

Mentoring Postdocs

Advance Group
Panel Discussion

March 24, 2009



How the office was started

- Postdoc Study, 2001
 - Report from the 2001 spring initiative that explored the contributions, conditions of employment and experiences of postdoctoral scholars at Cornell in response to a request from Biddy Martin and Bob Richardson, findings indicated that an office serving as a one-stop shop for postdocs be created
- Collaboration between Graduate School, and Vice Provost for Research

Who are the postdocs?

- 445 Postdocs
 - 150 Women/ 295 Men
 - 260 Citizens/ 185 Foreign Nationals
 - 204 Contract Colleges/ 241 Endowed
 - 54 Fellows/ 391 Associates
- 300 postdocs at Weill Medical College



Services Provided

- Individual Advising
 - Career counseling
 - Personal family issues
 - General information on the Ithaca community
- Advise Graduate students going to postdoc
- Advocacy on all matters including conflict between postdoc and their department/PI
- Research day in Ithaca, and NYC

Services Provided

- Lunch and Learn Seminar
 - First Steps in Career Search
 - Self Assessment
 - Networking/etiquette dinner
 - Academic Job Search Seminar
 - Open Discussions
 - Grant writing
 - Job Search Seminar
- Leadership Program

Services Provided

- Housing/dining
- Childcare
- Help with Benefits
- Transportation
- Referrals to EAP
- Social Events

Seminars

- Center for learning and Teaching
- Seminar through HR
- Collaboration with Career Services
- Collaboration with other Universities
- CAPES seminars



Issues

- Lack of communication
- Poorly established goals/lack of understanding of goals
- Who does the research belong to?
- Lack of help moving on
- Networking/conferences
- Transition from Associate to Fellow

Issues

- Language barrier/Cultural issues
- Family issues
- Isolation
- Dual couple issues
- Lack of jobs