



Postdoctoral Affairs

UNIVERSITY OF COLORADO **BOULDER**

2018 YEAR IN REVIEW

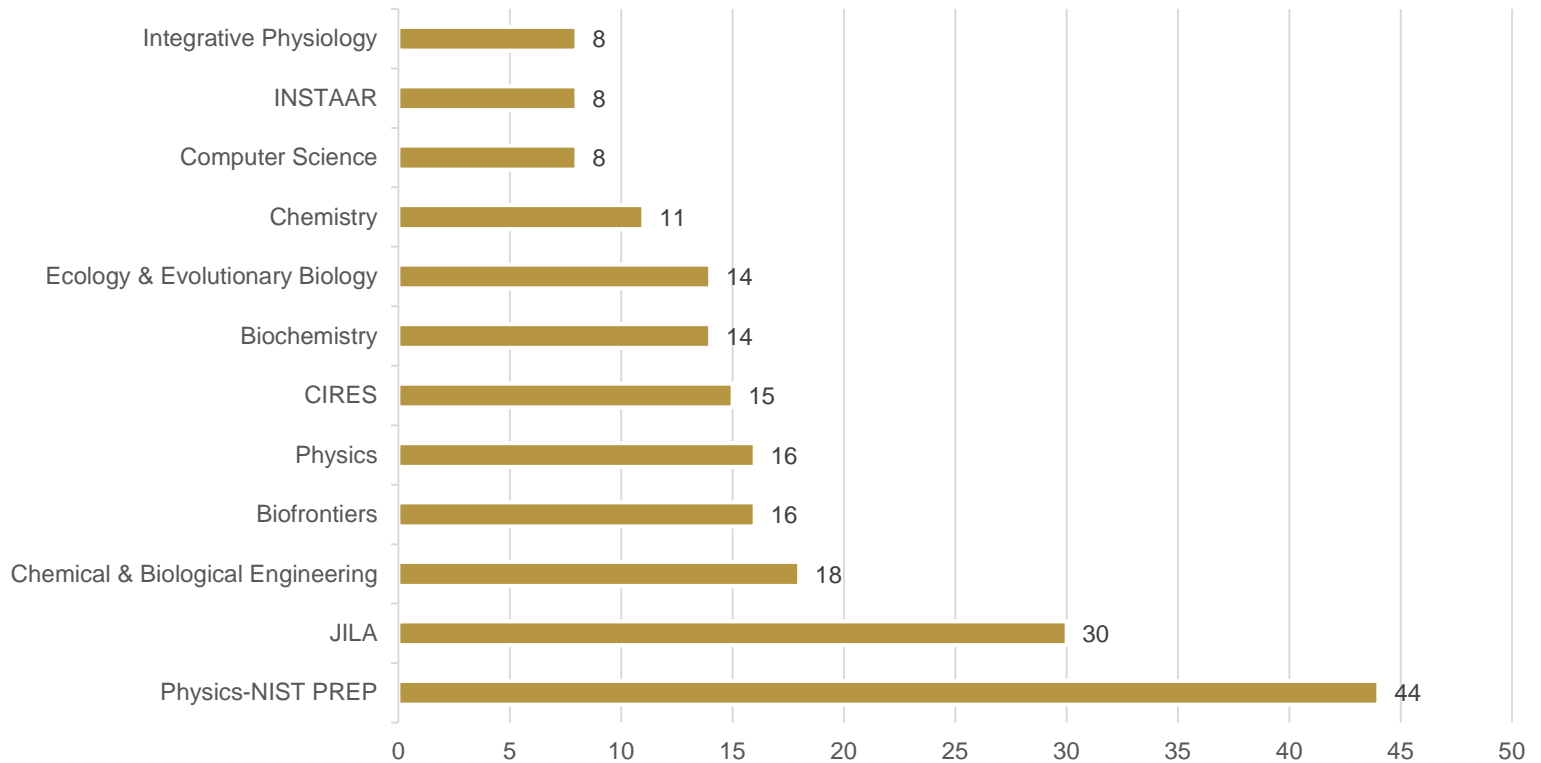
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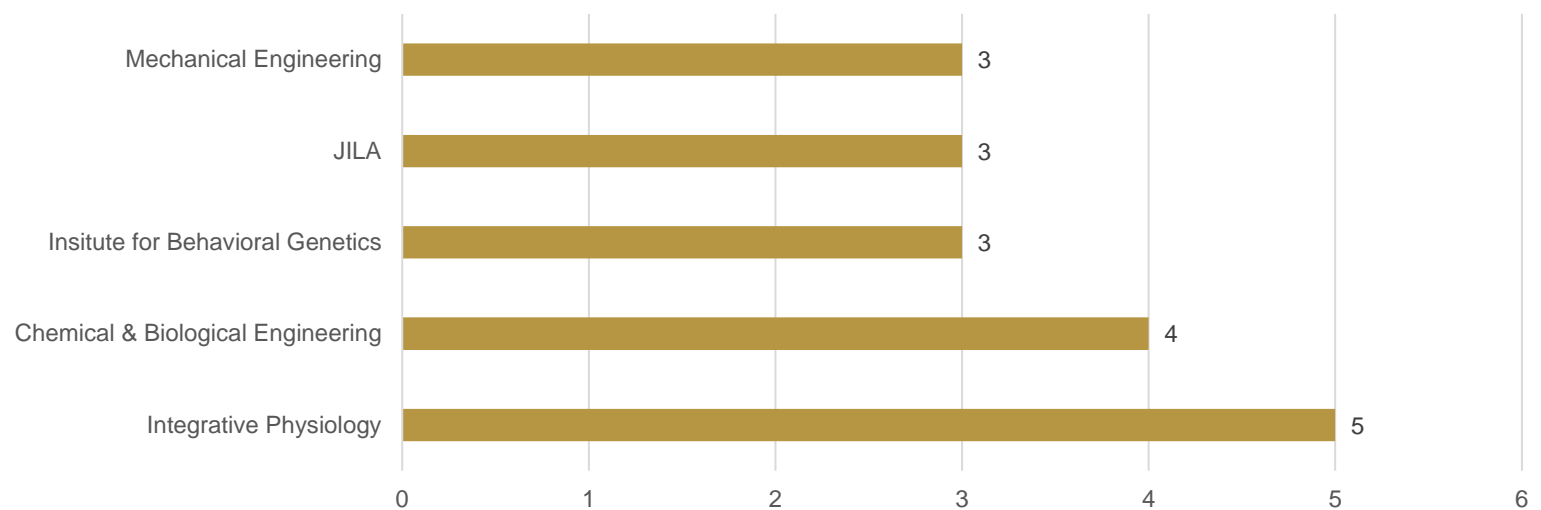


