

# Welcome to a very large university!

35,495 Undergraduate Scholars

7,929 Graduate Scholars

218 Postdoctoral Scholars

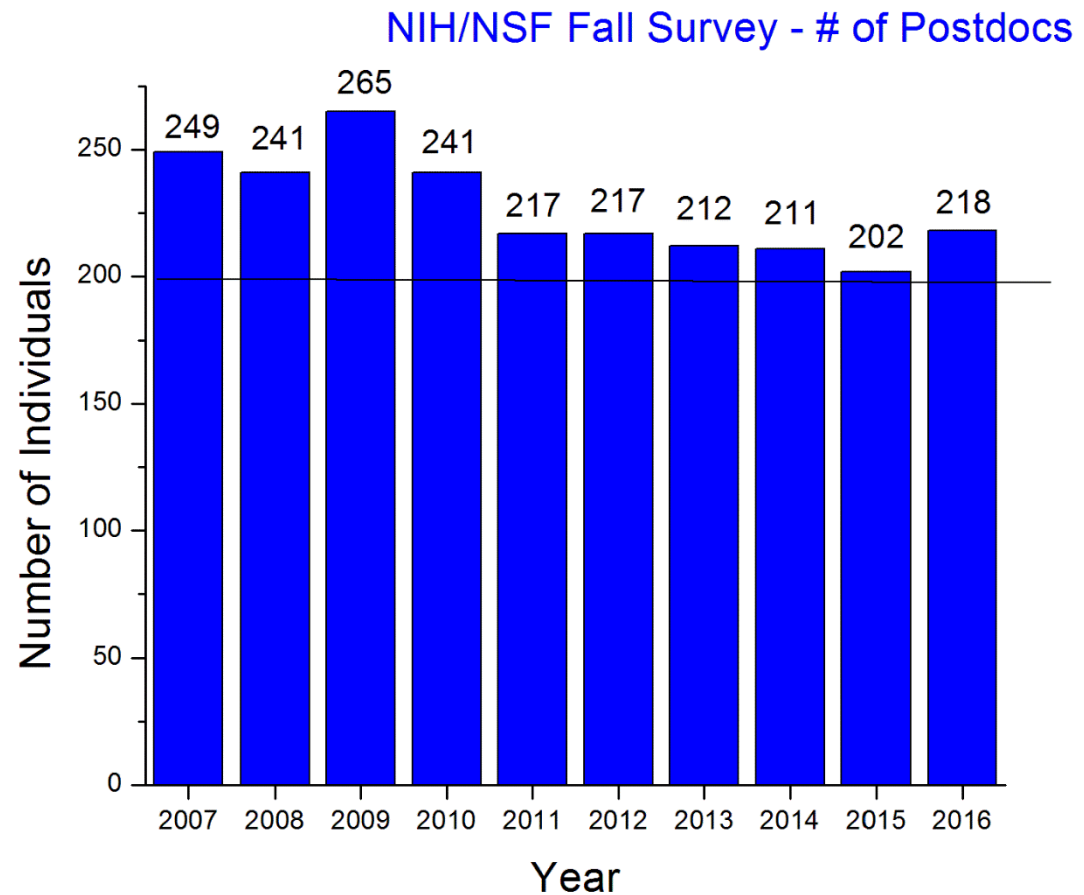
