

## NPA conference 2018

### Take away message:

- I went there to get ideas and advises to be the senior chair of the UPDA. I left amazed by the involvement of administration to help postdocs, career development workshops, networking and job opportunities.
- I think about half of the attendees were working in administration and were there to work on how to improve the Postdocs situation. It is comforting to see this national effort coming from PDO to help us. We are not alone, not at all.
- This conference is a great networking opportunity, but also great for jobs opportunities.
- Twitter community #postdocstories #NPA2018 #Nationalpostdoc . Lots of association on twitter to interact, maybe we should start that in the future
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### Diversity 101- Why should we care, the role of implicit bias and privilege and what are some solutions

I felt very well prepared with our Winter workshop.

Advantage of a diverse social group:

- Problem solving
- Creativity
- Innovation and Business growth
- Companies higher earning and returns
- Greater contribution to science (higher impact factors)

### Diversity is essential for excellence.

How can we work on unconscious bias?

- Slower recruitment
- Watch each other
- Training

You can retrain your brain, address implicit bias:

- Acknowledge
- Pay attention to yourself
- Practice

Know what your bias are and recognize the triggers.

### Networking session

Strong elevator pitch: what do you do, how do you do it, who will benefit from it?

How do you stay in touch?

- Congratulate
- Announce accomplishment
- Seek for advice
- Send link to article/research of interest/news
- Introduce them to your contacts
- Acknowledge: Holidays/special occasions/events
- Handwritten thank you note!

### **Engaging Faculty to advance Postdocs Career success**

Faculty contribute to postdocs success:

- Funding
- Sponsor visa
- Primary recruiting tool for postdocs
- Potential source for reference letters
- Critical training environment for future career
- ⇒ Impact participation in professional development events

How to sell to faculties?

- Showing that the postdocs get trained is needed to get grants (NIH/NSF) so you should send them to PDO/PDA events
- You are not using your postdocs enough: they could review papers etc
- Talk to chairs
- During Postdoc appreciation week, giving a mentor award
- Going to department meetings and telling them: your postdocs want that, who can help me with that? What do you think we can do for your postdocs?

### **Using Design thinking to illuminate your next career step**

Book: designing your life

### **Strategies for increasing participation in PDA leadership events**

- Orientation for new postdocs
- Increase productivity: create committees (outreach/social events/career development/ policy...)
- Increase visibility: FB page- Postdocs go live (spotlight)
- Logo competition
- Events off campus along the metro line
- Bookmarks/gadgets
- Increase recognition: outstanding postdoctoral awards
- Symposium
- International happy hour: put a map and people add flags on where they are from.

## **Advices gathered**

To help you what career you should pick, ask yourself:

- What am I good at?
- What brings me joy?
- What does the world need me to be?

A mentor is someone who believes you can do it.

You will not get what you don't ask for.

Good science does not depend on where you are but on the effort, you put in.

Sometimes you are ready for a job you don't know you are ready for.