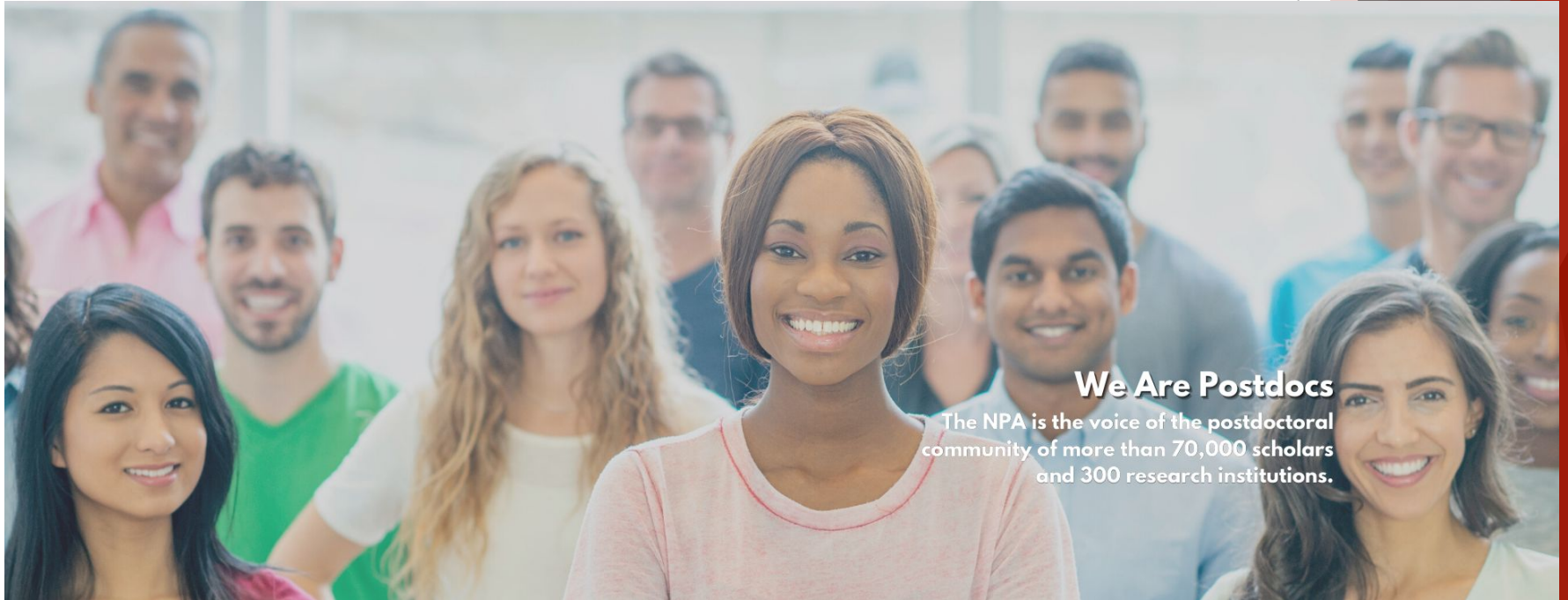# Agenda

- Introductions
- Overview of the last few months and discussion of priorities
- What we would like to accomplish and events we would like to do
- Pooling resources
- An open forum for suggestions
- How to get involved

Idea - to build towards a chapter of the National Postdoc Association

- https://www.nationalpostdoc.org/

We Are Postdocs
The NPA is the voice of the postdoctoral community of more than 70,000 scholars and 300 research institutions.

What do we need to make this happen?

- ► An organizational structure
- ► A way to communicate with each other
- ► Events to organize
- ► Broad involvement across colleges
- ► Identification of shared priorities among postdocs
- ► An inclusive environment, and outreach
- ► Shared resources
- ► Communication and collaboration with UT admin
- ► Suggestions?

What have we been working on over the past few months?

► Discussing our priorities and available resources

► Deciding on the roles and functions of a postdoc organization

► Sharing ideas about leadership and organizational structure

► Working towards independence and ownership of the organization

What conclusions did we reach?

► There is a broad consensus on priorities…

Category	# of postdocs who expressed interest
social and community building events	9
CV/resume guidance	8
proposal and grant development guidance	8
interview practice sessions	5
research presentation practice sessions	5
transition to industry	5
international postdoc issues	4
job board	4
wellbeing support - physical and mental	4
mentorship program	3
research resources	3

What conclusions did we reach?