1,045 Tenure-track Faculty

861 Instructors

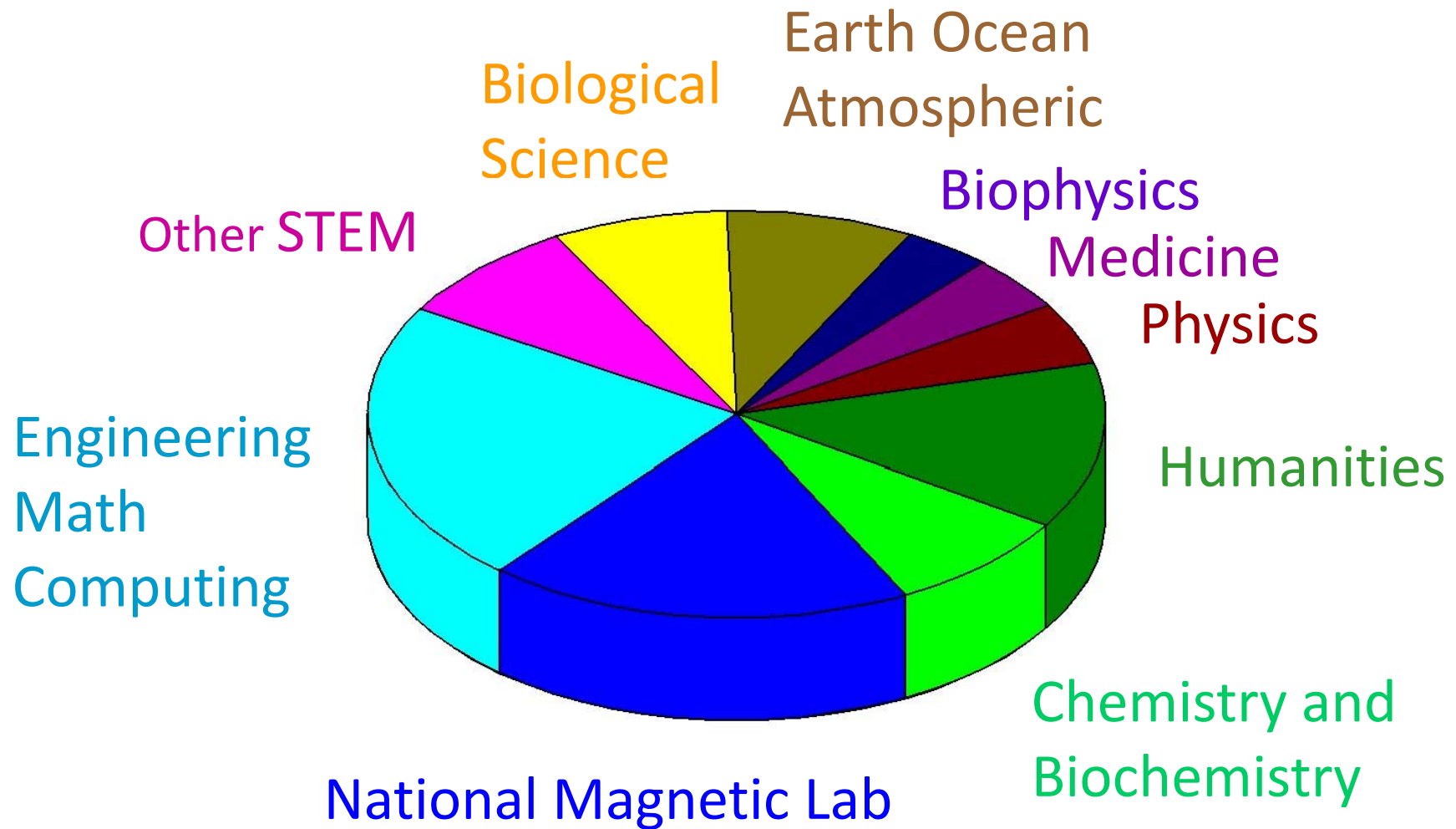
1,886 Support Staff and Facilities

\$209 million Contracts and Grants

