Opportunities, Leadership and Finding Your Own Career Path

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UC BERKELEY
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Themes

WHY IS DIVERSITY IMPORTANT?

IS IT POSSIBLE TO HAVE WORK/LIFE BALANCE?

POSTDOCS, OUR FUTURE LEADERS
It all began at Berkeley.....
Diversity
Diversity Initiatives | Diversity and Inclusion Strategies

www.sancheztennisassociates.com
<table>
<thead>
<tr>
<th>ISTJ</th>
<th>ISFJ</th>
<th>INFJ</th>
<th>INTJ</th>
</tr>
</thead>
<tbody>
<tr>
<td>Doing what should be done</td>
<td>A high sense of duty</td>
<td>An inspiration to others</td>
<td>Everything has room for improvement</td>
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<tr>
<td>ISTP</td>
<td>ISFP</td>
<td>INFP</td>
<td>INTP</td>
</tr>
<tr>
<td>Ready to try anything once</td>
<td>Sees much but shares little</td>
<td>Performing noble service to aid society</td>
<td>A love of problem solving</td>
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<tr>
<td>ESTP</td>
<td>ESFP</td>
<td>ENFP</td>
<td>ENTP</td>
</tr>
<tr>
<td>The ultimate realists</td>
<td>You only go around once in life</td>
<td>Giving life an extra squeeze</td>
<td>One exciting challenge after another</td>
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<tr>
<td>ESTJ</td>
<td>ESFJ</td>
<td>ENFJ</td>
<td>ENTJ</td>
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<tr>
<td>Life's administrators</td>
<td>Hosts and hostesses of the world</td>
<td>Smooth talking persuaders</td>
<td>Life's natural leaders</td>
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The Wharton School
University of Pennsylvania
National Postdoctoral Association
National Postdoctoral Association

2500

Individual members

190

Sustaining members
What does the NPA do?

- Advocacy
- Resource Development
- Community Building
Advocacy

Gathering data on all postdocs (NIH and NSF)

Increase in the National Research Service Award Stipends (NIH)

Requiring mentoring plans on research grants (NIH)

Evaluation of mentoring plans (NSF and NIH)

Equitable and sufficient benefits for postdocs (NIH and NSF)
Online Resources

- **NPA ADVANCE Project**
  - *From Ph.D. to Professoriate: The Role of the Institution in Fostering the Advancement of Postdoc Women*

- **A Postdoc’s Guide to Maternity/Paternity Leave**

- **Mentoring Up**

- **Elsevier Advancing Women Postdocs**
More Resources

- Elsevier webinars
- Postdoc’s Guide to Advocacy
- Tool kits
  - International
  - RCR
  - PDA
Core Competencies

1. Discipline-specific conceptual knowledge
2. Research skill development
3. Communication skill
4. Professionalism
5. Leadership and management skills
6. Responsible conduct of research
In 2014, 97 institutions in 34 states & Canada participated with more than 301 events held.

NPAW 2014
September 15 - 19
NPA 2015 Annual Meeting

- University of Maryland, Baltimore
- Travel award
- Childcare award
### How can you be involved in the NPA?

<table>
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<tr>
<th>Committees</th>
<th>Work projects</th>
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<tr>
<td>- Advocacy</td>
<td>- RCR</td>
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<td>- Meetings</td>
<td>- IDP</td>
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<td>- Outreach</td>
<td>- CDP</td>
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<td>- POSTDOCket</td>
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<td>- Resource Development</td>
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The job market
Employment of Biomedical Science PhDs by Sector of Employment

Academically Employed Biomedical PhDs by Tenure Status

Employment in U.S. Pharmaceutical Companies, 1999-2010

Source: http://www.phrma.org/profiles-reports
Employment in U.S. Biotechnology Firms, 1992-2012

Conceptual Framework of the PhD Biomedical Research Workforce
NIH - ACD Biomedical Workforce Data,
Versatile
Innovative
Resilience
Thank You!

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