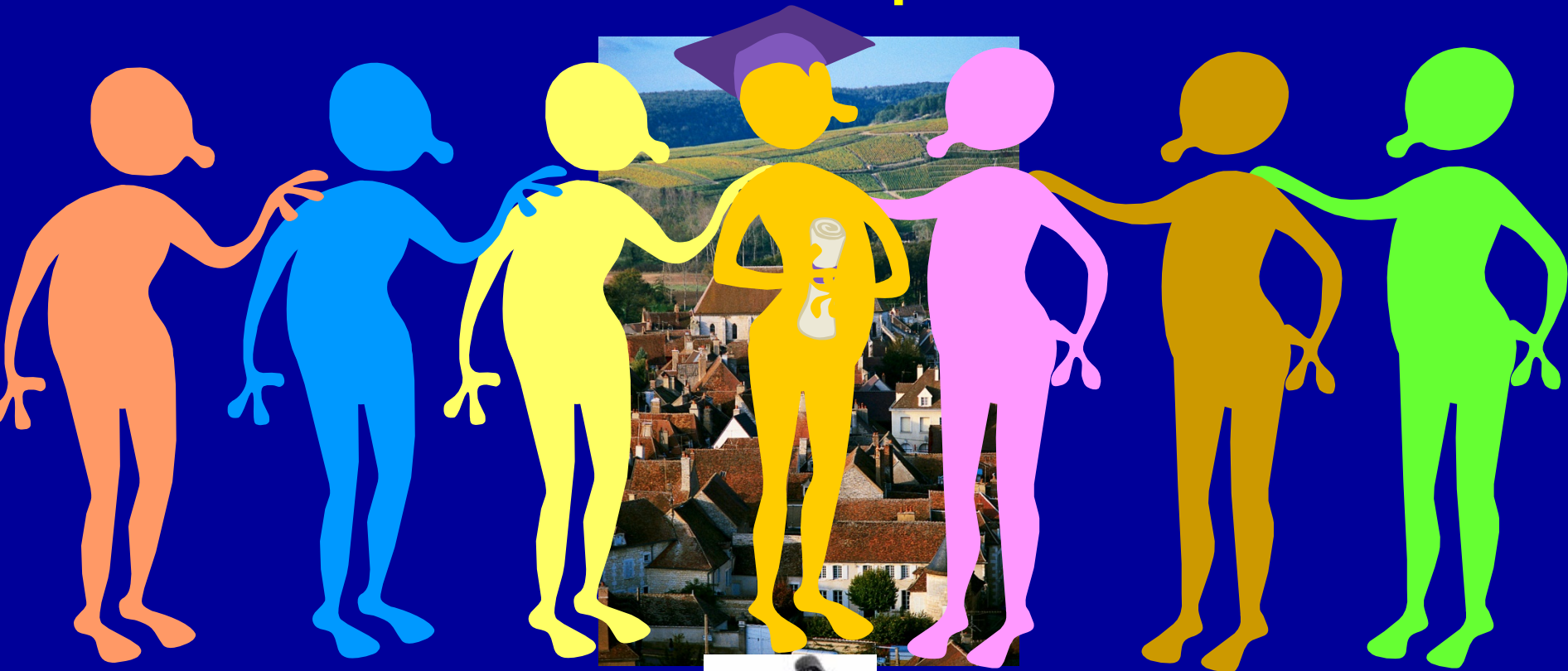


It takes a village to mentor a postdoc



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special
It takes a village
to mentor a postdoc



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What are the objectives of postdoc training

- Maximize transition to successful career
 - Fulfilling
 - Appropriate to training
 - Valuable to community
- Promote diversity
 - Women
 - Underrepresented minorities
 - Challenged individuals

Requirements

- Training in research
 - Knowing the literature
 - Learning the methods
 - Selecting and solving problems

Requirements

- Training in research
- Training in “survival skills”
 - Written and oral communication
 - Job seeking
 - Obtaining resources
 - Hiring and supervising
 - Responsible conduct



www.survival.pitt.edu

Requirements

- Training in research
- Training in “survival skills”
- **Appreciation of full array of careers**
 - Academic research
 - Industry
 - College teaching
 - Program management
 - ...and many others