# What is your presence on campus?



# Which units house our postdocs ?



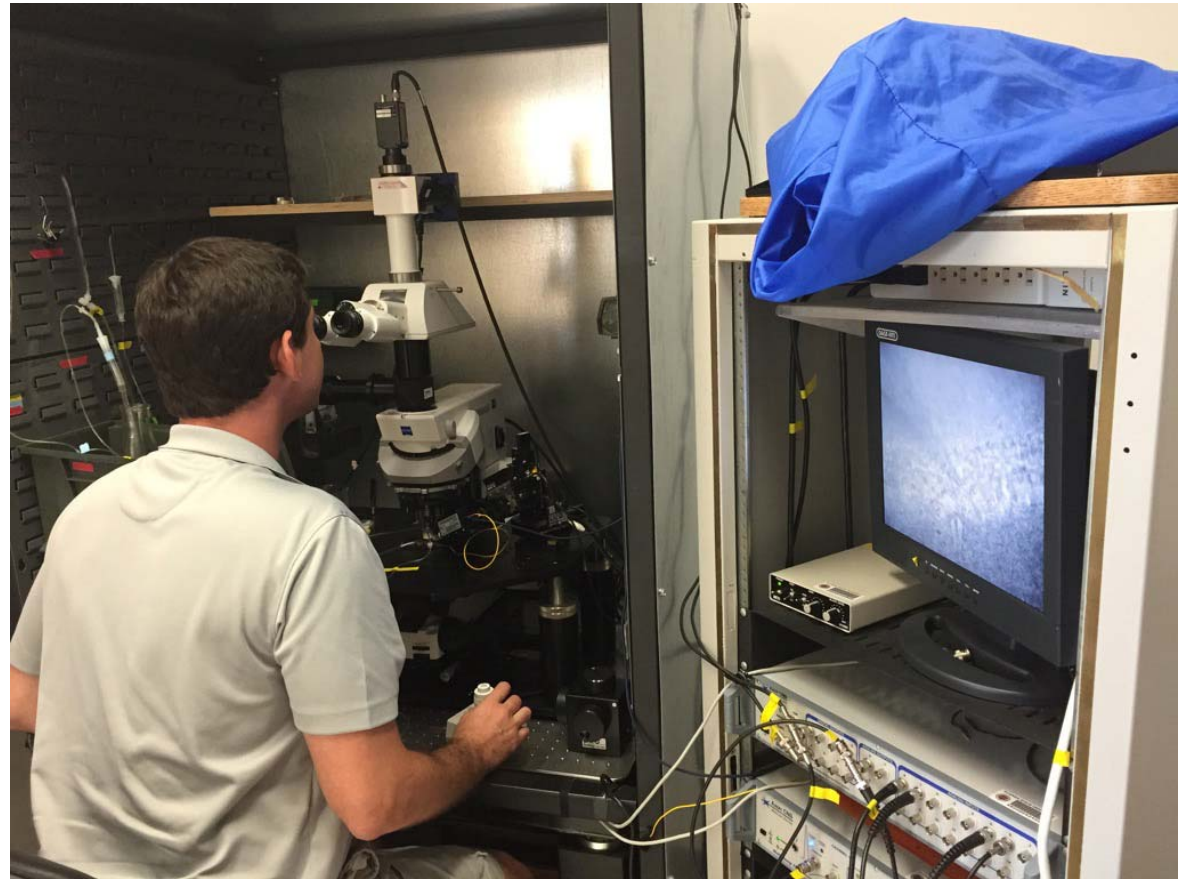
# Exciting and challenging time to be a fellow...

