

# **Postdoc Career Service Survey - Fall 2007**

## **UC-Council of Postdoctoral Scholars ([www.ucpostdoc.org](http://www.ucpostdoc.org))**

9 Question concerning career development services offered to postdoctoral scholars in California were sent to Career Centers, Postdoc Offices, Postdoctoral Associations /Societies at universities and research institutions (UC and non-UC campuses) in fall 2007. In February 2008, the survey was evaluated by Markus Kaufmann, Officer for External Affairs of the Society for Postdoctoral Scholars at UCLA (SoPS). A summary containing the survey's conclusions, the questions, short answers (yes or no) and the detail answers by all respondents are listed in the evaluation.

### **Summary / Conclusions**

- There are institutionalized training opportunities at all research institutions, at departments, through the postdoc association or a postdoc-office workshop program, in some places through the career center. The career center and postdoc development office is combined in some non-UC research institution.
- Career center access is either full (Stanford, UCSF, UC Davis, UCB), partial by paid fee (UCR, UCSB, UCSC), exceptional if there is time, or not at all. Full access to career development programs was mentioned mainly in places where postdocs are considered either employees or treated equally to graduate students for this purpose. The career centers at UCR, UCSC and UCSB treat postdocs equally than alumni or faculty; they can use career counseling and resume reviewing services by paying a moderate fee. This might be a form of service that could be easily adapted by other career centers without changing their mission and also be compensated. Career center in UCB is compensated by \$15K for these services by the postdoc office. LLNL is different, postdocs are employees, they get career progression evaluation and they hire around 50% of their own postdocs. UC Berkeley or at UC Davis have generally better career services for postdocs, even they are also an undergraduate institution. Scripps has a combined Career Center/Postdoc office; Stanford has two different Career centers, which serve postdocs.
- In most UC campuses the postdoc office is located at the Graduate Division, which is the graduate student administration. In UCB, the postdoc office is under the dean of research, which helped to improve the postdoc services according to the PDO. Stronger involvement of the university's research leadership in postdoc support might be beneficial for postdocs in general.
- In most UCs, postdocs are not students but neither career-path employees, which might be the reason why they do not have easy access to career services, especially career counseling, career fairs, and resume review for academic and non-academic job markets.
- The answer "not explicitly invited but they are not turned away when they show up" is given a number of times for career service and job fairs. This

is kind but in my opinion, it does not serve the postdoc community very well.

- Postdocs are rarely invited to career fairs; I personally think the invitation of postdocs to career could be easily improved, without changing the missions of the career centers. It should be of the university's interest to market their highly skilled researchers.
- Formalized postdoc associations / postdoc societies (PDAs) are present in most campuses except UCI and UCR. At UCI there is a one person postdoc representation to the UC-CPS. No feedback from UCM, and USC-main campus but according to my knowledge they do not have PDAs.
- A number of PDAs are newly formed (e.g. USC-Keck School of Medicine, UCSB), and they plan activities and workshop in the coming months.
- PDAs offer workshops to postdocs, sometimes in coordination and with support of postdoc offices.
- Postdoc offices provide valuable services and advices to postdocs as much as they can. In a few campuses, people just got hired to organize and coordinate offers to postdocs. UCSD listed a large workshop program for postdocs.
- I learned that there is a lack of information about the services provided by the other offices/campus groups than the one the respondents represent. I conclude that there is no office or place at any given campus who knows all programs offered to postdocs. Especially the department programs are not well known by most respondents. A better communication between departments and postdoctoral offices, campus wide career service providers and postdoc associations would be helpful.
- Reading all answers is highly recommended, you might find useful ideas for your campus. A large number of offers and workshop programs are mentioned, which would be of interest to postdocs on your own campus.

## The 9 Questions Short Form:

|             |  |
|-------------|--|
| Question 1  | Affiliation  |
| Question 2a | Institutionalized services / training opportunities for postdocs |
| Question 2b | Training opportunities that would be appreciated but not offered |
| Question 3  | Access to One on One career counseling services                  |
| Question 4  | Invitation for Career Fairs where private companies recruit PhDs |
| Question 5a | Workshops of special interest to postdocs by career center       |
| Question 5b | Are postdocs invited to Career Center Programs                   |
| Question 6  | Are grad-student services open to postdoc                        |
| Question 7  | PDA present at Institution                                       |
| Question 8  | Career Events organized by PDA                                   |
| Question 9  | Career workshops by Departments, are they open to postdocs       |
| Question 10 | General Comment  |