► But also lots of individual priorities!

Category	# of postdocs who expressed interest
research talks	2
chalk talks	2
post-doc representation at institution level	2
interdisciplinary exchange/collaboration	2
onboarding/orientation support	2
special interest groups	2
career communications skills	2
post-doc coordinator/advocate	2
community resources - UT & Central Texas	2

What conclusions did we reach?

- The postdoc organization should:
  - Foster a sense of community
  - Promote career development
  - Help us share resources
  - Increase communication between postdocs across colleges
  - Represent postdoc interests to leadership
  - Become a sustainable association with continuity between leadership

What have we done so far

► Organized this week's meeting!

► Began organizing communication - Teams is the official university method of communication, and we'd like to set up an email list

► Began discussing how we can pool and organize resources

Where should we go from here?

► We'd like to start pooling resources

► Start communicating, over email and teams, to make sure we have involvement beyond these monthly meetings

► Start thinking about leadership - anyone who's interested in getting involved with organization can email us or let us know in the teams group!

Employee Onboarding

► **Goals**

❖ Ensure new postdocs are welcomed to the university and postdoc community at UT

❖ Help guide them through onboarding and any potential complications

➢ Deadlines, ORP vs TRS

❖ Collect resources available to new postdocs

➢ Listservs, UT Life Mart, administrative staff

Employee Onboarding

► **Plan of Action**

❖ Work with various HR departments to put together a "welcome package" for new postdocs.

❖ Create a database of relevant listservs, groups, and personele for postdocs.

❖ Invite them to this group so that they can be included as soon as possible.

Professional Development

► **Goals**

  ❖ Provide upcoming workshops and events information to postdocs

  ❖ Ensure access to and knowledge of funding sources and research resource

  ❖ Build a job board

► **Resources and Existing Organizations**

❖ https://research.utexas.edu/resources

❖ Proposal Development & Research/Scholarly Support

Find funding

Proposal Development & submission

UT Libraries-Research support services

❖ Project Evaluation and Broader Impacts

TACC-Epic STEM Evaluation Services

Texas Institute for Discovery Education in Science

Women in STEM, UT K12 STEM Collaborative, and Environmental Science Institute: Hot Science-Cool Talks

► **Resources and Existing Organizations-continued**
❖ https://careerengagement.utexas.edu/graduate-students/
❖ Workshop information
❖ View Resume and CV samples
❖ Search for jobs and internships

► **Plan of Action:**

❖ Get all the postdocs contact information and distribute weekly/biweekly information

❖ Collecting questions about career and development among postdocs and bring to the organizations (once a month?)

❖ Get our own fundings (Travel grant, Price for the best poster/talk/paper...) (once a year?)

If you would like to get more information, or be willing to help about further events please email

Ran Lin: ran.lin@austin.utexas.edu

Mental Health Support

► **Goals**

❖ Ensure postdocs have appropriate access to counselling and medical services

❖ Understand the individual and collective mental health needs of our postdocs

❖ Foster safe spaces for communication and discussion around mental health issues

Mental Health Support

► **Resources and Existing Organizations**
- ❖ Employee Assistance program: https://eap.utexas.edu/
  - ➢ Offers free short term counseling and referrals
- ❖ Counseling center
  - ➢ SSB - 0980, https://cmhc.utexas.edu/ - Individual/group counseling, wellness workshops
- ❖ Counseling access through our insurance
  - ➢ $10 copay for in-network services
- ❖ Free events on campus
  - ➢ Including physical health - Exercise classes, etc

► **Events we could organize**
- ❖ Mental health support group (over zoom or in-person)
- ❖ Social events to encourage wellbeing
- ❖ Pooled resources, e.g. for getting therapy reimbursement, therapist reccomendations, insurance info

Social

- **Goals**
  - ❖ Foster community among postdocs
  - ❖ Create spaces for relaxation and discussion with our peers
  - ❖ Build connections and integrate with the broader UT community
  - ❖ Encourage interaction with and exploration of communities outside our workplace

Social

- **Possibilities**
  - ❖ Event listservs to draw attention to events happening at UT Austin/in the city
  - ❖ Events we organize ourselves!
  - ❖ Ensuring access to alcohol-free/drug-free spaces
  - ❖ Book clubs?

