

Session II: Envisioning the Optimal Institutional Culture and Structure for Postdoctoral Trainees

Review of Postdoctoral Policy and GREAT Survey

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Postdoctoral Appointment

AAU Committee Postdoctoral Education (March 1998)
endorsed AAMC Executive Committee (December 1999)

The postdoctoral appointment is temporary and conferred upon an individual who has recently been awarded a Ph.D. or equivalent doctorate in an appropriate field and who will be involved in full-time research or scholarship. The appointment is viewed as preparatory for a full-time academic and/or research career, is supervised by a senior scholar, and the appointee has the freedom, and is expected, to publish the results of her/his research or scholarship during the period of the appointment.

GREAT Group Postdoc Committee

Nancy B. Schwartz, Ph.D. (Chair)
Dean for Graduate Affairs
University of Chicago Pritzker School of Medicine

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University of Chicago Pritzker School of Medicine

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Senior Associate Dean of the Graduate School
University of Alabama at Birmingham

Trevor M. Penning, Ph.D.
Associate Dean for Post-Doctoral Research Training
University of Pennsylvania School of Medicine

Claudina Aleman Stevenson, Ph.D.
Visiting Scientist
Tufts University School of Medicine

Issues Being Explored by the GREAT Group Postdoctoral Committee:

- Provide a forum for GREAT member-institution representatives to share information on policies and best practices developed by individual institutions
- Develop good/best practices for the implementation of postdoctoral policies by institutions
- Interact with funding agencies, especially NIH, to set policy guidelines for stipends, benefits, and duration of support for postdocs
- Support and collaborate with institutional and national postdoctoral organizations and postdoctoral affairs offices on essential postdoc issues

Definition of Postdoctoral Appointment

- 70% of institutions responded that they **do** have a definition of PD appointment
- 91% of those institutions use definitions similar to the AAMC definition

Dedicated Administrative Organization

- 60% of institutions responded that they **do** have a dedicated administrative organization
- of the 40% that **do not** have a dedicated administrative organization, 40% of those intend to develop them

- >500: 90% **do** have administration
- 200-500: 86% **do** have administration
- <200: 32% **do** have administration

Postdoc Associations

- 62% of institutions responded that they **do not** have a postdoc association
- 28% of those institutions intend to develop a postdoc association

- >500: 78% **do** have PDA
- 200-500: 64% **do** have PDA
- >200: 18% **do** have PDA

NRSA Stipend Level Guidelines

- 69% of institutions responded that they **do not** follow NRSA stipend level guidelines
- > 500 Postdocs: 55% **do not** follow
- 500-200 Postdocs: 86% **do not** follow
- < 200 Postdocs: 59% **do not** follow

Benefits

- Benefits provided by institutions differ widely
- 50% of institutions responded that benefits **do not** differ based on the source of support
- > 500: 55% **do** have different benefits
- 200-500: 29% **do** have different benefits
- < 200: 45% **do** have different benefits

Time Limits on Postdoctoral Training

- 50% of institutions responded that they **do** have time limits on postdoctoral training
- >500: 78% **do** have time limits
- 200-500: 50% **do** have time limits
- >200: 40% **do** have time limits

Professional Development Services

- 50% of institutions responded that they **do** offer professional development services
- > 500: 78% **do** provide services
- 200-500: 50% **do** provide services
- < 200: 40% **do** provide services

Institutional Responders

University of Illinois Chicago
Vanderbilt School of Medicine
Harvard Medical
University of Buffalo
University of South Alabama College of Medicine
Cincinnati Child Research Foundation
Virginia Commonwealth University School of Medicine
Drexel University College of Medicine
University of Nebraska Medical Center
University of Miami
Albany Medical College
University Medical Dentistry New Jersey
Wayne State University School of Medicine
University of Colorado Health Science Center
University of Texas Medical Branch Galveston
Mayo Clinic Rochester
Medical College of Georgia
Medical College of Wisconsin
University of South Florida
Washington University St. Louis
University of Alabama Birmingham
Texas A&M University System Health Science Center

Morehouse School of Medicine
Emory University School of Medicine
University of Chicago
University of Alberta
University of Rochester School of Medicine
University of South Carolina School of Medicine
University of Cincinnati College of Medicine
Jefferson Medical College
University of Pittsburgh Health Science Center
University of Virginia
University of Kentucky College of Medicine
University of Texas Health Science Center San Antonio
Tulane
East Tennessee State University College of Medicine
Wake Forest
University of British Columbia
University of California San Diego
John Hopkins University School of Medicine
University California San Francisco
New York University School of Medicine
Baylor College of Medicine
University of California Berkeley
University of California Los Angeles
Stanford
Mt. Sinai School of Medicine