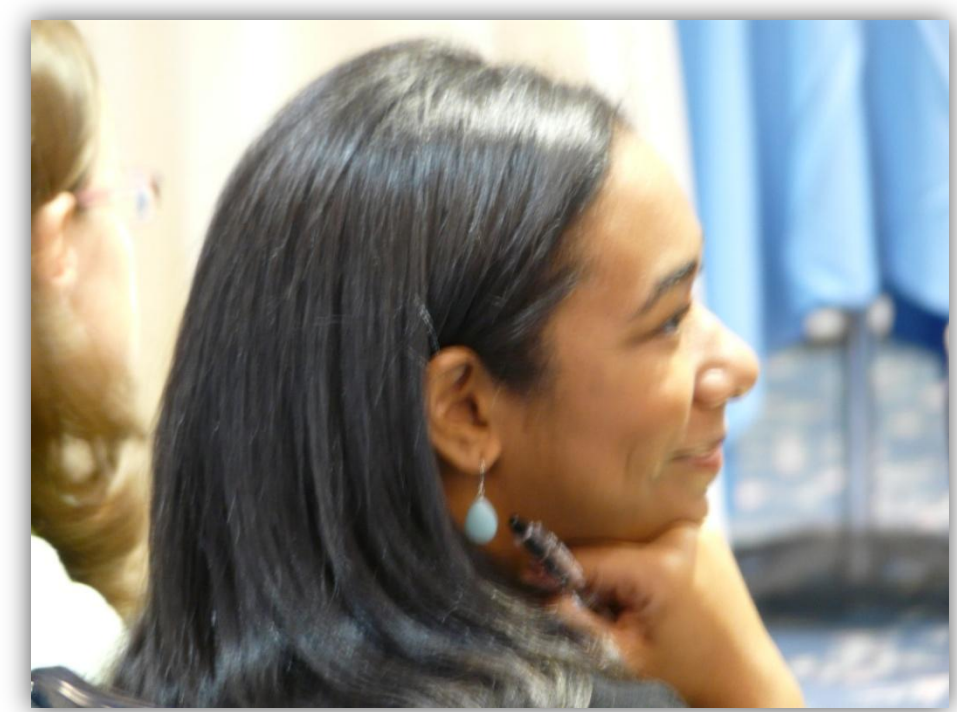


# Brown's Postdoctoral Advisory Panel: Bridging the Biomedical – University Divide

Susan Rottenberg, Postdoc Program and Data Manager - Jabbar R. Bennett, Assistant Dean, Recruiting & Prof. Development - Sheila Bonde, Dean of Graduate School - Nancy Thompson, Associate Dean, Graduate & Postdoctoral Training

## Abstract



Institutions with Medical Schools often have Postdoctoral Associations (PDAs) and administrative offices that are separate from those in the rest of the University. Brown is no exception. Medical School and University offices are each responsible for supporting ~100 postdocs. Currently, these interactions are conducted in the absence of a formal PDA. In an effort to forge a Brown-wide sense of community among postdoctoral scholars, benefit from the diverse perspectives of these trainees and promote uniform practices, Brown's Division of Biology and Medicine (BioMed) has partnered with the Graduate School to establish a campus-wide Postdoctoral Advisory Panel (PAP). The PAP consists of postdocs who serve as departmental reps and Deans from BioMed and the Graduate School. Brown's PAP began in 2006 with 4 volunteers from BioMed. The group now numbers over 20, representing more than a dozen departments. The PAP has been instrumental in identifying issues of concern to postdocs across the University. Members have helped to develop and implement a postdoctoral assessment tool, assist with website development, sponsor postdoctoral-specific educational & training events, and facilitate social networking via a listserv and Google Groups. To date, the Brown PAP has not chosen to pursue formation of a formal PDA, but the option is open. The interactions between postdoctoral scholars across the University have been enriching for all and has helped the administration consider postdoctoral issues in a broader and more inclusive context.

