

GREAT Meeting: September 12-14, 2019 in Seattle
Deadline for Proposals/Abstracts: March 1st, 2019
[Call for Proposals/Abstracts](#)

Suggested topic areas:

- Curriculum & Competencies
- Training Methods
- Diversity, Equity, & Inclusion
- Career Development & Exploration
- Culture, Resiliency, & Healthy Lifestyles
- Teaching & Mentoring
- Training Outcomes Assessment
- Administration of Research Training

Session Proposal:

Title - Integrating Professional Development into Postdoc Onboarding

Theme - Postdoc Onboarding

Topic Area - Training Methods

Session Type/Format - Workshop

Speakers - Sarah Hokanson, Celine Young, and Bennett Goldberg

Session Learning Objectives -

1. After participating in this session, attendees should be able to identify professional development resources available for early stage postdocs nationwide.
2. After participating in this session, attendees should be able to implement strategies to integrate these resources into existing onboarding processes.

Short Session Description (100 words) -

Professional development is critical for postdocs to develop skills beyond the technical focus of their research. Integrating professional development for postdocs into existing onboarding processes can be an effective strategy to support them throughout their career development, from orientation to next career step. This workshop will (1) provide resources which can be integrated into existing programming and (2) provide support and feedback for attendees to build an action plan for implementation at their institution. In this interactive session, attendees will have early access to the open educational materials developed by the Postdoc Academy team.

Detailed Session Description (300 words) -

Incorporating professional development into postdoc onboarding and their appointment can be an efficient and effective method to support them throughout their preparation. This workshop will focus on available resources and strategies to incorporate them into existing programming.

In pre-session, attendees will be asked to complete a survey about the current postdoc onboarding process at their institution and what they would like to gain from this workshop. We will provide a discussion chat session before the in-person workshop for attendees to brainstorm strategies to incorporate professional development into existing programming.

In this 90-minute session, attendees will first rotate through three stations with different resources from the Postdoc Academy and others around succeeding in your postdoctoral position, covering: (1) awareness of identities and roles, (2) adaptation to a new community of practice, and (3) identification and alignment of expectations. Facilitators at each station will provide an overview of these resources, including short videos and interactive activities (30min).

In small groups, attendees will then identify strategies to incorporate these resources into existing onboarding programming. After brainstorming ideas, small groups will report out to the facilitators, who will moderate large group discussions (30min).

The last portion of the workshop (30min) will translate the crowdsourced strategies into an action plan for implementation at their local institution. Facilitators will provide a template action plan using Boston University as an example. Attendees will share their plan within their small groups and provide feedback for other members of the group using a peer rubric.

After the session, attendees will be encouraged to participate in the discussion chat sessions, sharing how the resources were incorporated, as well as the successes and failures of implementation. We hope that the workshop and corresponding discussion sessions will provide a community for administrators to connect and improve professional development programming for postdocs.

Instruction Strategies and Activities (100 words) -

To begin, attendees will rotate through three stations of open education materials (short videos and interactive activities) around succeeding in your new postdoc position. These stations will cover: awareness of identities and roles of postdocs, adaptation to a new research community of practice, and identification of expectations. The second section of the workshop will begin in small groups, followed by crowdsourcing strategies to implement these resources. The final portion of the workshop will have an individual activity and a peer review component. Attendees will leave this session with an action plan to integrate professional development into postdoc onboarding.

Poster Abstract:

Title - Building the Postdoc Academy: A Digital Professional Development Program for Postdocs

Authors - Celine Young, Olivia Chesniak, Henry (Rique) Campa III, Denise Drane, Noah Green, Robin Greenler, Jessica Maher, Rick McGee, Antonio Nunez, Bennett Goldberg, Sarah Hokanson

Topic Area - Career Development & Exploration

Short Poster Description (100 words) -

Although professional development is critical for postdocs to gain the skills beyond their research, many postdocs are unable to attend in-person events due to commitments with their research group and personal life. To address this gap, the Postdoc Academy is creating a flexible and comprehensive professional development program. Postdocs nationwide can participate entirely online or join a blended (online with in-person) community. In advance of the Postdoc Academy's official launch in January, our team has conducted feedback sessions with small groups of postdocs. The finalized Postdoc Academy content will be shaped by the data collected in these focus group sessions.

Abstract (300 words) -

Professional development is critical for postdocs to develop skills beyond the technical focus of their research. Participation in professional development programming can be difficult for postdocs due to the expectations of their research group and personal commitments. To address this gap, the Postdoc Academy is creating a flexible professional development program. Postdocs nationwide can participate entirely online or join a blended (online with in-person meetings) community. Our program will utilize active-learning techniques and support postdocs from orientation to their next career step.

The Postdoc Academy will officially launch in January with the release of a MOOC (Massive Open Online Course) on Postdoc Orientation, covering foundational skills and career planning. To ensure the content we provide is relevant, approachable, and inclusive for postdocs of all stages and disciplines, our team has conducted multiple feedback sessions with small groups of postdocs. These focus groups have provided data which helped shape the final content for the Postdoc Academy. In addition to listening to and incorporating the feedback of postdocs, we have also weaved their stories throughout our content. The goal of the Postdoc Academy is to build a supportive, inclusive community for postdocs on their journey to success.

We welcome your engagement by providing feedback on our content, joining our community, or adapting and using our open educational resources.

Selected for a Rapid Fire