs and international students
Jun • PDA annual BBQ
Jul • Second Annual UIC PDA Career Development Symposium 2018
CDS 2018

Keynote address: Melanie Sinche, author of Next Gen PhD
CDS 2018

Panel discussions
• Business and entrepreneurship
• Science communication
• Careers in academia
• Careers in industry
CDS 2018

Reception
# Upcoming Postdoc events

<table>
<thead>
<tr>
<th>Date</th>
<th>Title</th>
<th>Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/01/2018, 3-5pm</td>
<td>Job Searching with Purpose: Taking The Right Steps Toward Your Next Step</td>
<td>Workshop</td>
</tr>
<tr>
<td>11/26/2018, 3-8:30pm</td>
<td>CHIentist 4th Annual Connections Matter</td>
<td>Networking</td>
</tr>
<tr>
<td>12/13/2018, 5-6pm</td>
<td>Holiday Party!</td>
<td>Social</td>
</tr>
<tr>
<td>Jan 2019</td>
<td>Academic job search faculty panel</td>
<td>Panel</td>
</tr>
<tr>
<td>Feb 2019</td>
<td>Data management workshop (UIC Library)</td>
<td>Workshop</td>
</tr>
<tr>
<td>Mar 2019</td>
<td>Women in Science</td>
<td>Panel</td>
</tr>
<tr>
<td>April 2019</td>
<td>Immigration seminar</td>
<td>Seminar</td>
</tr>
<tr>
<td>May 2019</td>
<td>Teaching fundamentals</td>
<td>Panel</td>
</tr>
<tr>
<td>September 2019</td>
<td>Third Annual UIC PDA Career Development Symposium</td>
<td>Symposium</td>
</tr>
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</table>
How to stay informed

- **postdoc@uic.edu** listserv
  - To subscribe:
    - Email **listserv@uic.edu**
    - No subject
    - In the body of the email type: “Subscribe postdoc *firstname lastname*”

- Visit our website
  - [https://postdoc.uic.edu](https://postdoc.uic.edu)

- Facebook
  - [https://www.facebook.com/UICPostdoc](https://www.facebook.com/UICPostdoc)

- LinkedIn
  - [https://www.linkedin.com/groups/4023182/](https://www.linkedin.com/groups/4023182/)
Get involved!

• Have a great idea?!
• Want to organize an event?!
• Get involved!!

• The PDA holds monthly planning meetings
• Open to all postdocs to attend
Other career/professional development opportunities on campus

• Your Future In Science (YFIS) seminar series
  • http://www.ccts.uic.edu/content/your-future-science-seminar-series

• Responsible Conduct of Research (RCR) training
  • Required for some fellowship recipients (F32, K series, T32 spots)
  • http://research.uic.edu/research-integrity/training

• KL2 Clinical and Translational Science (CATS) Scholars Program
  • For translational scientists
  • http://www.ccts.uic.edu/content/kl2-clinical-and-translational-science-cats-scholars-program
National Postdoc Association (NPA)

- [https://www.nationalpostdoc.org/](https://www.nationalpostdoc.org/)
- UIC is a sustaining member
  - You can become an **affiliate member** for **free**
National Postdoc Association (NPA)

- Affiliate membership
  - Subscription to
    - NPA e-alerts
    - News announcements
    - The POSTDOCket
    - Monthly newsletter
- NPA member groups
  - Connect & network with NPA members
- Leadership opportunity
  - Serve and contribute your expertise on a NPA committee
- Access to Career Center!!
National Postdoc Association (NPA)
Core competencies from the National Postdoc Association (NPA)

1. Discipline-specific conceptual knowledge
2. Research skill development
3. Communication skills
4. Professionalism
5. Leadership and management skills
6. Responsible conduct of research
Chicago area organizations

Network, network, network

- C2ST - [https://www.c2st.org/](https://www.c2st.org/)
- 500 Women Scientists Chicago POD - [https://500womenscientists.org/](https://500womenscientists.org/)
- ChiPy - [http://www.chipy.org/](http://www.chipy.org/)
- CRUG - [https://www.meetup.com/Chicago-R-User-Group/](https://www.meetup.com/Chicago-R-User-Group/)
- Habitat 2030 - [https://habitat2030.org/](https://habitat2030.org/)
UIC Career Services
http://careerservices.uic.edu/