## Why PAP?

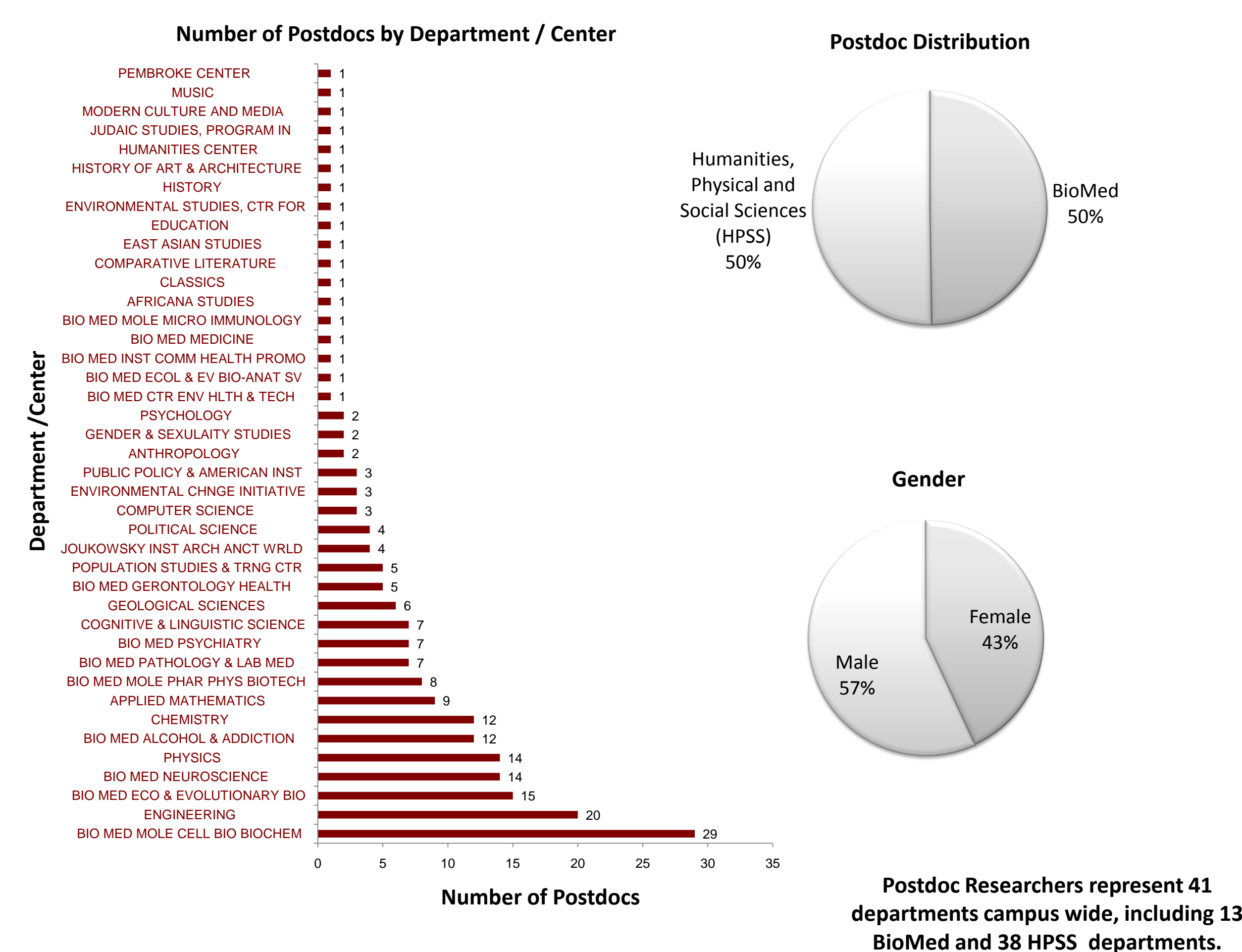
In 2000, the Brown University Postdoc Association (BUPA) was established to help identify and address the personal and professional career development needs of University postdocs. BUPA consisted of postdoc leaders from BioMed as well as various University administrators. As its postdoc leaders left Brown for career positions, BUPA eventually dissipated. In 2007, 4 BioMed postdocs met with the Associate Dean for Graduate and Postdoc Studies to talk about their concerns. Out of this discussion, the Postdoc Advisory Panel (PAP) was formed. With the support of the Graduate School, the Panel grew to represent postdocs campus-wide. The PAP voted to continue meeting in its current format instead of resurrecting the BUPA and here's why:

- One integrated advocate group representing all postdocs campus-wide
- Institutional memory provided by the Office of Graduate and Postdoctoral Studies in BioMed and shared administrative support from the Graduate School
- Direct communication with Deans
- Maximize time for research through service on an advisory panel and not a typical PDA

