

Hit the Ground Running: a professional development program for post-doctoral scholars

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The problem/need

> Postdoc level:

- Burnout leads to low productivity, lack of confidence in scientific identity
- Leak of people from under-represented groups
- Lack of skills to evaluate job offers – how does a university work?
- Isolation, lack of peer support network, poor departmental integration, uneven mentoring

> Junior faculty level:

- My lab's empty – what do I do?
- How to be a mentor and find mentoring
- Service? Teaching? Grants? Papers? Balance?
- So much more needs to be learned on the job – hidden curriculum



Hit the Ground Running: Preparing Postdoctoral Scholars for Academic Success

The mission of HTGR is to empower postdocs to:

- > define their authentic scientific identity;
- > build a supportive community of peers and mentors;
- > practice skills needed to run a successful group;
- > market themselves as candidates and independent scientists; and
- > contribute to diversity and inclusion of the biomedical workforce.

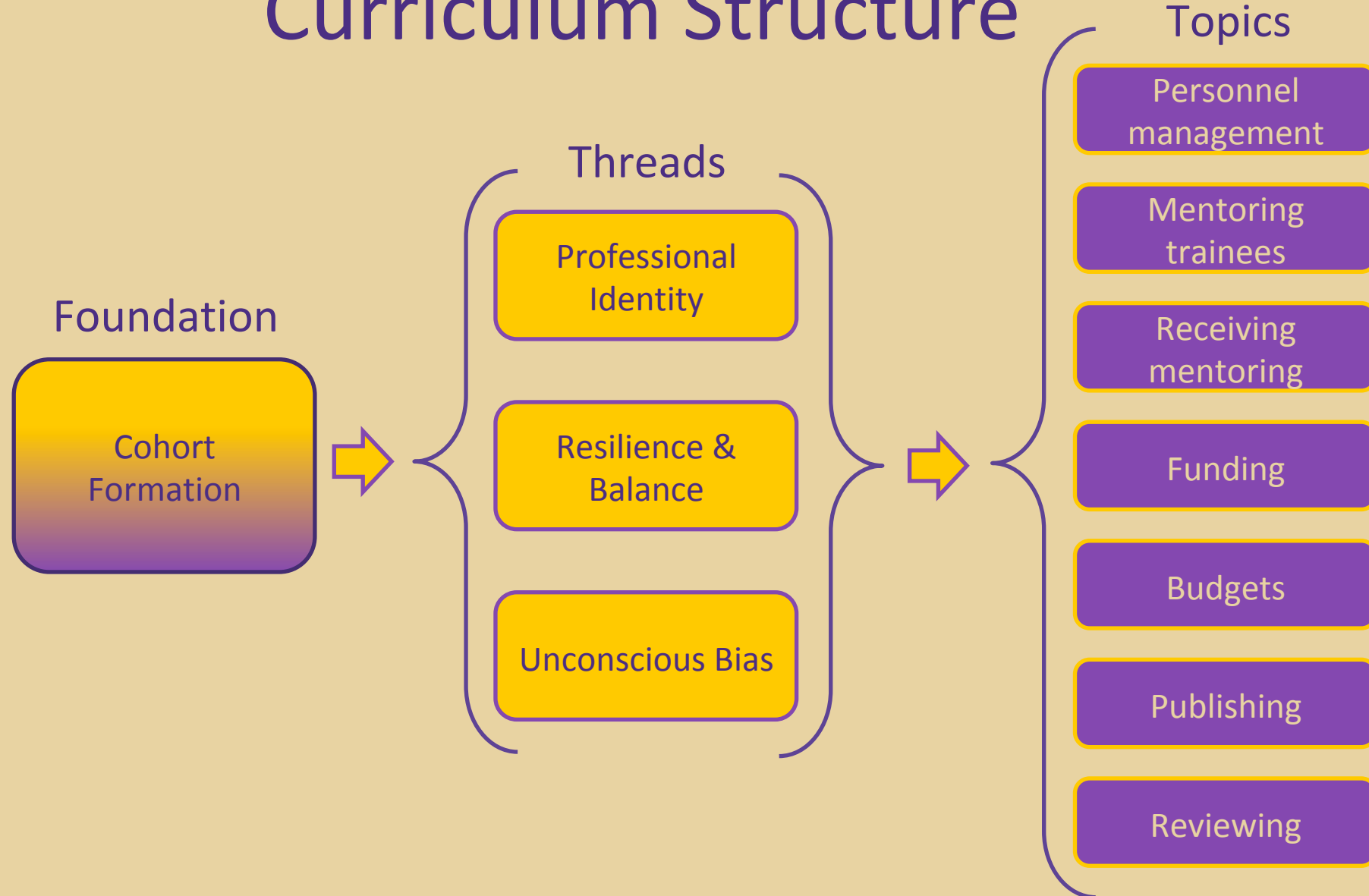


Demographics of the 1st cohort

- > 31 Postdocs**
- > 14 women, 20 men**
- > 10 international**
- > 5 URM**
- > Departments (for 34 total participants)**
 - 29 – Physiology and Biophysics**
 - 3 – Pharmacology**
 - 1 – Chemistry**
 - 1 – Clinical Chemistry**



Curriculum Structure



Session Structure

Sessions meet once/month for two years

> Logistics

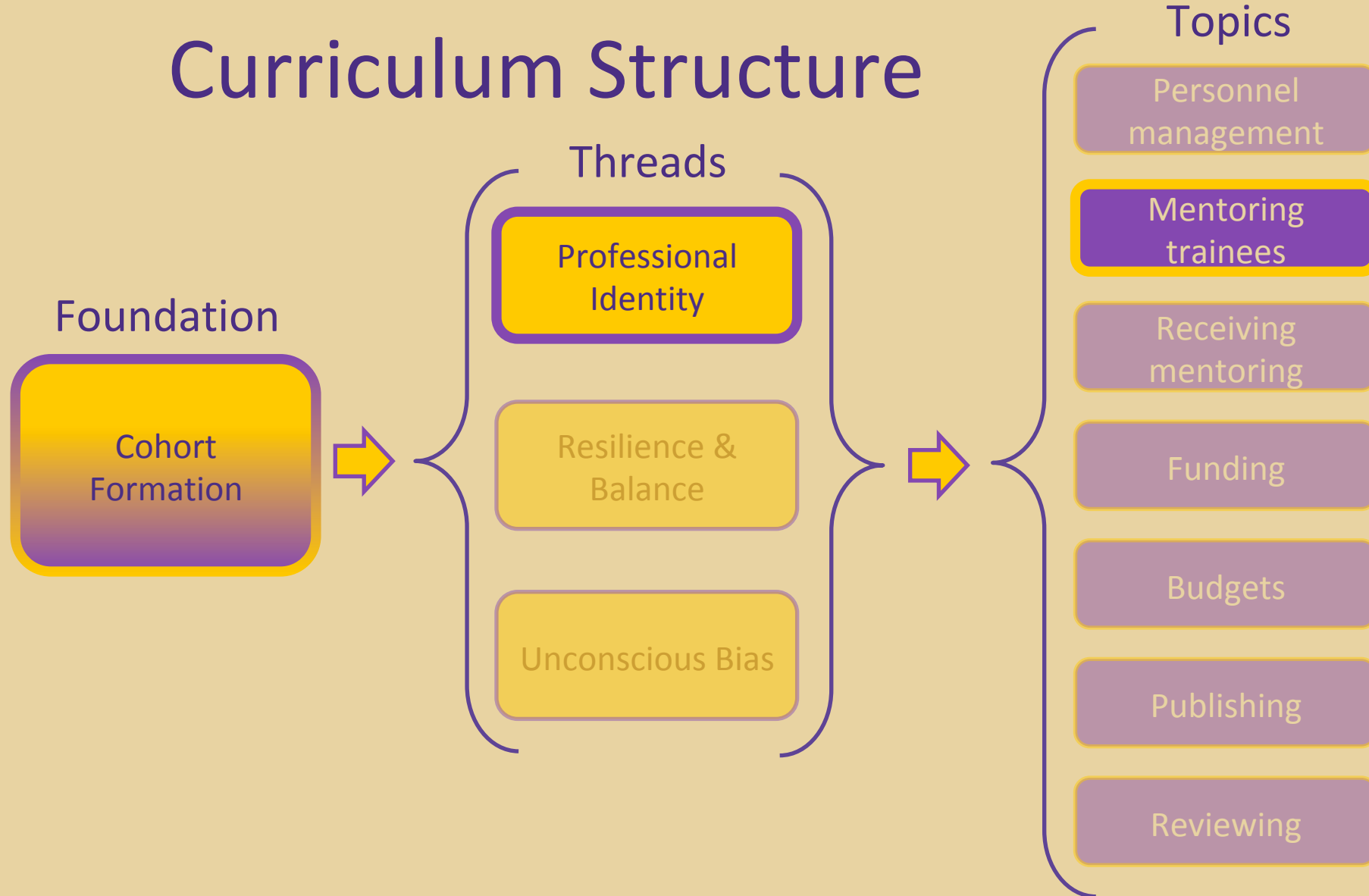
- Once a month
- 90 minutes per session
- 2-year duration
- Active learning through small group activities

