The Strategic Postdoc: How to Find & Leverage Your Postdoc Experience

Andrew Green, PhD
December 2020
Please pull out your cell phone or open a browser window.

www.menti.com and use the code 14 15 22

Scroll down on your phone for “Submit” button.
What is your Field of Study?

- Life Sciences
- Math/Physical Sciences/Engineering
- Social Sciences
- Humanities
- Other
Do you expect to do a postdoc?

- Yes
- No
- Maybe

Show results
On the other side of my postdoc:

- Faculty at an R1
- Faculty at a more teaching-oriented college or university
- Research-related in the Private Sector
- Non-research Role in Industry/Private sector
- Working in the Nonprofit/Public sector
- Data science
- Other
Graduate Students, PhDs & Postdocs

Whether you are interested in pursuing a career in academia or exploring the broad range of other professional options, the Career Center has workshops, events and online resources that can help you find job announcements, prepare your credentials, and bring you face-to-face with potential employers. Take a look at the Grad Student & PhD Services we offer.

If you’re not sure what you want to do after grad school, PhD advisors Debra Behrens and Andrew Green can provide counseling and assessments that will help you in that decision-making process.

Academic Job Search

Careers Beyond the Academy
Want a copy of this presentation?

PhDs

The Career Center provides a variety of resources for doctoral students and postdocs, including academic job search, careers beyond the academy, frequently asked questions, and graduate student internships.

- Academic Job Search in STEM Part I - An Overview (pdf) - Aug 19
- Academic Job Search in STEM Part II - Written Application Materials (pdf) - Aug 26
- Academic Job Search in STEM Part III - Interviews + the Job Talk (pdf) - Sept 2
- Academic Job Search in Hum + Soc Sci Part II - Written Application Materials - Sept 9
- Academic Job Search in Hum + Soc Sci Part III - Interviews + the Job Talk - Sept 16
- MS/PhD Career Fair - Oct 15
- Nailing the Job Talk, or Erudition Ain't Enough - Oct 15
- The Strategic Postdoc and How to Secure It - Dec 1
- PhD Negotiation Skills and Strategies - Dec 8
Agenda

• Reasons to pursue a postdoc
• How to find appropriate opportunities
• What to ask before you accept a postdoc
• Academic vs. industry postdoc
• Negotiating your postdoc
Reasons for Pursuing a Postdoc in the Life Sciences

- Continue in current line of research
- Shift to a new area of focus
- Shift to a new topic that can be taken to a non-R1 faculty position
- Facilitate a move into Biotech/Pharma, National Lab, etc.
- Move away from the bench
Reasons for Pursuing a Postdoc in the Humanities + Social Sciences

• Turn your dissertation into a book manuscript
• Launch a new line of research/build expertise
• Take advantage of a particular archive or resource
• Enhance your teaching credentials while furthering your research

• Don’t let inertia rule
Postdoc is never an end in itself, It is always a means

But to what?
Do you need a Postdoc?

• Don’t assume facts not yet in evidence; go to the source
  • (only 70% tt or t)
Postdoctoral Fellowships in the Social Sciences

Postdoctoral Fellowships in the Humanities

Postdoctoral Fellowships in the Biological Sciences

- Funding Opportunities for Women and Minorities
- Equipment Grants
- Travel Grants
- Postdoc Funding in the Biosciences
- Postdoc Funding in the Social Sciences
- Postdoc Funding in the Humanities
- Federal Agencies
- Nonprofit Organizations
- State of California
- University of California Grant Programs
- Faculty Individual Prizes and Awards
<table>
<thead>
<tr>
<th>Title</th>
<th>Amount</th>
<th>Deadline</th>
</tr>
</thead>
<tbody>
<tr>
<td>Franklin Research Grants</td>
<td>$6,000</td>
<td>12-02-2020</td>
</tr>
<tr>
<td>Izaak Walton Killam Memorial Postdoctoral Fellowship</td>
<td>$50,000</td>
<td>12-02-2020</td>
</tr>
<tr>
<td>Grant Notley Memorial Postdoctoral Fellowship</td>
<td>$46,000</td>
<td>12-02-2020</td>
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<tr>
<td>Ciriacy-Wantrup Postdoctoral Fellowships</td>
<td>$60,350</td>
<td>12-02-2020</td>
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<tr>
<td>Grass Fellowship</td>
<td>$30,000</td>
<td>12-05-2020</td>
</tr>
<tr>
<td>Mahindra Humanities Center Postdoctoral Fellows...</td>
<td>$69,000</td>
<td>12-06-2020</td>
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</table>