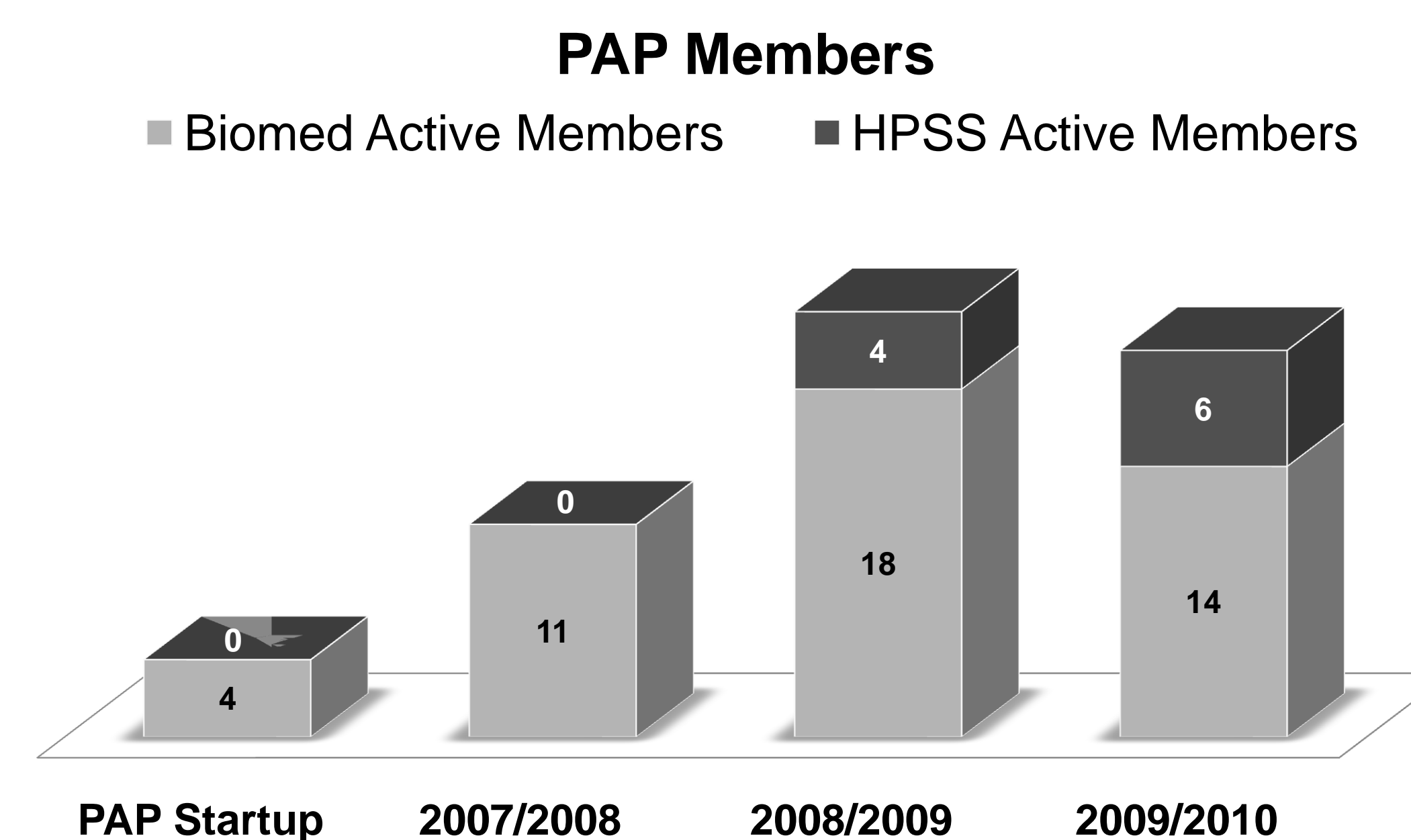
## PAP Mission

The mission of the Postdoc Advisory Panel is to facilitate communication across the University and to provide a forum for input and discussion of issues important to the postdoctoral community.