## Short Answers (Yes, No, Other):

### Question 1: Affiliation

Number Respondents:

17 from 13 Campuses (9 UC and 4 other California Research Institutions)

### Question 2a: Institutionalized services / training opportunities for postdocs

12 yes

3 no

2 unaware

3 provided by others than the career center

1 in progress

### Question 2b: Training opportunities that would be appreciated but not offered

9 yes, Training opportunities listed

6 unsure

### Question 3: Access to One on One career counseling services

8 yes

7 no

2 PI or PDO if time allows

### Question 4: Invitation for Career Fairs where private companies recruit PhDs

6 yes

5 no

6 not explicitly invited, some access, not turned away

### Question 5a: Workshops of special interest to postdocs by career center

8 yes

5 no, not aware of

3 some, could be, would be

**Question 5b:** Are postdocs invited to Career Center Programs

6 yes

6 no

2 rarely, kind of

**Question 6:** Are grad-student services open to postdocs

5 yes

4 no

2 yes and no

3 don't know

**Question 7:** Postdoc association / postdoc society present at your Institution

14 yes

3 no

1 don't know

**Question 8:** Career Events organized by PDA

8 yes

4 no, unknown or no PDA

3 planed

**Question 9:** Career Workshops by Departments

7 yes

10 no, not aware off

**Question 10:** General Comment

6 out of 17 made general comments, which did not fit to any of the questions.

## Question as written in Survey:

Question 1: What is your affiliation?

Name of the Research Institution (e.g. UCLA):

Group you are representing (e.g Postdoctoral Office, career center, postdoctoral association,):

- Question 2: Postdoctoral Researchers/Scholars are considered trainees by their research institution, please list

a) Institutionalized services / training opportunities for postdoctoral scholars at your university/research institute:

b) training opportunities that would be appreciated but are not offered at your institution:

- Question 3: Do postdoctoral scholars have access to One on One career counseling services for academic and non-academic careers?

If yes, please specify.

- Question 4: Do postdoctoral scholars have access and are they explicitly invited to institution-wide career fairs (e.g. organized by career centers), where private companies recruit PhDs?

- Question 5: a) Does your Career Center organize career workshops that are of special interest to postdoctoral scholars? b) Are postdocs explicitly invited to these workshops?

- Question 6: Are courses for graduate students in career development and personal advancement also open and advertised to postdoctoral scholars? (Please specify)

- Question 7: Is there a postdoctoral association at your institution?

- Question 8: Does your postdoctoral association organize career development events? Please list career events from the past.

- Question 9: Do departments at your institution organize career workshops on a regular basis? if yes, are these workshops open to postdoctoral scholars?

# Detailed Answers - Career Service Survey UC-CPS

## Question 1: Affiliation of respondents

|          |  |          |   |
|----------|--|----------|---|
| UCSF     | UC SAN FRANCISCO                               | PDO      | Office of Postdoctoral Affairs  |
| UCSD     | UC San Diego                                   | PDO      | Office of Postdoctoral Scholar Affairs  |
| UCSC     | UC Santa Cruz                                  | PDA      | Career Center   |
| UCSB     | UC Santa Barbara                               | GD       | Graduate Division   |
| UCSB     | UC Santa Barbara                               | CS       | Career Services   |
| UCSB     | UC Santa Barbara                               | PDA      | Postdoctoral Society  |
| UCR      | UC Riverside                                   | PDO      | Postdoc Office in Graduate Division   |
| UCLA     | UC Los Angeles                                 | PDA      | Society of Postdoctoral Scholars (SoPS) at UCLA   |
| UCLA     | UC Los Angeles                                 | PDO      | Office of Postdoctoral (& Visiting) Scholar Services, Graduate Division                                 |
| UCLA     | UC Los Angeles                                 | CS       | UCLA Career Center  |
| UCI      | UC Irvine                                      | PDA      | No such formal group exists yet.  |
| UCI      | UC Irvine                                      | CS       | Career Center   |
| UCD      | UC Davis                                       | CS / PDO | the Internship and Career Center and the Office of Graduate Studies                                     |
| UCB      | UC Berkeley                                    | PDO      | Postdoc Office  |
| Stanford | Stanford University                            | PDA      | Stanford University Postdoc Association   |
| Scripps  | Scripps Research Institute                     | PDO / CS | Postdoctoral Services Office  |
| LLNL     | Lawrence Livermore National Laboratory         | PDO      | Postdoc Advisory Council and postdoc program in Chemistry Materials Earth and Life Sciences Directorate |
| USC      | U Southern California, Keck School of Medicine | PDA      | USC Keck School of Medicine Post-Doctoral Association   |