**AMOUNT**
- All
- Up to $1,000
- $1,000 to $5,000
- $5,000 to $25,000
- $25,000 & above
- Amount varies

**ACADEMIC LEVEL**
- All
- Prospective Graduate...
- Current Graduate Stud...
- Master's Thesis
- Doctoral Dissertation
- Postdoctoral Scholar

**DIVISION/SCHOOL**
- All
- Arts & Architecture
- Education & Information...
- Engineering
- Health Sciences
- Humanities
### AWARD TYPE

- All
- Award/Competition
- Conference Support
- Fellowship/Grant
- Internship

### AWARDS EXCLUSIVE TO

- All
- Women
- Minorities
- Persons With Disabilities
- U.S. Citizens or Permanent Residents
- UCLA Students

### UPDATED RECENTLY

- All
- Updated in last 3 months
- Updated in last month
- Updated in last week

<table>
<thead>
<tr>
<th>AWARD TYPE</th>
<th>Discription</th>
<th>Award Date</th>
<th>Amount</th>
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<tr>
<td>Blakemore Freeman Fellowships for Asian...</td>
<td>The Blakemore Foundation awards 15 fellowships to individuals for 1 year of Asian language study at an institution located in Asia. Selected fellows will be...</td>
<td>2015-12-30</td>
<td>varies</td>
</tr>
<tr>
<td>National Institutes of Health Director's Earl...</td>
<td>The National Institutes of Health (NIH) offers 10 awards to PhD degree holders who seek independent research, and want to skip postdoc, for up to 5 years...</td>
<td>2015-12-30</td>
<td>$250,000</td>
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<tr>
<td>Fellowship Grant for Alternatives to Animal...</td>
<td>The American Fund for Alternatives to Animal Research (AFAAR) and the New England Anti-Vivisection Society (NEAVS) offer a $40,000...</td>
<td>2015-12-30</td>
<td>$40,000</td>
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<tr>
<td>University of Rochester Frederick Douglas...</td>
<td>University of Rochester (U of R) awards 1 predoctoral fellowship and 1 postdoctoral fellowship for scholars researching African and African-American studies. Th...</td>
<td>2015-12-20</td>
<td>$26,000</td>
</tr>
<tr>
<td>National Defense Science and Engineering...</td>
<td>The Department of Defense (DoD) offers approximately 200 3-year fellowships, supports PhD...</td>
<td>2015-12-18</td>
<td>$102,000</td>
</tr>
</tbody>
</table>
In the Sciences

• Sciencecareers.org
• Naturejobs.com
• Biospace.com

• Not like faculty listings; no central clearinghouse or resource
Science Careers

Found 437 jobs using the term 'postdoc'

Browse
Keywords: postdoc
Location: Any location

Get new jobs for this search by email
Your email

Found 516 jobs using the term 'postdoctoral'

Browse
Keywords: postdoctoral
Location: Any location

Get new jobs for this search by email
Your email

Postdoctoral fellow
San Francisco, California | Unspecified | UC San Francisco
Postdoctoral fellow at University of California San Francisco
View details
Postdoctoral jobs in the United States

We found 338 Jobs

<table>
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<tr>
<th>Discipline</th>
<th>Count</th>
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<tbody>
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<td>Biomedicine</td>
<td>137</td>
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<tr>
<td>Life Science</td>
<td>86</td>
</tr>
<tr>
<td>Health Science</td>
<td>70</td>
</tr>
<tr>
<td>Engineering</td>
<td>14</td>
</tr>
<tr>
<td>Applied Science</td>
<td>8</td>
</tr>
<tr>
<td>Chemistry</td>
<td>6</td>
</tr>
</tbody>
</table>
Postdoctoral students have the ability to make significant basic, translational, and clinical research discoveries.