## Postdoc Demographics

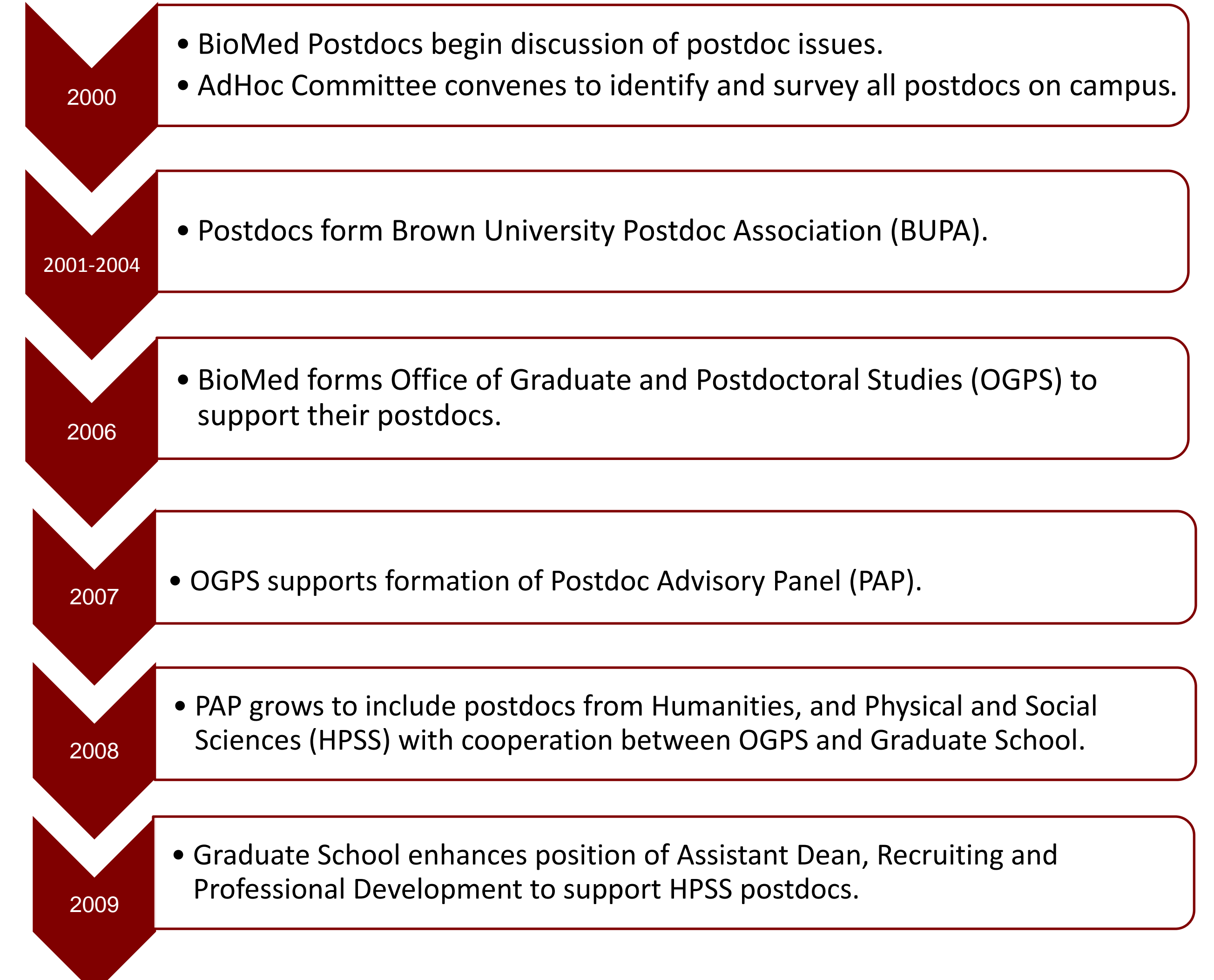


## PAP Grows to Bridge the BioMed – HPSS Divide



PAP continues to work towards equal representation between Biomed and HPSS

## Representation Timeline



## Postdoc Advancements

- ✓ Adopted Responsible Conduct in Research guidelines
- ✓ Adopted AAMC "Compact Between Postdoctoral Appointees and Their Mentors"
- ✓ Developed orientation packet for all new postdocs
- ✓ Established annual review policy
- ✓ Created database for BioMed postdocs
- ✓ Granted inter library loan privileges to all postdocs
- ✓ Determined guidelines for active membership on PAP
- ✓ Offered Backup Care benefit to all postdocs
- ✓ Created Graduate Student and Postdoc Parent Resource website
- ✓ Created Postdoc recruitment brochure
- ✓ Organized Annual Postdoc Networking and Resource Fair
- ✓ Created Postdoc listserv and Postdoc Google Groups
- ✓ Adopted NIH salary scale for all BioMed postdocs
- ✓ Established PAP subcommittees: Events, Marketing, Assessment, Benefits
- ✓ Created Human Resources Postdoc webpage
- ✓ Established policy for maternity/sick/personal leave

## On the Horizon



- Create "P" for Postdoc on Brown University A-Z listing with link to HR Postdoc webpage
- Study ways to ease benefits taxation issues for Postdoctoral Research Fellows