Requirements

- Training in research
- Training in “survival skills”
- Appreciation of full array of careers
- ...and permission to consider them

Requirements

- Training in research
- Training in “survival skills”
- Appreciation of full array of careers
- ...and permission to consider them
- **Realistic picture of the future**
 - Probability of tenure-stream research job
 - Likelihood of “success” on 40 hr/week

How are we doing? Two views



Some of the good news

- National postdoc association
- Postdoc offices
- Postdoc compact
- Other guidelines and manuals
- Postdoc division of GREAT



Concerns

- What percentage of postdocs...
 - Know about these resources?
 - Make use of them?
- How well are we evaluating impact?
 - The postdocs and their career trajectory
 - The advisors
- Are we *really* affecting the core problems?

Core problems

- Poor survival skills upon attaining degree

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
 - Mentoring (vs. advising)
 - Lab environment
 - Extra-laboratory instruction

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
- Limited view of professional development
 - Lack of appreciation of its importance
 - Lack of opportunities for the training
 - Lack of trained instructional personnel

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
- Limited view of professional development
- Absence of “mentoring” culture

Toxic mentoring

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
- Limited view of professional development
- Absence of “mentoring” culture
- Absence of a peer group

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
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- Absence of a peer group
- Limited oversight

Core problems

- Poor survival skills upon attaining degree
- Poor understanding of what to look for
- Limited view of professional development
- Absence of “mentoring” culture
- Absence of a peer group
- Limited oversight
- Few institutional rewards

First requirement:

- What do we monitor in our faculty?
 - Publications
 - Grants (especially IDCs)
 - Teaching
 - Laboratory safety
 - Use of animal and human subjects

First requirement: accountability

- What do we monitor in our faculty?
 - Publications
 - Grants (especially IDCs)
 - Teaching
 - Laboratory safety
 - Use of animal and human subjects
- What do we not monitor?

What is wrong with this picture?

First requirement: accountability

- What do we monitor in our faculty?
 - Publications
 - Grants (especially IDCs)
 - Teaching
 - Laboratory safety
 - Use of **animal** and **human** subjects
- What do we not monitor? use of **trainees**

What is wrong with this picture?

But how can we evaluate??

- Who are your current trainees?
- Who are your former trainees?
- Where are they now?
- What is your mentoring plan? (details!)
- Who else will be involved?
- What is your grant support and publications?

Second requirement:

Recommendation to all institutions:

No funds on grants without adequate plan!

What do we need?

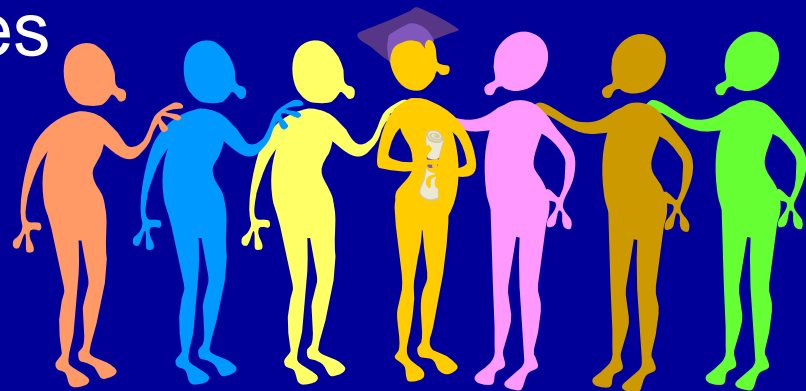
- Accountability
- Consequences
- Advisory committees for *all* trainees
- Instruction for all involved in training
 - Institutional officials
 - Faculty advisors
 - Predocs
 - Postdocs

Who will provide the training?

- Individual advisors
- Trained faculty and administrators

Some mentoring requires a crowd

- Networking
- Career options
- Job seeking
- Funding opportunities
- Mock grant reviews



Summary

- Much progress has been made
- Much still to be done to provide
- We must modify institutional culture
 - Mentee
 - Faculty
 - Administration
- Need accountability *and* consequences
- We must continually evaluate progress

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