International scholars

► **Goals**

❖ Provide effective communication surrounding visa issues

❖ Provide support and information to scholars who are new to the country

❖ Ensure access to and knowledge of funding sources

❖ Build towards equity between international scholars and the rest of the community

International scholars

► **Plan of Action:**
- ❖ **Liaise with scholars and UT staff** to ensure all parties are aware of visa regulations and necessities
- ❖ **Survey and communicate** with international scholars to ensure their needs are being met
- ❖ **Build on existing resources** for international scholars: e.g. https://www.nationalpostdoc.org/page/International

  https://global.utexas.edu/isss

- ❖ **Events for international scholars**: social, networking, career events
- ❖ **Push for equitable policy at UT:** bring our needs to the attention of UT administration

Diversity, Equity, and Inclusion (DEI) Initiatives

► **Goals**

❖ **Retain** and **support** current postdocs by removing obstacles to success

❖ **Improve cultural climate** by making university a supportive and welcoming place for all

❖ **Increase community outreach** both within and outside of the university

Diversity, Equity, and Inclusion (DEI) Initiatives

► **Plan of Action**
❖ **Offer** and **advertise** workshops on inclusive teaching, mentoring, and workplace behavior
   ➤ National conferences (e.g. paraDIGMS)
   ➤ https://equity.utexas.edu/diversity-education
❖ **Partner with existing organizations**
   ➤ UT Office for Inclusion and Equity (OIE)
   ➤ UT Gender and Sexuality Center (GSC)
   ➤ DEI Committees within colleges/schools/depts
❖ **Increase community outreach**
   ➤ Mentorship opportunities by college/school/dept
   ➤ Volunteer opportunities outside of university

Teaching and Mentorship

► **Goal**

  ❖ Equip postdocs with resources and strategies for effective and inclusive teaching or mentorship relationships

► **Resources and Existing Organizations**

  ❖ Center for Teaching and Learning

  ❖ GSC Faculty and Staff Mentorship Program

  ❖ Mentorship through professional organizations by college/school/dept

  ❖ Texas Prison Education Initiative (TPEI)

  ❖ Multicultural Engagement Center (MEC)

Volunteer and Outreach Opportunities

- **University-affiliated**
  - VolunteerUT
  - https://diversity.utexas.edu/communityengagement/student-engagement/volunteerut/

- **Outside of the university**
  - Central TX Food Bank
  - Austin Humane Society
  - Refugee Services of Texas
  - SAFE Austin
  - Amplify Austin https://www.amplifyatx.org/

Open Forum and Contact Information

► Please share/express any additional ideas, questions, or concerns!

► We want to put on events and activities with your input- and provide resources to help you through your postdoctoral career and beyond

► Thank you in advance ☺

► Scan the QR code to join our teams group!

► Or contact us if you'd prefer to communicate over email:

  ► Jacob Porter: jacob.porter@austin.utexas.edu

  ► Kate Pearce: katherine.pearce@austin.utexas.edu

  ► Ran Lin: ran.lin@austin.utexas.edu
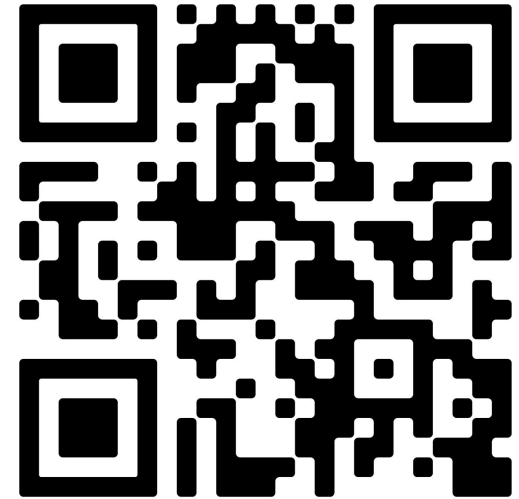
Postdoc Teams Group

Welcome!
UT Postdoc Association Organizing Meeting

January 19th, 2023

Agenda

- Introductions
- Overview of the last few months and discussion of priorities
- Introducing UTPA Canvas
- Introducing UTPA Teams
- An open forum for suggestions
- How to get involved

