Strategies for Multi-Institutional Cooperation for Postdoctoral Career Advancement

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National Postdoctoral Association
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Michigan State University • Pennsylvania State University • Indiana University • Northwestern University • Ohio State University • Purdue University • University of Minnesota • University of Chicago • University of Michigan • University of Illinois at Chicago • University of Illinois at Urbana-Champaign • University of Wisconsin-Madison • University of Iowa • University of Nebraska-Lincoln • Rutgers University • University of Maryland

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Founded in 1958, the Committee on Institutional Cooperation is an academic consortium of top-tier research universities, including members of the Big Ten Conference and the University of Chicago.

CIC members collaborate to advance their academic missions, generate unique opportunities for students and faculty, and serve the common good by sharing expertise, leveraging campus resources, and creating innovative programming.

The work of the CIC is carried out in two ways:

1) through targeted project partnerships that meet three primary criteria: addresses member university needs; creates new opportunities through the aggregation of resources; and would not be possible by a university acting alone; and

2) through communities of peers that meet together to address common issues, share best practices, and diffuse innovation throughout the network of universities.
Educating nearly 500,000 students
Employing over 29,000 faculty
Conducting over $8.4 billion in funded research each year
Producing 15% of the PhDs granted in the US each year, delivering doctoral programs in 147 areas of study
Transformative Goal of PAI

The programmatic goal of PAI is to double the rate at which CIC institutions hire underrepresented minority faculty in the science, technology, engineering, and mathematics fields across the participating CIC institutions.
PAI Objectives & Activities

◆ Objectives

◆ Create a pool of URM postdocs who are well prepared and trained to enter the academy as tenure track faculty
◆ Educate faculty and faculty search committees about unconscious bias and diversity hiring
◆ Research the impact of mentoring URM postdoctoral fellows and determine how subtle bias can be removed and implement a sustainable model that will assist search committees in hiring URM postdocs as faculty

◆ Activities

◆ Small group mentoring program for URM postdocs at participating CIC institutions
◆ Interactive professional development webinars and workshops for postdocs
◆ Training programs for faculty and hiring committees
PAI By the Numbers, 2014-15

- Mentoring 61 STEM postdocs
- Partnering with 56 CIC faculty mentors
- Increasing awareness of unconscious bias to 218 faculty through PAI training
- Highlighting 52 URM faculty hires in STEM across CIC
NRMN CIC Academic Network (NRMN-CAN)
15 Institutions
Transformative Goal of NRMN-CAN

Change the face of the biomedical workforce by increasing the number of underrepresented scientists to successfully pursue academic careers by:

- Training cohorts of grantsmanship coaches and establishing grant-writing groups
- Creating opportunities for mentees across career stage to find committed mentors and engage in productive, supportive mentoring relationships
- Providing effective professional development for mentees along the career continuum
- Directly addressing the benefits and challenges of diversity, inclusivity and culture within mentoring relationships and more broadly the biomedical research workforce
NRMN-CAN Grantwriting Conference: Passport to Success

- Over 50 postdocs and junior faculty
- Approximately 90% underrepresented scientists
- 20 faculty grantsmanship coaches and 20 NRMN-CAN collaborators and guest speakers

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<td><strong>Welcome Reception For Trainees</strong></td>
<td><strong>Professional Development Workshops for Trainees:</strong></td>
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<td><strong>Interactive Workshop:</strong></td>
<td><strong>Navigating a Successful Academic Career,</strong> Dr. Philip Clifford, University of Illinois at Chicago</td>
<td>Group Grantsmanship Training</td>
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<td><strong>Tools for Success: What and how to prepare for the academic job search process</strong> Dr. Peter Hitchcock, University of Michigan</td>
<td>Dr. Rick McGee, Northwestern University</td>
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<td><strong>Keynote Address: Steps to a Successful Career in Academic Medicine</strong> Dr. E. Albert Reece, University of Maryland</td>
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<td><strong>Concurrent Sessions:</strong></td>
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<td><strong>Grant Writing Group Coaches Training</strong> Dr. Rick McGee, Northwestern University</td>
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<td><strong>Negotiation Skills Workshop</strong> Joanne Lipo Zovic, University of Wisconsin-Milwaukee and Marquette University</td>
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<td><strong>“Mentoring Up”: Maximizing Your Relationship with Your Mentor(s)</strong> Dr. Christine Pfund, University of Wisconsin-Madison</td>
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<td>Networking Reception for All Attendees</td>
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NRMN-CAN Future Activities & Goals

◆ Short Term
  ◆ Sustaining grant writing to submission
  ◆ Evaluation and tracking
  ◆ Mentor Training, March 2016
  ◆ Postdoc Mentoring Event, June 2016
  ◆ Postdoc Professional Development, Nov 2016

◆ Long Term
  ◆ Establish network of mentors
  ◆ Establish mentor experts on our campuses
  ◆ Establish more grant writing coaches on campuses
  ◆ Facilitate academic careers of underrepresented postdocs
Group Exercise Instructions

◆ Break out in groups by geographic region
  ◆ Northeast
  ◆ South
  ◆ Midwest
  ◆ West

◆ Identify one person to take notes and collect email addresses to share with the group

◆ Take 20 minutes to discuss strategies you can use to collaborate:
  ◆ Resources from your campus
  ◆ Opportunities and strategies for inter-institutional cooperation
  ◆ How to engage on your campuses

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