## Question 2a:

### Institutionalized services / training opportunities for postdocs

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         | We offer 2 offsites each year on career development. Topics included but are not limited to: communication skills workshop How to write a grant job fare, internal. science opportunities within the Laboratory for a research career job fare, external Science Day, cross-section of science ongoing at the Lab Poster symposium, postdocs present their research to scientists at the lab We also have a yearly orientation. We also have a monthly brownbag lunch series that cover shorter topics, that invite external and internal sparkers. Topics may include: Interview tips for the private sector How to land an academic job How to give a good talk Put your scientific skills to work in a non science career Laboratory specific talks: Foreign national concerns working at a National Lab Internal research grant competition: how to get funded Document Review and Release procedures Tips on a good presentation  |
| Scripps  | PDO         | Institutional services and training opportunities listed on Postdoctoral Services website: <a href="http://www.scripps.edu/services/postdocs/">http://www.scripps.edu/services/postdocs/</a>   |
| Stanford | PDA         | Postdocs can use services available at Stanford Career Development Center, which offers career counseling services, workshops, career fairs etc. School of Medicine Career Center also offers career consultation and have many resources available which include career curriculum and library  |
| UCB      | PDO         | Career Center workshops and guidance Appointments with postdoc career counselor Customized workshops to provide tools for career advancement networking resume writing, grants writing interviewing, conflict resolution, starting up a business from your research, entering the academy how to make the most of your presentation, scientific communication, know your rights and your visa, working in the USA, American culture immersion symposia, Monthly socials, Postdoc ombudsman, Faculty oversight committee for postdoc affairs, Postdoc office with 3 Staff, Monthly postdoc orientation, Postdoc health and welfare benefits counselor, Postdoc special events, e.g., annual reception, summer BBQ, Postdoc Pizza Parlor -- administration meets with postdocs three times a year over pizza, Free English as a second language classes, Poster presentations, travel grants to conferences, Financial and administrative support of the Berkeley Postdoctoral Association                   |
| UCD      | CS / PDO    | We have several training/professional development initiatives for postdocs - I've listed each one below and included a hypelink to the appropriate webpage with more in-depth descriptions: The Professional Development Series <a href="http://gsps.ucdavis.edu/pds/">http://gsps.ucdavis.edu/pds/</a> The Pathways Career Symposium <a href="http://gsps.ucdavis.edu/Pathway.htm">http://gsps.ucdavis.edu/Pathway.htm</a> = Professors for the Future <a href="http://gradstudies.ucdavis.edu/pftf/index.html">http://gradstudies.ucdavis.edu/pftf/index.html</a> the Responsible Conduct of Research program <a href="http://www.innovationaccess.ucdavis.edu/home.cfm?id=OVC,10,1622">http://www.innovationaccess.ucdavis.edu/home.cfm?id=OVC,10,1622</a> Lab Management Institute <a href="http://www.innovationaccess.ucdavis.edu/home.cfm?id=OVC,14">http://www.innovationaccess.ucdavis.edu/home.cfm?id=OVC,14</a> -the last two programs listed are through the Office of Research on our campus. |
| UCI      | PDA         | No organized training aimed specifically at postdocs.  |
| UCI      | CS          | do not know  |
| UCLA     | PDA         | I am unaware of any formal training opportunities other than those created by myself.  |
| UCLA     | PDO         | Currently provided by department or school, depending on nature of   |