> Session Structure

- 15 minute mentoring debriefing
- 15 minute content presentation
- 15-30 minutes small group activities
- 30-45 minutes discussion



Curriculum Structure



Professional Identity

Social Media
Twitter

Photoelicitation

Minute Essays



Mario Rosasco @Drx_Mario · Jun 17

Interesting debate on defining consciousness. Important to think about in the era of the BRAIN initiative. [@sciam bit.ly/1R8MSAp](https://bit.ly/1R8MSAp)



Gilbert Martinez @gqmartinez · Jul 2

Undergrads' first solo experiment! Apparently, I'm not an incompetent teacher. [#FutureBiochemists instagram.com/p/4pwKjyg_5t/](https://www.instagram.com/p/4pwKjyg_5t/)

👤 1 ⭐ 2 ...



Claudia M Moreno @Cladoni · Nov 10

Why It's Crucial to Get More Women Into Science on.natgeo.com/1xhtCcY via [@NatGeo](https://twitter.com/NatGeo)



Braden! @Braden_Brinkman · Jun 24

And the answer was (DRUMROLL) ...neither! There never was a mistake! I am just an idiot and was comparing results in different units. sigh.



Gucan Dai @GucanD · Jun 9

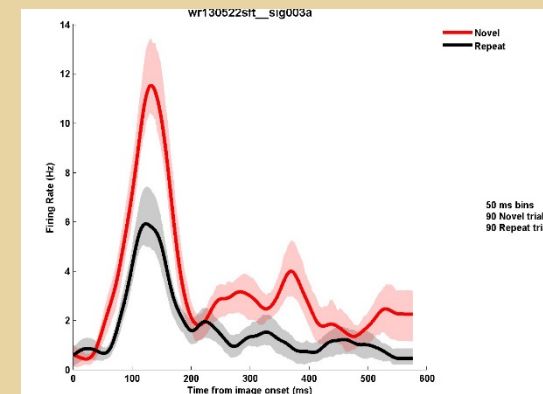
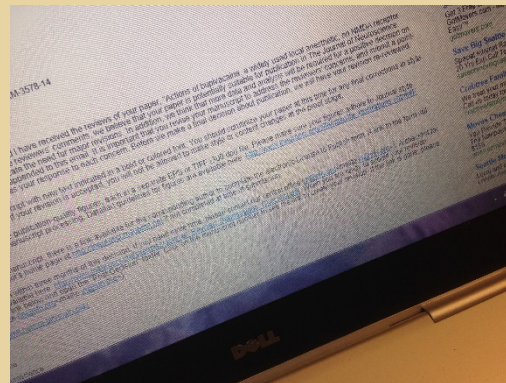
Researchers isolate smallest unit of sleep to date - WSU News Washington State University: news.wsu.edu/2015/06/09/res...

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“It’s nice to be reminded of my successes, however small – And to see that I’m learning new techniques.”

“My great moment was being retweeted and followed by scientists and institutions I respect on Twitter. This made me feel as though I’m an important part of a scientific community.”

“I am still unsure about what qualifies as a great moment. If I am perfectly honest, I don’t feel like I experience moments during [my? the?] day that I want to [illegible] for preservation.”

“Submitting the GM on this class website did not impact me as much as doing the same thing on facebook, where 70 “likes” came my way.”

Mentoring Trainees

Personnel
management

Mentoring trainees

Receiving
mentoring

Funding

Budgets

Publishing

Reviewing

- Pair postdocs with a graduate student in another lab
- Monthly, 30 minute meetings between postdoc and student
- Group discussion board always available to post/discuss emerging issues
- Monthly module in HTGR sessions to review and reflect as well as short presentation of new material on mentoring

Results

- > **Continued participation with new enrollment**
- > **Cohort formation**
- > **Departmental contributions by postdocs**
- > **Expressions of consolidated scientific identities**



Next steps – feedback please!

- > Improved content**
- > Portable implementation**
- > Meaningful program evaluation**
- > Trans-departmental affinity groups for URM, Women, LGBTQ**

