THE OFFICE OF POSTDOCTORAL EDUCATION

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Director of Postdoctoral Education

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http://www.med.emory.edu/POSTDOC/

Room 301 & 303 1462 Clifton Building
School of Medicine Postdocs

- ~500 Postdocs in Emory (SOM + Yerkes)
  - Basic Departments ~200+
  - Clinical ~300+

- Citizenship-
  - ~50% international postdocs
  - 30+ countries represented
  - 50% men and 50% women
  - 3.4 years average stay at Emory
Rules of the Road for Postdoctoral Fellows

- Stipends required to follow NRSA tables

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Stipend for FY 2017</th>
<th>Monthly Stipend</th>
</tr>
</thead>
<tbody>
<tr>
<td>Postdoctoral 0</td>
<td>$47,484</td>
<td>$3,957</td>
</tr>
<tr>
<td>1</td>
<td>$47,844</td>
<td>$3,987</td>
</tr>
<tr>
<td>2</td>
<td>$48,216</td>
<td>$4,018</td>
</tr>
<tr>
<td>3</td>
<td>$50,316</td>
<td>$4,193</td>
</tr>
<tr>
<td>4</td>
<td>$52,140</td>
<td>$4,345</td>
</tr>
<tr>
<td>5</td>
<td>$54,228</td>
<td>$4,519</td>
</tr>
<tr>
<td>6</td>
<td>$56,400</td>
<td>$4,700</td>
</tr>
<tr>
<td>7 or More</td>
<td>$58,560</td>
<td>$4,880</td>
</tr>
</tbody>
</table>

- 5 Year limit as a Postdoctoral Fellow
- One year appointments
- 90 Day notice of termination – insufficient funds or poor performance
- Review of Individual Development Plan completed by Postdoctoral Fellow
- Sign off on completed Annual Review of Performance – tied to annual renewal of position (Years 2-5)
- Vacation – 21 calendar days
- Sick leave – 12 calendar days
Required: First 6 months
Individual Career Development Plan (IDP)

Plans for Research $\rightarrow$ Set Goals

- Research Plan(s) agreed to by Postdoc and Mentor
- Plan for published papers
- Plan for attendance at national/international meetings
- Plan for applications for fellowships and grants

Plans for Career Path $\rightarrow$ Set Goals

- Career path/direction explored and chosen
- Plan extra training for skills needed for career goal(s)
JOBS: Private Sector >> Academia
Office of Postdoctoral Education - Services Offered

- **Responsible Conduct of Research Ethics Course**
  - Meets all of the NIH mandates
  - 8 hours
  - Faculty-led
  - Spring and Fall Courses

- **Lab Management Course** (Spring)
  - Meets all of the NIH mandates for K trainees

- **T32 Tables** relevant to Postdoctoral Fellows
F32 Boot Camp

Develop mature F32 application
Also applicable to other fellow training applications
Provide background information on all of the grant components
Editing and guidance services of grant applications

K workshops -- Editing and guidance services

Workshops
- Resume lab
- How to write a research statement
- How to write a teaching statement
- Professional LinkedIn profile
- Preparing for a faculty job search
- Work-life balance
Proposed *Trainee* Focused Objectives: Professional Skills

Alison Gammie, PhD  
National Institute of General Medical Sciences
OPE Certificate Program in Leadership and Management

- Strategic Thinking
- Developing Social-Emotional Intelligence
- Conflict Management
- Gaining Self-Awareness
- Motivation and performance
- Finance for Non-Finance Managers
- Managing High-Preforming Teams
- Professional Communications
- Influencing without Authority
Communication is Key
REACH OUT TO US
QUESTIONS?