- Career advising
  - For UIC students and alumni
  - Not for postdocs

- Career Fairs
  - Some are open to the public
  - Postdocs can attend

- Career Workshops
  - Generally open to postdocs
  - Especially the ones advertised by the PDO
Campus resources
Office of international Services (OIS)

https://www.ois.uic.edu/

Contact OIS if you have any immigration-related questions while at UIC

Check-in required before beginning employment
- J-1s: Monday or Thursday, 2:00pm
- H-1Bs: by appointment
- All others: via drop-in or email

Office Hours:
- Mon-Fri, 8:30am-5pm

Open advising hours:
- Mon-Thur, 10:30am-3:30pm
- or by appointment

Student Services Building
1200 W Harrison Street, Suite 2160
312-996-3121
ois@uic.edu
Office of Access & Equity

http://oae.uic.edu/

- Sexual misconduct
- Nondiscrimination
- Dispute Resolution Services (DRS)
  - Confidential consultation
• Collections
  • Articles
  • Books
  • Journals
  • Digital images

• Workshops

• Resources
  • Data management
  • Citation management

• Make an appointment with a librarian!
UIC Libraries locations
Research Development Services (RDS)

Maryfrances Miley
Associate Director
mileym@uic.edu

Sarah O’Brien
Associate Director
sobrie1@uic.edu

http://research.uic.edu/funding

• Goal is to increase external funding
• Identify funding opportunities
  • Funding search tools & training
    • Pivot
    • Grant Resource Center
• Limited submissions
• Work with Corporate and Foundation Relations to identify alternative funding streams
Campus Recreation
http://recreation.uic.edu/

• Both east and west campus facilities
• $28.34/month payroll deduction (pretax)
  • ~$340 annual membership
• Pools and gyms
• Club sports
• Intramural
• Outdoor adventures
Other campus resources

• Women’s Leadership and Resource Center
  • https://wlrc.uic.edu/

• Illinois Webstore
  • https://webstore.illinois.edu/

• Survey Research Lab
  • http://www.srl.uic.edu/

• East Meets West
Administrative considerations
Benefits eligibility

• Source of funding
  • PI grants (Postdoc Research Associate)
  • Your own grant (Postdoctoral Fellow)
    • You become ineligible for benefits provided by UIC when you directly receive funding that provides your own salary

• Immigration status
  • To be eligible for UIC benefits you need to have met the substantial presence test
Benefits

Benefits eligible
• *Postdoc Research Associates*
• *Meets SPT*
  • Health, dental, vision
  • Life, disability
  • Retirement
  • Holidays
  • Vacation and sick
  • Tuition waiver

Not benefits eligible
• *Postdoc Research Fellow*
• *Case by case*

Currently working towards creating a postdoc handbook

Happy to answer any questions about this!
My UI Info

My UI Info enables University employees to securely view and update their personal and employment information.

For additional paper forms necessary to make certain changes, see HR Forms.

Not sure where to start? See Life Events for changes you may need to make with major events like moving, marriage/divorce, or having a baby.

My Profile

Manage your contact addresses and personal profile information through "My Profile".

- My Profile

My Pay

- Direct Deposit
- Earning Statement
- W-2/1042-S Tax Statement
- W-4 Form

My Benefits

- CMS MyBenefits
- Accidental Death & Dismemberment Insurance
- Long Term Disability Insurance
- Shared Benefits
- 403(b) Supplemental Retirement Plan
- Transit Benefit Program

My Employment

- Civil Service Appointment Information
- Employment Verification System
- Notice of Appointment (NOA)

My Compliance

- ANCRA Training
- Education Loan Default
- Positive Time Reporting
- Temporary Employee Ethics Training

My Education

- Education & Certification History
- Tuition Waivers
Transit and parking benefit update

• Used to be pre-tax benefits
  • i.e. deducted before tax reducing your taxable income

• Starting 2019
  • These will be deducted after-tax
    • i.e. you will be taxed for your full income
  • Due to the federal Tax Cuts and Jobs Act
New!
Postdoc Coffee Hour

- Every Thursday at 10am
- Current location:
  - Leaf and Bean Cafe
  - Library of the Health Sciences
  - 1750 W Polk St
Questions? Comments? Concerns?