Joy of Discovery

Independent  
Creativity

International  
Community

Driven by  
Intellect





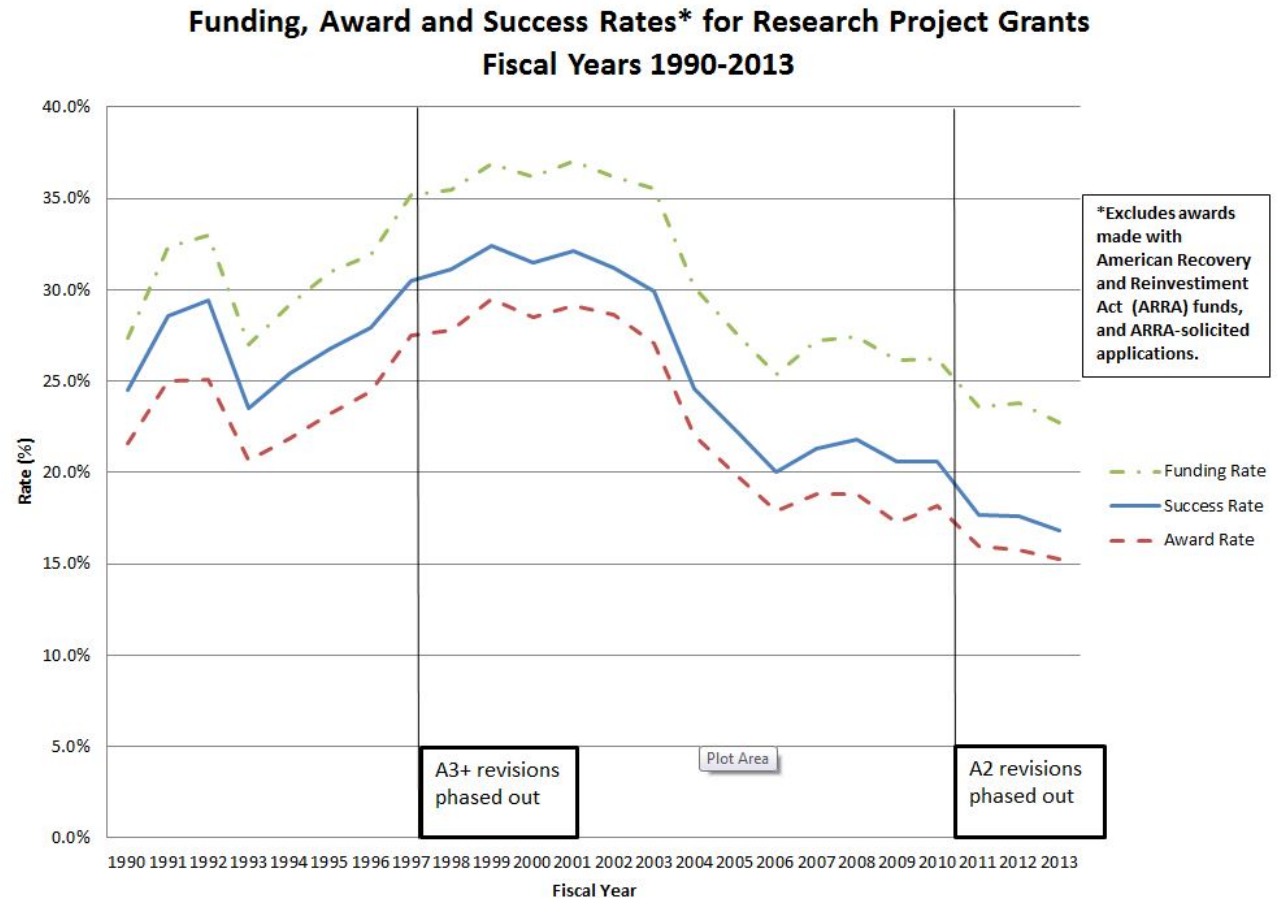
# Exciting and challenging time to be a fellow...

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 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/>

# 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 = Mark Riley, Debra Fadool, Bruce Locke, Ross Ellington, Renisha Gibbs, Tim Logan, Kay Jones, Tim Megraw, Richard Nowakowski, Rob Contreras, Sumudu Tennakoon, Sarah Baisley, Kari Roberts, Wei Yang, Munir Humayun, and Laurel Fulkerson.*

# Is there a handbook for Postdoctoral Scholars?

1. Four year duration for the appointment
2. Extension of appointment under special considerations by the Provost and OPDA
3. Must work under the supervision of an advisor to obtain substantial advanced career training to include research, scholarship, or teaching, or a combination
4. Must be provided a letter of hire using templates available at the OPDA with final approval by HR and OPDA
5. Must demonstrate English competency as established by a variety of optional metrics if supported on a J1 Visa



<http://opda.fsu.edu/policies-and-hiring/postdoctoral-manual>

# What are the current hiring policies?

## 1. FSU Scholar Definition

- A. Within 5 years of a PhD
- B. Temporary training of 4 years duration
- C. Supervision by a mentor