|      |     |   |
|------|-----|---|
|      |     | appointment   |
| UCLA | CS  |   |
| UCR  | PDO | we are in the process of hiring someone to handle that in this office   |
| UCSB | GD  |   |
| UCSB | CS  | From what we can see here at Career Services, Post Docs are invited to all general community events on campus. I am not aware of specific trainings and services. In our division (student affairs) the majority of services are paid for by registration fees. For this reason, programs and services are often limited to undergraduate and graduate students.  |
| UCSB | PDA | Postdoctoral Seminar Series   |
| UCSC | PDO | Postdocs have access to Career Center resources as an "affiliate" on a fee basis. This is the same status as staff members have. The fee is \$100 for 3 months. Services include: advising, workshops, resource library, Monstertrak & Nacelink search engines  |
| UCSD | PDO | <p>**Because Postdocs do not pay registration fees, they are unable to use the resources available at the Career Services Center. However, other offices provide access to their educational programs. For example, postdocs may take classes offered by Human Resources Staff Education Program <a href="https://enrollmentcentral.ucsd.edu/sed_browse.cfm?empcode=GUEST3126548">https://enrollmentcentral.ucsd.edu/sed_browse.cfm?empcode=GUEST3126548</a>; and Office of Graduate Studies Center for Teaching Development <a href="http://ctd.ucsd.edu/">http://ctd.ucsd.edu/</a>. **However, the majority of professional development workshops are offered through our office (which was established July 1, 2006). This year we have a monthly workshop series that focuses on information to enhance the postdoctoral experience: 1) Crucial Conversations (Tools to use when you need to have a sensitive but important discussion) 2) Responsible Conduct of Research series: Authorship, whistle-blowing and data management, and a special roundtable on Ethics of International Research 3) Understanding Intellectual Property 4) Effective Public Speaking course (an intensive coaching course offered 6 times a year) 5) Negotiation 6) Applying for K99/R00 7) Understanding US Taxes **In addition, we have partnered with Extension to offer Career Stages Workshops. This series is focused on career development with an eye for nonacademic careers (though some topics are applicable for the academic setting). Fall quarter 2007 was the first time we offered this series and we hope to develop it to a more comprehensive program: 1) Resume and cover letters 2) Networking 3) Professional Etiquette 4) Effective Leadership and Management 5) Informational Interviews 6) How to Interview **Also we partnered with neighboring institutions (The Scripps Research Institute, Burnham and sometimes Salk) to put on larger events: 1) Lab Management (Feb 1-2, 2008) " 2 day event 2) Getting Funded (April, 2008) " series event 3) Transition to Industry/Bench to Biotech (October, 2008) " one day event</p> |
| UCSF | PDO | Through the Office of Career and Professional Development, and UCSF Center for Bioentrepreneurship <a href="http://www.ucsf.edu/career/lifesci.shtml">http://www.ucsf.edu/career/lifesci.shtml</a> , <a href="http://www.ucsf.edu/career/pff.shtml">http://www.ucsf.edu/career/pff.shtml</a> , <a href="http://www.ucsf.edu/career/lab.shtml">http://www.ucsf.edu/career/lab.shtml</a> , <a href="http://www.ucsf.edu/career/pass/">http://www.ucsf.edu/career/pass/</a> , <a href="http://www.ucsf.edu/cbe/">http://www.ucsf.edu/cbe/</a>  |
| USC  | PDA | Grant writing workshops were opened to postdocs in 2007. Postdocs that are appointed as staff have the option of attending professional development classes organized by the institution  |

**Question 2b:  
Training opportunities that would be appreciated but not offered**

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         | Career services or Career Center   |
| Scripps  | PDO         |  |
| Stanford | PDA         | Networking opportunity with alumni; workshops specifically for postdocs; more one on one time available  |
| UCB      | PDO         | Lab management   |
| UCD      | CS / PDO    | I'm not sure I can answer this - I think the current postdocs on our campus would be the best source of information here.  |
| UCI      | PDA         |  |
| UCI      | CS          | Do not know  |
| UCLA     | PDA         | Career Development, Resume Writing Skills  |
| UCLA     | PDO         | Formalized responsible conduct in research training series, grant preparation, career advising services (mock interviews, CVs,counseling), lab management  |
| UCLA     | CS          | Not Applicable to Career Center  |
| UCR      | PDO         |  |
| UCSB     | GD          | Unsure   |
| UCSB     | CS          | Because we talk with a small number of post docs each year, I don't feel that I have a good grasp of their needs on this campus.   |
| UCSB     | PDA         | Postdoctoral Training Workshops that include Career Development, Postdoc to Faculty Transition Mentoring, and Campus-Wide Postdoctoral Conferences that include opportunities to present research and gain visibility on campus  |
| UCSC     | PDO         | Access to job fairs, additional teaching training, preparation to apply for academic employment  |
| UCSD     | PDO         | **Academic“ We have had a request for training in scientific writing. Normally, mentors would provide this type of training, but the request has been for a more structured program. Ideas are: 1) elements of scientific writing; 2) panel discussion from journal editors to discuss what makes a successful scientific article; and 3) form a group to read, discuss and critique articles. |
| UCSF     | PDO         |  |
| USC      | PDA         | CV/Resume Building, Salary/Contract Negotiation, Counseling on careers for PhD in areas other than academic service, Career Fairs, Networking, etc   |