Postdoctoral positions at Ohio State's College of Medicine
Types of Postdocs

• Themed postdocs
• ORU postdocs
• Diversity postdocs (research & teaching)
• Thinly veiled visiting adjunct positions
• Industry Postdocs
The Society for the Humanities at Cornell University invites applications for residential fellowships from scholars whose research projects reflect on the 2021-22 theme of Afterlives. Up to six Fellows will be appointed. The fellowships are held for one academic year. Each Society Fellow will receive $55,000.
Welcome

The Michigan Society of Fellows, under the auspices of the Rackham Graduate School, was established in 1970 with endowment grants from the Ford Foundation and the Horace H. and Mary Rackham Funds. Each year the Society selects outstanding applicants for appointment to three-year fellowships in the social, physical, and life sciences, and in the professional schools. In 2007 the Mellon Foundation awarded a grant to add Mellon Fellows in the humanities. The newly appointed Postdoctoral Fellows join a unique interdisciplinary community composed of their peers as well as the Senior Fellows of the Society, who include many of the University's leading scholars. Alumni Fellows of the Society have gone on to become distinguished scholars at institutions around the world. The Chair of the Society is Donald S. Lopez, Jr., Arthur E. Link Distinguished University Professor of Buddhist and Tibetan Studies in the Department of Asian Languages and Cultures at the University of Michigan.

Research Proposal for the Fellowship Term

This proposal, up to three double-spaced pages, should outline the methods and aims of research beyond your thesis or other work resulting in your last degree. Please keep in mind that your project proposal will be read by non-specialists, as well as by specialists in your field. Proposals that involve more than one discipline and/or demonstrate interdisciplinary approaches are especially welcome.
EMPLOYMENT OPPORTUNITIES

Post Doctoral Fellowship - The Wexner Center for the Arts
The Ohio State University - Wexner Center for the Arts
Posted: 10-May-12
Deadline: July 1, 2012

Elena Diaz-Verson Amos Eminent Scholar in Latin American Studies
Columbus State University
Posted: 09-May-12
Deadline: August 1, 2012

Profesor Investigador (3 plazas)
Centro de Estudios Sociológicos, El Colegio de México
Posted: 09-May-12
Deadline: May 30, 2012

Assistant Professor
Universidad del Rosario, Escuela de Ciencias Humanas
Posted: 07-May-12
Deadline: May 25, 2012

Latin America Analyst/Senior Analyst
Oxford Analytica
Posted: 27-April-12
Deadline: May 18, 2012

Lecturer
University of Texas at Austin
Posted: 25-April-12
Deadline: June 1, 2012

Professor of History of International Relations
University of São Paulo
Posted: 25-April-12
Deadline: June 18, 2012
Diversity Postdocs

Consortium for Faculty Diversity

Academic Positions
Staff
Faculty Resources
Calendars
Forms
Faculty Notebook
New Faculty Orientation
IRB
Consortium for Faculty Diversity
Staff
Fellowships
The Liberal Arts Faculty Experience
Application Process
Faculty Positions at Member Institutions
Frequently Asked Questions
Fellow Meetings
Steering Committee Members
Contact Persons at Member Institutions

Mission and Goals
The Consortium is committed to increasing the diversity at its member colleges with a particular focus on providing opportunities for underrepresented groups. The Consortium was founded as an initiative to support and promote diversity among students, faculty, and staff. It includes encouraging U.S. citizens to consider diversity in their graduate programs and to consider faculty career opportunities.

The Consortium invites applications from individuals who provide leadership and bring diverse perspectives and experiences to the Consortium. It aims to enrich the education of students through diversity and to increase the number of postdoctoral scholars from underrepresented groups.

Appointments to the fellowships are made under the general framework of the Consortium's mission.

The CFD member institutions invite applications from individuals who have demonstrated leadership in teaching, research, and service, and who can contribute to the diversity of their institutions.

