

Addressing the Professional Development Needs of Grads and Postdocs

November 12, 2005 – CfAO Fall Retreat

Facilitated by Lisa Hunter; attended by ~35 individuals (mostly graduate students and postdocs). Session was one hour in length and posed the questions:

- What are the professional development needs for grads and postdocs?
- What are some existing resources that we should know about?
- What are some ideas that could be implemented in the future (either immediately or longer term, e.g. like if another center is forming)

Needs

- Budgeting
- Grant writing—more specific than resources
- Statistical/Math training
- “Life Plan” (ed, career, family, etc)
- Being an advisee and advisor
- Career talks
- Mentoring, beyond advisors
- Career paths—alternate, how do you learn about them
- Position availability, projections
- Links to related jobs available
- Earlier/better recruitment and training in AO field
- Advisors need to see this list—hear more, know more – be at the meeting!!!
- Resources for advisors
- Getting postdocs; which ones are specific to CfAO
- What do you need to know, what to ask
- Clarity on postdoc connection and opps with CfAO
- Advisor needs
- Scientific responsibility—communicate science to the public
- Visits to companies
- Input from companies for web/resources

Existing Resources

- U Penn statistics summer school
- Grad/postdocs associations—how to pick advisors, etc
- Engineering schools (others)
 - Professionals, early career
- Mentornet
- Chronicle of Higher Ed

- Nat'l Academy
- Leaving the Ivory Tower
- U Penn Nat'l postdoc association
- Mini-grants
 - CfAO
 - MEDB

Ideas for the Future

- Voice of Experience--Learning from others by bringing them back
- Compiling resources on web site – specific
- Type of jobs related
 - Gov (e.g. NSF)
 - Policy
 - Industry
 - Public/Sector
- “Career Center” website, like OSA
- Multiple advisors (e.g. from industry)
- Internship at companies
- Blog, or something, to communicate about resources
- Grad membership—people don't feel so connected now
 - Alumni
 - Existing
- Profiles: Faculty/Industry
- Plenary session at retreats; regularly; advisors
- Round tables/organized mentor/partner dinners
- Facilitate networking
- Community Resource Development
 - Joe to put together web site
 - Lisa to do notes
 - Nat Pitts!
 - Panel
 - Postdoc
 - New faculty—research
 - Industry
 - Academic—teaching
 - Alternate career paths