Plan of action -

- ► Employee Onboarding

- ► Professional Development

- ► Mental Health Support

- ► Social

- ► International Scholars
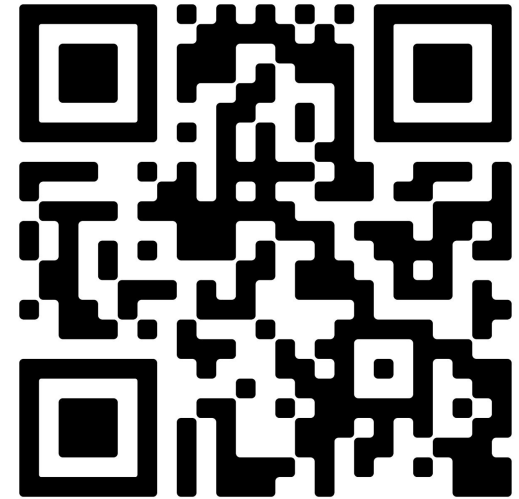
Postdoc Teams Group
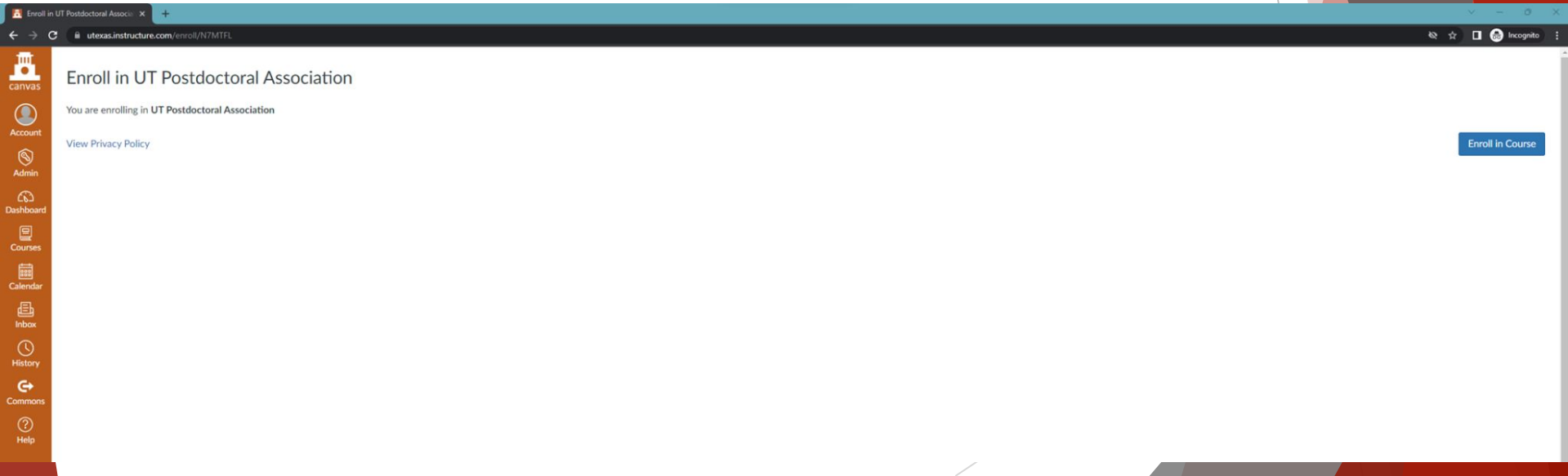
UTPA Canvas Site

Instructions to self enroll in the course:

https://utexas.instructure.com/enroll/N7MTFL

We are seeking collaborators to make this site better

If you are interested, please email raj.s@austin.utexas.edu.

UTPA Teams

Join the UT Postdoctoral Association Teams through UTPA Canvas!

Updates so far -

► Great initial response in terms of enrollment!

  We have 72 members enrolled in UTPA Teams and 36 members enrolled in Canvas site

► Spread information about UTPA Canvas and Teams among colleagues and new postdocs

► The Canvas site is built on the inputs from the postdocs in early November last year.

Updates so far -

► Resource links updated on the Canvas site on each of the five pillars mentioned below:

❑ Onboarding

❑ Professional Development

❑ Mental health and Wellness Support

❑ International Scholars

❑ Social

Updates so far -

► Additional resources need to be updated - Call for volunteers!

► Suggestions for new channels to be created on Teams for collaboration and discussion?

Open Forum and Contact Information

► Please share/express any additional ideas, questions, or concerns!

► Or contact us if you'd prefer to communicate over email:

- ❏ Rajagopal Sankaranarayanan: raj.s@austin.utexas.edu.
- ❏ Lubhani Mishra: lubhani@utexas.edu
- ❏ Kate Pearce: katherine.pearce@austin.utexas.edu