### Question 3: Access to One on One career counseling services

| School   | Affiliation | Answer Text   |
|----------|-------------|---|
| LLNL     | PDO         |   |
| Scripps  | PDO         | Yes, postdocs can meet 1-on-1 for career counseling appointments with Postdoc Office Manager Ryan Wheeler.  |
| Stanford | PDA         | Yes, available at both Career Development Center and School of Medicine Career Center   |
| UCB      | PDO         | The VSPA Program pays \$15K to the Career Center for this service   |
| UCD      | CS / PDO    | Yes. Through two avenues actually. They are served by the Internship and Career Center which specifically has a program area dedicated to graduate students and postdocs. They can also use staff career counseling services, but they tend to find the ICC more in tune with PhD-level career advice. We do career counseling for both academic and careers beyond the academy.  |
| UCI      | PDA         | Not that I am aware of.   |
| UCI      | CS          | The Career Center is funded by student registration fees and thus limits its resources and services to current students and UC alumni who pay a small fee. Post Docs are not eligible to use our services.  |
| UCLA     | PDA         | UCLA does not maintain personel or an office for career development of any type for postdocs  |
| UCLA     | PDO         | However, the occasional postdoc may meet with a counselor if their time permits. This is done "under the table"   |
| UCLA     | CS          | Post Doctoral scholars do not have one-on-one career counseling services because the Career Center is funded by student registration fees and therefore its services are restricted to currently enrolled students. The Career Center, has as its mission, to serve current UCLA undergraduate and graduate students and fee-paying alumni. Any post-doc at UCLA who has an earned degree from any UC campus is eligible for selective career services through fee-based options created specifically to serve UC alumni. |
| UCR      | PDO         | Postdocs are eligible for services at a reduced rate from faculty and alumni  |
| UCSB     | GD          |   |
| UCSB     | CS          | but they are required to pay our alumni services fees.<br><a href="http://career.ucsb.edu/alumni/index.html">http://career.ucsb.edu/alumni/index.html</a>   |
| UCSB     | PDA         |   |
| UCSC     | PDO         | Yes, on a fee basis. Career Center "Affiliates" as Post Doctoral Fellows are known, can have access to advising and coaching appointments up to 120 minutes at a time and up to 6 sessions working out a career plan or toward a career goal  |
| UCSD     | PDO         | **Since Postdocs are not eligible to participate in Career Services Center programs, I will meet with them on an ad hoc basis and assist where I can.   |
| UCSF     | PDO         | Yes, for all types of careers.  |
| USC      | PDA         | Not that I am aware of.   |

## Question 4: Invitation for Career Fairs where private companies recruit PhDs

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         | We meet with each postdoc 1x/yr to make sure they are on the right track and things are going well. Good mentor-postdoc relationship, good research projects, good progress, publishing, looking for a job both internal (we hire about 50% of our postdocs) and external. If there are problems, we fix them. We can't offer academic track counseling but all our postdocs are encouraged to look outside for a job. |
| Scripps  | PDO         | Postdoc Office organizes 'company spotlight days' for postdocs, but no major/comprehensive career fairs on campus  |
| Stanford | PDA         | Yes  |
| UCB      | PDO         | Yes  |
| UCD      | CS / PDO    | Yes. See <a href="https://iccweb.ucdavis.edu/Fairs.htm">https://iccweb.ucdavis.edu/Fairs.htm</a> We ask employers to also specify if they are looking to hire advanced degree holders and include this information in our advertising.   |
| UCI      | PDA         | never been invited   |
| UCI      | CS          | Post Docs are not explicitly invited but will not be turned away from career fairs or company information sessions.  |
| UCLA     | PDA         | typically information is relayed from the source, to an individual, and sometimes word of an event spreads via email, usually by SoPS, or by departments at times.   |
| UCLA     | PDO         | If deemed appropriate by Career Services, information about careerfairs may be distributed via the postdoc office to the postdoccommunity.   |
| UCLA     | CS          | Postdoctoral fellows are not routinely admitted to career fairs; most recruiters are looking for undergraduate and some currently enrolled graduate students when they attend a general career fair.   |
| UCR      | PDO         | Postdocs have access to all career fairs, but because they are not included in any email lists provided by the registrar's office, they are not xplicitly invited. (In truth, few students are actually explicitly invitedeither, as most marketing is mass marketing.   |
| UCSB     | GD          | no   |
| UCSB     | CS          | Presently, we do not check for ID at our large career fairs. We do not specifically invite the Post-Doc community. We indirectly invite them as we advertise heavily in print and on-line (including facebook do postdocs use facebook?)   |
| UCSB     | PDA         | no   |
| UCSC     | PDO         | Not at this time   |
| UCSD     | PDO         | **If the career faire is open to everyone (undergrad, grad, etc), then they are not prohibited from attending (though they are not encouraged to attend either). However, they cannot participate in the one-on-one recruitment interviews.  |
| UCSF     | PDO         | yes  |
| USC      | PDA         | no   |