## 2. Minimum Salary - \$47,658

- A. Beginning November 18, 2016
- B. Bridge funding program
- C. August 1, 2016 – budgeting of all new proposals

## 3. Access to other standard employee/staff benefits –

examples = computer store, bookstore, leach center, bus fares, library access, parking, Florida pre-paid college

## 4. Annual Review (Sept. 30) and IDP

<http://opda.fsu.edu/Resources/Information-for-FSU-Postdoctoral-Administrators-and-PIs>

# What policies are currently being sought?

1. Paid time off (PTO)
2. Access to enrollment in courses or parallel degree seeking while pursuing postdoctoral training
3. Different priority access to university-coordinated child care

There are currently NO policies for the above

<http://opda.fsu.edu/Resources/Information-for-FSU-Postdoctoral-Administrators-and-PIs>



# Proposed Personal Leave Policy

1. PTO = Paid Time Off
2. Can be applied to sick, vacation, parental leave
- 3. Will accrue 4 hours per 2 week pay period (= 13 days/year).**
4. Can roll over to the next funding year on a similar project, but cannot retain more than 208 hours (or 26 days).
5. Must have prearrangement with supervisor/mentor and any permissions from their funding agency or VISA requirements.
6. Also allowed University Recognized Federal Holidays and any days in which the University President specifies the campus is closed (“season days”, hurricane, campus emergency).
7. Can switch PTO if experimental demands require presence on a holiday or campus closure.
8. Family Medical Leave Act (FMLA) – 12 UNPAID work weeks
9. Tracking will be established by HR.
10. No terminal leave is permitted when separated from FSU.

## 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. Time off is prearranged with consultation and approval by the advisor

<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

Bencor Retirement

Twelve-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

# Fair Labor Standards, Title XI, and Title II

*"No person in the United States, shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance." - Title XI*

Pregnancy is an example for which the female sex should not be discriminated or excluded from research, teaching, or learning activities under Title XI.

*FSU is required by Title II of the American Disability Act (ADA) to make all of its activities, programs and services equally available to persons with disabilities.*

Some health-related issues that stem from pregnancy may be an example of a temporary disability and fall under the umbrella of the Americans with Disabilities Act (ADA).

# Reasonable Accommodation for Family Planning and Pregnancy

Thepregnantscholar.org – Guidelines for PhDs and Postdocs  
Advanced Planning is Very Important!

Does your research require exposure to chemicals (mutagens, radioactivity)?

Does your research require field work (Zika)?

When do you plan to interview (birth, feeding)?

Do you need accommodation (parking, lactation room)?

NIH (F32/T32) - 60 days paid leave

NSF - \$12,000 salary replacement support

Contacts - [Jbroomfield@fsu.edu](mailto:Jbroomfield@fsu.edu) (Jennifer Broomfield),  
[sducatt@fsu.edu](mailto:sducatt@fsu.edu) (Shelly Ducatt), [awagner@fsu.edu](mailto:awagner@fsu.edu) (Amber Wagner)



# What is the Postdoctoral Association (PDA)?



THE FLORIDA STATE UNIVERSITY - OFFICE OF POSTDOCTORAL AFFAIRS

# Intramural Awards and Career Development

- **Postdoctoral Travel Awards**

(July 1 and Jan 1)

<http://opda.fsu.edu/Resources/Postdoc-Travel-Awards>

- **Three-parts Grant Workshop**

(Feb to July)

Stepwise construction of an  
extramural grant application

Completion of an internal  
mock study section review

Intramural award of \$1,000 for  
research supplies upon  
submission to an agency



- **Postdoctoral Fall Symposium and Spring Career Workshop**

<http://opda.fsu.edu/Events-Workshops>

# 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](mailto:opda-info@fsu.edu)

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



# Professional Development & Networking



Madison Social  
Tonight! 5 to 7 pm  
All Postdocs and their  
Advisors

Fall Postdoctoral  
Symposium and  
Poster Competition  
September 22, 2017  
12:30 to 5:30 pm,  
College of Medicine