Diversity Postdocs

Allegeny College – Kristin Dukes – kdukes@allegheny.edu
Amherst College – Norm Jones – njones@amherst.edu
Bowdoin College – Dodie Martinson – dmartins@bowdoin.edu
Bryn Mawr – Linda Butler Livesay – llivesay@brynmawr.edu
Bucknell University – Nikki Young – niki.young@bucknell.edu
Carleton College – Becky Krogh – bkrogh@carleton.edu
Centre College – Andrea Abrams – andrea.abrams@centre.edu
Claremont McKenna College – Nyree Gray – nyree.gray@claremontmckenna.edu
Coe College – Paula O’Loughlin – poloughlin@coe.edu
Colgate University – Maura Tumulty – mtumulty@colgate.edu
College of Saint Benedict/ Saint John’s University – Pam Bacon – pbacon@csbsju.edu
College of the Holy Cross – Amit Tancja – atanca@holycross.edu
Colorado College – Heidi Lewis – hlewis@coloradocollege.edu
Davidson College – Fuji Lozada – erlozada@davidson.edu
Denison University – Jane Dougan – dougan@denison.edu
DePauw University – Bridget Gourley – deannofaculty@depauw.edu
Dickinson College – Catrina Hamilton-Drager – hamltoc@dickinson.edu
Eckerd College – Suzan Harrison – harrisms@eckerd.edu
Franklin & Marshall College – Amelia Rausen – arausen@fandm.edu
Welcome to MinorityPostdoc.org

This is the premier web portal on the minority postdoctoral experience featuring news, articles, resources, and events about jobs, career advice, professional development, funding, fellowships, mentoring, and diversity issues.

Jobs & Other Advertisements

MinorityPostdoc.org is a niche marketing site with a diverse readership. The Job listings page has a complete roster of institutions who are reaching out to expand the diversity of their candidate applicant pools for professional/faculty or graduate/postdoc positions. Below is a subset of our advertisers.

National Institutes of Health
- Advice for NIH Tenure-Track Stadtman Job Applications
- Tenure-Track Stadtman Investigators
Programs and resources for prospective and current STEM postdoctoral researchers, including fellowships, travel awards, and professional development opportunities.

Programs and Funding

- Browse over 150 different STEM postdoc positions
- Search 50+ programs and opportunities for current STEM faculty
- Fellowships for postdocs and early career professionals
- Sign up for information on funding and programs!
**You searched for programs:** for Postdoc & Early Career AND that are portable funding

Your search returned 14 programs.

<table>
<thead>
<tr>
<th><strong>American Association for the Advancement of Science (AAAS) (Washington, DC)</strong></th>
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<tbody>
<tr>
<td><strong>L’Oréal USA Fellowships for Women in Science Program</strong></td>
</tr>
<tr>
<td>The L’Oréal USA For Women in Science fellowship program is a national awards program that annually recognizes and rewards five U.S.-based women researchers at the beginni <a href="#">read more</a></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Marion Milligan Mason Award for Women in the Chemical Sciences</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>The goal of the Marion Milligan Mason Award for Women in the Chemical Sciences is to kick-start the research career of promising future senior investigators in the chemical sc <a href="#">read more</a></td>
</tr>
</tbody>
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<table>
<thead>
<tr>
<th><strong>American Association for University Women (Washington, DC)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Educational Funding and Awards - Fellowship Support for Women Doctoral and Post Doc Candidates</strong></td>
</tr>
<tr>
<td>One of the world’s largest sources of funding for graduate women, AAUW is providing more than $3.7 million in funding for more than 244 fellowships and grants to outstanding w <a href="#">read more</a></td>
</tr>
</tbody>
</table>

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<tr>
<th><strong>American Physiological Society (Bethesda, MD)</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>K-12 Minority Outreach Fellowship Awards for Graduate and Postdoctoral Students</strong></td>
</tr>
<tr>
<td>This program seeks to foster communication between minority graduate and postdoctoral students and middle/high school minority life sciences students. Program activities inclu <a href="#">read more</a></td>
</tr>
</tbody>
</table>
The University of California President’s Postdoctoral Fellowship Program was established to encourage outstanding women and men from underrepresented groups in postdoctoral studies at the University of California. The program is open to all postdoctoral research fellows, scholars, and faculty members who will be contributing to diversifying the profession by recruiting talented scholars in all fields whose research and professional service will contribute to diverse and inclusive opportunities at UC.