**Question 5a:  
Workshops of special interest to postdocs by career center**

| School   | Affiliation | Answer Text   |
|----------|-------------|---|
| LLNL     | PDO         | yes   |
| Scripps  | PDO         | Yes (Postdoc Office is roughly equivalent to career center)   |
| Stanford | PDA         | yes   |
| UCB      | PDO         | yes   |
| UCD      | CS / PDO    | Please see <a href="http://gsps.ucdavis.edu/Events.htm">http://gsps.ucdavis.edu/Events.htm</a>  |
| UCI      | PDA         | Not that I am aware of.   |
| UCI      | CS          | Some of our workshops designed for our doctoral candidates have been of interest to post docs.  |
| UCLA     | PDA         | Postdocs do not have a career center, however there are many services and programs that it has for students, that can be useful for postdocs.   |
| UCLA     | PDO         | Yes, primarily geared towards PHDs, Career Center conducts a number of workshops of interest to scholars in the Humanities/Social Sciences & Life/Health Sciences.  |
| UCLA     | CS          | We do offer PhD level programs on the academic and non-academic job search other career programs and workshops that appeal to postdoctoral fellows. However, due to the funding source and our mission, we cannot explicitly develop programs for post docs or encourage their participation. |
| UCR      | PDO         |   |
| UCSB     | GD          | Not that I am aware of.   |
| UCSB     | CS          | Funding concerns prevent us from programming for this community.  |
| UCSB     | PDA         | Not that I am aware of.   |
| UCSC     | PDO         | Yes   |
| UCSD     | PDO         | Not that I am aware of.   |
| UCSF     | PDO         | yes   |
| USC      | PDA         | there are no career workshops that are advertised for postdocs or that they are invited to attend.  |

## Question 5b: Are postdocs invited to Career Center Programs

| School   | Affiliation | Answer Text   |
|----------|-------------|---|
| LLNL     | PDO         | We don't have a career center that handles this, but we do it from the postdoc advisory committee   |
| Scripps  | PDO         | Yes   |
| Stanford | PDA         | Yes   |
| UCB      | PDO         | Yes.  |
| UCD      | CS / PDO    | Please see <a href="http://gsps.ucdavis.edu/Events.htm">http://gsps.ucdavis.edu/Events.htm</a>  |
| UCI      | PDA         | no  |
| UCI      | CS          | Post Docs are not invited but if there is room in the workshop they will be allowed to stay.  |
| UCLA     | PDA         | Rarely.   |
| UCLA     | PDO         | If deemed appropriate by Career Services, information about workshops is distributed to the postdoc community   |
| UCLA     | CS          |   |
| UCR      | PDO         | Because the Career Center is funded by registration fees, all career workshops are mandated to be organized for current fee-paying students. Postdocs are never turned away from workshops of interest to them, but as they pay no fees, they are not considered stakeholders in this area. |
| UCSB     | GD          | N/A   |
| UCSB     | CS          | No  |
| UCSB     | PDA         |   |
| UCSC     | PDO         | Not in the past; information is sent to each graduate program department and posted campus wide, but there was no specific invitation to postdocs. Grad Div recently started a listserv for postdocs and hope to use it for announcements of interest such as career workshops              |
| UCSD     | PDO         | No  |
| UCSF     | PDO         | Yes   |
| USC      | PDA         |   |

