Group #1
Issue: Postdocs do not have adequate housing in Stanford (San Francisco Bay area)

Goals
Long-term Goals
• Housing subsidies for ALL postdocs
Incremental Goals
• URGENT housing for postdocs who are in need (i.e., children)
• Temporary housing for newly-arriving postdocs, especially international postdocs
• ALL postdocs
Short-term Goals
• Determine number of postdocs who are in urgent need (this would require a classification of “urgent”)
• Determine if there is a real need for postdocs in this category (begin documenting problems)

Organizational Considerations
Resources Available
• Cohort of postdocs
• Postdoc office
• Advocacy budget
• Graduate student housing
• Other Bay Area PDAs*
Ways to build your organization
• Recruit Committee members, particularly those postdocs most affected
Internal Problems
• Red tape
• Insufficient funds

Constituents/Allies/Foes
Constituents
• Postdocs
Allies
• Graduate Students
• Postdoc Associations
Foes
• Junior Faculty

Targets
Primary Target
• Principal Investigators/Faculty Advisors
• Postdoc Office
Secondary Target
• Provosts/Vice Provosts/Vice President for Research
• Dean

Tactics
Specific Actions
• Research city options for housing
• Run a university-wide petition
• Find specific examples of postdoc hardships
• Survey other PDAs/institutions for tactics, ideas, solutions
Group #2
Issue: Lack of standardized title and benefits for postdoctoral appointees

Goals
Long-term Goals
• Break down legal and institutional policies preventing equity

Incremental Goals
• Identify who makes decisions regarding postdoc designation
• Compile information from postdocs to understand differences

Short-term Goals
• Understand history of differences in designation
• Identify roadblocks to harmonization

Organizational Considerations
Resources Available
• NPA
• Professional societies
• Vice Presidents of Research
• Human Resources departments
• Previously gathered information

Ways to build your organization

Internal Problems

Constituents/Allies/Foes
Constituents
• Postdocs
• Postdoc Offices
• Postdoc Associations
• Graduate Students

Allies
• Faculty
• Professional Societies

Foes
• Faculty
• Funding agencies
• Institutional leadership

Targets
Primary Target

Secondary Target

Tactics
Specific Actions
• Information gathering with key stakeholders
• Survey postdocs
Group #3
Issue: Inadequate/Disparities in postdoc benefits

Goals
Long-term Goals
- Improve postdoc experience
Incremental Goals
- Institute mandatory time off
- Institute sick day policy
- Institute minimum salary
- Stepped implementation of the salary increase at reappointment
Short-term Goals
- Discounted parking
- Discounted public transportation
- Flexible work schedule

Organizational Considerations
Resources Available
- NPA institutional database
- Human Resources – determine who has what benefits
- Employee handbook
- PI’s doing right thing
Ways to build your organization
- Increase participation
- Increase morale
- Increase productivity
- Soft skills/negotiation
- Leadership
Internal Problems
- No money
- Institutional culture
- Lack of awareness

Constituents/Allies/Foes
Constituents
- Postdocs
Allies
- Principal Investigators
- Senior Administration
Foes
- Senior Administration
- Human Resources
- Principal Investigators
- Apathetic Postdocs

Targets
Primary Target
- Provost
- Dean
Innovation in Action Session – Advocating for Postdocs
Outputs from Breakout Groups
March 14, 2015

- CEO
- Faculty

Secondary Target
- Faculty
- Chancellor, Trustees
- NIH/NSF/Funding agency

Tactics
Specific Actions
- Survey to identify most important priority
- Town Hall/Focus group discussion (petition)
- Identify who are postdocs (titles)
- What is current salary distribution
- What are the demographics
- Diversity office – issue of age/maternity and paternity leave
- How to raise awareness? – Facebook, LinkedIn, Coffee break
- Meet with administration about analysis of data collected

Group #4
Issue: Improve awareness of postdoc mental health

Goals
Long-term Goals
- Improve awareness of mental health issues among postdocs
- Improve availability of mental health services to postdocs

Incremental Goals
- Collect data about the mental wellness of the postdoc population
- Collect data about mental health services available to the postdoc population

Short-term Goals
- Acknowledgement that there is a problem
- Provide a place for postdocs to report issues
- Provide immediate/emergency services to postdocs

Organizational Considerations
Resources Available
- NPA

Ways to build your organization

Internal Problems
- Federal funding levels
- Access to care
- Fee structures
- Employee classification

Constituents/Allies/Foes
Constituents
- Postdocs (current and future)
- Postdoc Offices
• Postdoc Associations

Allies
• Funded PIs
• Administration
• Graduate school population

Foes
• Funded PIs
• Human Resources offices
• Administration

Targets
Primary Target
• Provost
• Postdoc Association (specifically Chair)
• NPA

Secondary Target
• Graduate students
• Graduate student leadership

Tactics
Specific Actions
• Mentorship of postdocs and graduate students
• Peer mentoring program
• Independent uptake by management
• Collect data through NPA survey