Resources for:
- Applicants
- Fellows
- Faculty

**Fellowship recipients**

**Fellows directory**

**Terms of appointment**

**Program events**

**Hiring incentives**

**UC President’s Initiative**

The salary hiring incentive supports former fellows in **all fields and provides 5 years of partial salary support** to the campus. For information about campus implementation, please contact your department chair or dean.

In 2020, University of California Provost and Executive Vice President Michael T. Brown committed $1.6 million to provide start-up hiring incentive funds for President’s and Chancellor’s Postdoctoral Fellows in (STEM) Science, Technology, Engineering and
Maturation of biotech industry and stable pharma industry means steady alternative for bench science careers

Myth: You disappear in industry

Myth: Moving to industry is “selling-out”

Myth: Getting an industry job is easy… “If I can’t get an academic job this year I’ll just go to industry.”
Science PhDs are also using Industry Postdocs to facilitate migrating to non-bench roles in BioTech/Pharma

- Project management
- Intellectual property
- Business development
- Technology transfer
- Regulatory affairs
Not all companies are the same

• Publishing restrictions?

• Conferences?

• Isolation or networking ops?

  – Ask don’t assume
Strategies

1. Identify potential labs
   - PI, postdocs, conferences & poster sessions*, journals, undergrad mentors, and websites

2. Check out website & recent publications (see if they tweet)

3. Contact current and/or former grad students or postdocs
   - Ask about lab culture/mgmt style
   - Lab research direction
   - Where have postdocs gone on to
   - Industry tree?

You need to know more than the level of prestige of Prof. X
Senior and Established vs. Younger and More Dynamic

It’s a question of fit + risk tolerance
Only after due diligence, approach Professor X

- Professor Y suggested I contact you (42% vs 23%)

- Briefly explain fit between your skills and interests and the work of her/his lab

- The more you know, the more impressive you’ll appear to be

- If she/he does a, b, and d, don’t assume they’re not interested in having you do c.

- If they don’t have funding, can they recommend another lab?
Got an Offer: Negotiate Now

- Never have more leverage

- Not necessarily salary, rather
  - Opportunity to teach
  - Go to conferences
  - Riskiness of project
  - Time for side projects
  - Opportunity to co-author grant application
Strategies to employ once in your postdoc

• Join the National Postdoc Association (NPA); it has a wealth of opportunities and career development tools

• Find out if your institution offers professional development workshops and resources through its Career Center or Postdoc Affairs Office

• Look after your own interests and buy a 2\textsuperscript{nd} jacket
Postdocs in the Humanities & Social Sciences
Reasons for Pursuing a Postdoc in the Humanities + Social Sciences

- Turn your dissertation into a book manuscript
- Launch a new line of research/build expertise
- Take advantage of a particular archive or resource
- Enhance your teaching credentials while furthering your research

• Don’t let inertia rule
Scholarly Association

Browse By: Posting Date
Category: Posting Date, Category, Institution, Location, Position

- Ransom E. Bruner, posted 8 days ago
- California, posted 8 days ago
- Longwood College, posted 8 days ago
- America, posted 8 days ago
- Marian University, posted 8 days ago
- Universiti Sains Malaysia, posted 8 days ago
- University of Hong Kong, posted 8 days ago
- University of Western Ontario, posted 8 days ago
- University of Alabama - Tuscaloosa, posted 10 days ago
- Virginia Commonwealth University - VCU, posted 10 days ago
- Harvard, posted 12 days ago
- Yale University, posted 12 days ago
- National University of Singapore, posted 14 days ago
- University of Virginia, posted 14 days ago
- University of Hong Kong, posted 15 days ago
- Katholische Universitat Eichstatt-Ingolstadt, posted 15 days ago
- American Bar Foundation, posted 18 days ago
- University of Notre Dame, posted 18 days ago