## Question 6: Are grad-student services open to postdoc

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         |  |
| Scripps  | PDO         | Yes, professional development seminars and workshops are designed for, accessible to, and advertised to both postdocs and graduate students  |
| Stanford | PDA         | yes - Workshops in Stanford Career Development Center are open to postdocs and relevant ones are advertised to postdocs.   |
| UCB      | PDO         | Yes, The VSPA Program reports to the Vice Chancellor for Research, not the Graduate Dean. At Berkeley, we think that postdocs should not report to a dean who has governance over students. Postdocs are professional researchers who fall more adequately under the governance of the Vice Chancellor for Research. |
| UCD      | CS / PDO    | In general, we do not offer courses (with the exception of one course in major and career exploration geared to freshmen and sophomores). We do offer a career assessment workshop series geared to graduate students and postdocs. Please see attached flyer.   |
| UCI      | PDA         | I am unaware of such courses aimed at graduates or postdocs at UCIrvine.   |
| UCI      | CS          | same as 3 and 4  |
| UCLA     | PDA         | I do not think so.   |
| UCLA     | PDO         | If they take the guise of the above-mentioned workshops, then yes. If formal course is offered to UCLA students only, requiring enrollment in a degree program, postdoc would be able to audit the course with the permission of the course instructor.  |
| UCLA     | CS          | The Career Center does not offer any courses at this time. Our graduate student workshops and seminars are not open or advertised to post docs, but if space is available they are not necessarily denied entrance.  |
| UCR      | PDO         | That would be handled at a departmental level.   |
| UCSB     | GD          | Probably not.  |
| UCSB     | CS          | No   |
| UCSB     | PDA         | No   |
| UCSC     | PDO         | Yes all Career Center graduate student programming in career development and personal advancement areas are open and generally advertised as detailed above in Question # 5  |
| UCSD     | PDO         | **The Center for Teaching Development (CTD) which is under the Dean of Graduate Studies offers course design and effective teaching courses that are open and advertised to postdocs.  |
| UCSF     | PDO         | but did find a certificate program offered to pre-doc students (meaning pre-professional degree and postdocs:<br><a href="http://www.epibiostat.ucsf.edu/courses/ATCR.html">http://www.epibiostat.ucsf.edu/courses/ATCR.html</a>   |
| USC      | PDA         | No   |

**Question 7: Postdoc association / postdoc society present at your Institution**

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         | yes,   |
| Scripps  | PDO         | Yes Society of Fellows   |
| Stanford | PDA         | Yes  |
| UCB      | PDO         | Yes, a very active and vital organization.   |
| UCD      | CS / PDO    | Yes, I was actually one of the founding members way back when!   |
| UCI      | PDA         | No   |
| UCI      | CS          | Do not know.   |
| UCLA     | PDA         | Yes  |
| UCLA     | PDO         | Yes. The best ever   |
| UCLA     | CS          | Yes, it is called the Society for Post Doctoral Scholars (SOPS).   |
| UCR      | PDO         | No   |
| UCSB     | GD          | Yes  |
| UCSB     | CS          | Does not look like it. I hunted for one here:<br><a href="http://www.graddiv.ucsb.edu/postdoctoralscholars/info.htm">http://www.graddiv.ucsb.edu/postdoctoralscholars/info.htm</a> |
| UCSB     | PDA         | we began an association in October 2007 - 1st association to ever exist on campus  |
| UCSC     | PDO         | Yes  |
| UCSD     | PDO         | Yes  |
| UCSF     | PDO         | Yes  |
| USC      | PDA         | It was initiated in August 2007.   |

## Question 8: Career Events organized by PDA

| School   | Affiliation | Answer Text  |
|----------|-------------|--|
| LLNL     | PDO         | yes, see above   |
| Scripps  | PDO         | Yes, usually in partnership with Postdoctoral Services Office See list on Postdoc Office website under "career workshop series"<br><a href="http://www.scripps.edu/services/postdocs/">http://www.scripps.edu/services/postdocs/</a> and SOF website:<br><a href="http://www.scripps.edu/services/sof/">http://www.scripps.edu/services/sof/</a>   |
| Stanford | PDA         | This year we are organizing a series of workshops to improve "soft skills" of post-docs such as how to interview staff, how to make a career progress plan and how to mentor and motivate a work force. We have not organized networking events or job searching events however. In the past the post-doc association has also been involved in organizing a seminar on writing K99 grants in which the NIH came to talk about the grant program - this is in some sense career development.   |
| UCB      | PDO         | Occasionally, the Berkeley Postdoc Association provides guest speakers in a variety of areas. Postdoc Career Fair, Career Center Fairs, Conflict Resolution Symposia, Getting the Job Career Series How to Negotiate the Job Offer Workshop and many more  |
| UCD      | CS / PDO    | Not that I am currently aware of...  |
| UCI      | PDA         | No association exists  |
| UCI      | CS          |  |
| UCLA     | PDA         | Broad range of seminars ranging from seminars related to immigration/work status (green card issues), to motivational speakers, to seminars featuring academic professors providing information on life in academia.   |
| UCLA     | PDO         | Primarily guest speakers: Jean-Luc Daumont & Peter Fiske   |
| UCLA     | CS          | Here are a few: Women in Science, Peter Fiske- WRITING A FIRST GRANT APPLICATION, - GIVING A RESEARCH TALK & COMMUNICATING TO GET THE JOB (the content and organization of a standard research presentation, concluding with specific pointers about a "job talk;" and how to prepare for an academic job, including writing a CV and cover letter and interviewing)- ALTERNATIVES TO ACADEMIA SERIES (Biotechnology Industry, Government, Nonprofits) 2. Townhall meetings focusing on issues of concern- Salary- Retirement Planning - International postdoc Support 3. Annual Career Day - Scientific Talks- Keynote Speakers- Poster Sessions- Mentor Awards 4. Monthly Pub night and Coffee |
| UCR      | PDO         |  |
| UCSB     | GD          | We will try to in the winter quarter   |
| UCSB     | CS          | Unknown  |
| UCSB     | PDA         | We plan to organize such events in the future.   |
| UCSC     | PDO         | Not that we are aware of   |
| UCSD     | PDO         | **It is in the works   |
| UCSF     | PDO         | Networking Dinners with UCSF faculty   |
| USC      | PDA         | Since the association has only been established for less than 6 months, no career development events have been organized thus far. The first event will be a panel discussion on career development in academics with 4 faculty from USC and will be held sometime in late January, early Feb in 2008.   |

