Welcome to a very large university!

32,621 Undergraduate Scholars
7,972 Graduate Scholars
205 Postdoctoral Scholars
1,110 Tenure-track Faculty
389 Instructors

1,811 Support Staff and Facilities

$225 million Contracts and Grants
Exciting and challenging time to be a fellow...

Joy of Discovery

Independent Creativity

International Community

Driven by Intellect
Exciting and challenging time to be a fellow...

Economic Reality
Commitment to Workforce
Broad Career Path
Strong Competition
What are the expectations for postdoctoral training?

1. To have a close apprenticeship by an expert in your field to acquire the professional and technical skills needed to pursue a career path in academia, industry, government, or other high demand organization.

2. To achieve independence as an investigator, researcher, and/or instructor.

3. To become a colleague by the conclusion of your training interval rather than a mentee.
What is the typical time progression?

Dependent upon field and technical skill acquisition
Determined by your level of ability for oral and written communication
Within 3 months = General project determination
By second year = Independently lead work and strong knowledge base in new field
End of second year = begin seeking funding for your research
Continual progress towards your targeted goals and take on more responsibilities

*Element of luck, yet discovery favors the prepared mind*
What are some best practices?

• Two-way communication with your advisor to understand in writing their expectations and your professional and research goals
• Periodic and consistent evaluation of your progress and measurement of your productivity
• You are responsible for continuously seeking opportunity to advance your career
• Not too many projects simultaneously, but not too few
• Understanding of what research trajectory you may continue to pursue and launch following your training at FSU
What is your presence on campus?

![Graph showing the number of postdoctoral scholars and non-faculty researchers from 2006 to 2014. The graph indicates a peak in 2009 for postdoctoral scholars and a consistent level for non-faculty researchers.]
Which units house our postdocs?

- Biological Science
- Earth Ocean Atmospheric
- Biophysics
- Medicine
- Humanities
- National Magnetic Lab
- Chemistry and Biochemistry
- Other STEM
- Engineering
- Math
- Computing
What is the OPDA and what is its purpose?

Central office to establish policies, coordinate opportunities, and guide postdoctoral training across campus.

Director interfaces with the Postdoctoral Advisory Board and the Postdoctoral Association.

Provides institutional resources for award programs, professional development, and training events.

http://opda.fsu.edu/
Intramural Awards and Career Development

- Postdoctoral Travel Awards (July 1 and Jan 1)
  - [http://opda.fsu.edu/Resources/Postdoc-Travel-Awards](http://opda.fsu.edu/Resources/Postdoc-Travel-Awards)

- Postdoctoral Faculty Mentor Award
  - Recognize faculty for excellence in postdoctoral training

- Postdoctoral Fall Symposium and Spring Career Workshop
  - [http://opda.fsu.edu/Events-Workshops](http://opda.fsu.edu/Events-Workshops)

- Development of grant assistance, letters of support, scientific writing, and coordination for mock review
Who decides postdoctoral policies?

Postdoctoral Advisory Board

• Meets quarterly to recommend training and hiring policies to the Provost
• Composed of faculty, postdoctoral officers, members of the Provost and VP for Research offices, the Director of Postdoctoral Affairs, and the Dean of the Graduate School

Current Board = Nancy Marcus, Debra Fadool, Ross Ellington, Bruce Locke, Tim Logan, Wu-Min Deng, Tim McGraw, Richard Norwakowski, Rob Contreras, Nicolas Thiebaud, Audrey Grockowiak, Roxanne Hughes, Wei Yang, and Ian McDonald.
Is there a handbook for Postdoctoral Scholars?

What then are the general policies?
Are there suggested guidelines?

1. Are encouraged to publish scholarly work with their advisor during the period of their training
2. Are encouraged to seek independent funding for their research and creativity under the guidance of their advisor
3. Should be compensated at the NIH year 0 level for minimum entry salary or twice the rate of the graduate stipend of their home department
4. Time off is prearranged with consultation and approval by the advisor
5. Annual review (two way) and completion of an Individual Development Plan (IDP)

http://opda.fsu.edu/Resources/Information-for-FSU-Postdoctoral-Administrators-and-PIs
What policies are currently being sought?

1. Vacation, sick, and seasonal leave policies
2. Access to other standard employee/staff benefits – examples = computer store, bookstore, leach center, bus fares, library access, parking, etc.
3. Access to enrollment in courses or parallel degree seeking while pursuing postdoctoral training
4. Minimum salary
5. Different priority access to university-coordinated child care
6. Annual review

There are currently NO policies for the above

http://opda.fsu.edu/Resources/Information-for-FSU-Postdoctoral-Administrators-and-PIs
What are associated benefits?

Two Classifications of Postdoctoral Scholars =

1. **Postdoctoral Scholar** = Regular FSU employee working more than 30 hours/week is covered under the Affordable Care Act. This type of scholar is typically paid by FSU or a grant administered by FSU. Access to faculty insurance plan options

   - Bencore Retirement
   - Three-week Family Leave Policy (without pay)

2. **Postdoctoral Courtesy Appointment** = Non-faculty visitor at FSU whom is not paid by FSU but rather home country, institution, or other program. This classification also comprises scholars appointed on NIH training grants. Access to wellness center student insurance plans
What is the Postdoctoral Association (PDA)?
Postdoctoral Governing Groups and Communication

• Postdoctoral Association (PDA)
  – http://opda.fsu.edu/About-Us/FSU-PDA

• National Postdoctoral Association – free membership
  – http://opda.fsu.edu/Versatile-PhD-and-NPA/NPA-Affiliate-Membership

• FSU Postdoctoral List Serv
  – https://lists.fsu.edu/mailman/listinfo/postdoc-careerprog

• Weekly Digest
  – http://opda.fsu.edu/Newsletter/Weekly-Digest-Archive
Resources

Core Facilities across campus = http://opda.fsu.edu/Resources/FSU-Resources

Grant Support Letters = opda-info@fsu.edu

Scientific Writing (proofing and grant content checks) = Tracy Ippolito at tippolito@fsu.edu