November 2020

Post-Doctoral Fellow

- Science History Institute, Long- and short-term fellowship opportunities, posted yesterday
- Dartmouth College, U.S. Foreign Policy and International Security Fellow, posted 3 days ago
- Max Planck Institute for the History of Science, Postdoctoral Fellow for Two Years, with employment contract, posted 3 days ago
- University of Hong Kong, Society of Fellows in the Humanities, Faculty of Arts, posted 8 days ago
- American Antiquarian Society, AAS-National Endowment for the Humanities Long-Term, Post-Doctoral Fellowships, posted 10 days ago
- University of Alabama - Tuscaloosa, Dean’s Postdoctoral Research Associate, posted 10 days ago
- Virginia Commonwealth University - VCU, Postdoctoral Research Fellow, Public History, posted 10 days ago
- Yale University, Postdoctoral Associate in Modern Jewish History 2021-2023, posted 12 days ago
- Yale University, Postdoctoral Associate in Medieval Jewish History 2021-2023, posted 12 days ago
- University of Virginia, Postdoctoral Fellowship, Age of Jefferson (1776-1860), posted 14 days ago
- University of Hong Kong, Presidential Post-doctoral Fellowship, posted 15 days ago
- Katholische Universität Eichstätt-Ingolstadt, research associate (postdoc), posted 15 days ago
- American Bar Foundation, Fellowships - Postdoctoral and Doctoral Fellowships, Access to Justice, Law and Inequality as well as Legal and Higher
- University of Notre Dame, Byzantine Studies Postdoctoral Fellowship, posted 18 days ago
Chicanx & Latinx Studies 2020-2021

Wiki page for Academic Jobs in Chicanx & Latinx Studies 2020-2021 advertised during the 2020-2021 hiring season.

See also Anthropology, Critical Theory, Ethnic Studies, Comparative Literature, and Philosophy.

Contents [hide]

1 Instructions
2 Jobs with 2020 Application Deadlines
3 Jobs with 2021 Application Deadlines
4 Word on the Street
Scholarly articles for digital humanities postdocs

The visual side of digital humanities: a survey on topics ...

... role of teaching and learning in the digital humanities - Brier - Cited by 71

A survey of digital humanities centers in the United ...

humanities.northwestern.edu › people › open-position

Open Position: Alice Kaplan Institute for the Humanities ...

Postdoctoral Fellowship in the DIGITAL Humanities. Northwestern University application deadline: December 15, 2019. The Alice Kaplan Institute for the ...
Wording matters
Formal Application Process

- Cover Letter – What differentiates you?
- CV
- Research Proposal or Letter of Interest
- Letters of Recommendation

- Often you must complete your dissertation before beginning a postdoc
What to do if you’re applying for both asst professor jobs and postdocs or have multiple postdoc offers
Questions to ask Them

- Teaching Responsibilities & Other Expectations
- Private/Shared Office Space
- Funding for Conferences & other Research Costs
- Salary & Benefits (Health Insurance?)
Questions to Ask Yourself

• Will this postdoc address gaps in my professional profile as a job candidate?
• Will I be productive if you have to pick up and move?
• What is the end towards which this postdoc is a valuable means
  – Random Postdocs lead to random results;
  Be Strategic in your thinking and presentation of self
Plan ahead for your future(s)

Status Two Years After Completing a Postdoc Position

<table>
<thead>
<tr>
<th>Biological Sciences</th>
<th>Post-doc Researcher</th>
<th>Non-faculty Researcher</th>
<th>Industry or Self-Employed</th>
<th>Tenure Track</th>
<th>Nonprofit or Govt</th>
<th>Unemployed</th>
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<tbody>
<tr>
<td></td>
<td>51%</td>
<td>18%</td>
<td>11%</td>
<td>14%</td>
<td>5%</td>
<td>1%</td>
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Thank You

• Questions?