## Question 9: Career Workshops by Departments

| School   | Affiliation | Answer Text   |
|----------|-------------|---|
| LLNL     | PDO         | yes, see above  |
| Scripps  | PDO         | Yes, HR Training, Postdoc Office, International Office and other departments offer professional development workshops, open to postdocs: yes  |
| Stanford | PDA         | Not that we are aware of - perhaps occasional events but nothing regular. If there are any events I would imagine they would be open to post-docs because we are classified as non-matriculated students at Stanford so all student services are open to post-docs  |
| UCB      | PDO         | open to postdocs  |
| UCD      | CS / PDO    | Not that I am currently aware of. I think the current postdocs here would better answer this question though since they would have better knowledge of each individual dept.  |
| UCI      | PDA         | None in Physics - unaware of the rest   |
| UCI      | CS          | Not that I am aware of.   |
| UCLA     | PDA         | Not to my knowledge.  |
| UCLA     | PDO         | Not that I am aware of. However, if such workshops do occur, then postdocs would likely be invited.   |
| UCLA     | CS          | Yes, Some academic departments do conduct programs to which postdocs are invited  |
| UCR      | PDO         | Unknown but I can't imagine they would exclude them. Most departments are very supportive of their postdocs   |
| UCSB     | GD          | Unsure  |
| UCSB     | CS          | In general, I think the answer is yes.  |
| UCSB     | PDA         | No  |
| UCSC     | PDO         | I think some do, especially in Biological Sciences, but they aren't publicized outside the department much.   |
| UCSD     | PDO         | **None that I am aware of.  |
| UCSF     | PDO         | Some do e.g., the Center for Aids Research <a href="http://cfar.ucsf.edu/cfar?page=li-00-02-00">http://cfar.ucsf.edu/cfar?page=li-00-02-00</a> , Cardiovascular Research Institute, courses <a href="http://cvri.ucsf.edu/CVRIDocuments/TrainingOpportunities/courses.shtml">http://cvri.ucsf.edu/CVRIDocuments/TrainingOpportunities/courses.shtml</a> probably others too, Advertised and open to postdocs: Yes |
| USC      | PDA         | No as far as I know, career workshops are not organized at all for postdocs at USC Keck School of Medicine.   |

## Question 10: General Comment

| School     | Affiliation | Answer Text  |
|------------|-------------|--|
| USC - Keck | PDA         | There is no Postdoctoral Office at USC   |
| UCSB       | CS          | Thank you for conducting this important survey.  |
| UCSB       | PDO/GD      | Sorry that these answers are not more precise. I only recently moved to UCSB. One of the tasks that was given to me was to coordinate a postdoc society and workshops. Prior to my arrival, there was no formal department or coordination of any postdoc organization. I am hoping to remedy this as quickly as possible. |
| UCSF       | PDO         | This will be very useful!!   |
| UCB        | PDO         | Visiting Scholar and Postdoc Affairs (VSPA) Program,<br><a href="http://vspa.berkeley.edu/">http://vspa.berkeley.edu/</a>  |
| LLNL       | PDO/CS      | postdocs are not trainees but employees  |