Unit Breakdown of Postdoctoral Scholars

Units with Highest Number of Postdoctoral Associates



Units with Highest Number of Postdoctoral Fellows



2018 Initiatives & Highlights

Outreach & Communications

- Postdoctoral Associate Job Code
 - Outreach to units to encourage adoption of the 1312 job code continues. All units contacted in July-August 2018.
 - Individual meetings with units to explain the benefits of the job code were held with the College of Engineering, Chemical & Biological Engineering, Electrical, Computer, & Energy Engineering, and MCDB.
- Postdoc Mentors
 - 335 postdoctoral mentors were sent mentoring best practices, mentor training opportunities, and information on OPA events for their postdocs.
 - Starting in July 2018, mentors were contacted on six occasions sharing the information above and requesting they encourage their postdoc mentees to attend OPA events.
- Restructuring of OPA Website & DocReport
 - The OPA website was reconfigured to showcase events and news at the top. The Doc Report, the monthly OPA newsletter, was restructured to highlight events, the most popular OPA offering, at the top of the newsletter rather than the bottom.

Programming

- 33% Programming Increase for Summer and Fall 2018
 - For Summer and Fall 2018, the number of workshops increased by 33% with a total of 21, compared to 14 in Summer and Fall 2017.
 - For the first time ever, National Postdoc Appreciation Week (NPAW) featured recognition and professional development events every day of the week. The week highlighted postdoc contributions on campus through an award ceremony for outstanding postdocs and recipients of the PAC Boulder's Travel Awards.
- [Front Range Industry & Postdoc Summit](#) (FRIPS)
 - OPA closely supported the [Postdoctoral Association of Colorado \(PAC\) Boulder](#) in its first ever FRIPS, which drew close to 100 postdocs and around 15 industry representatives. OPA provided support to PAC Boulder in assuring all university policies and procedures were met in regards to sponsorships, and also helped facilitate connections with industry through the Office of Industry Collaboration.
- [Professional Development Certificates](#)
 - In August 2018, a partnership was formed with the Graduate School to offer certificates to postdocs and graduate students who attend four training workshops within an academic year in a particular topic: Research & Writing; Professionalism; Career Exploration & Preparation.



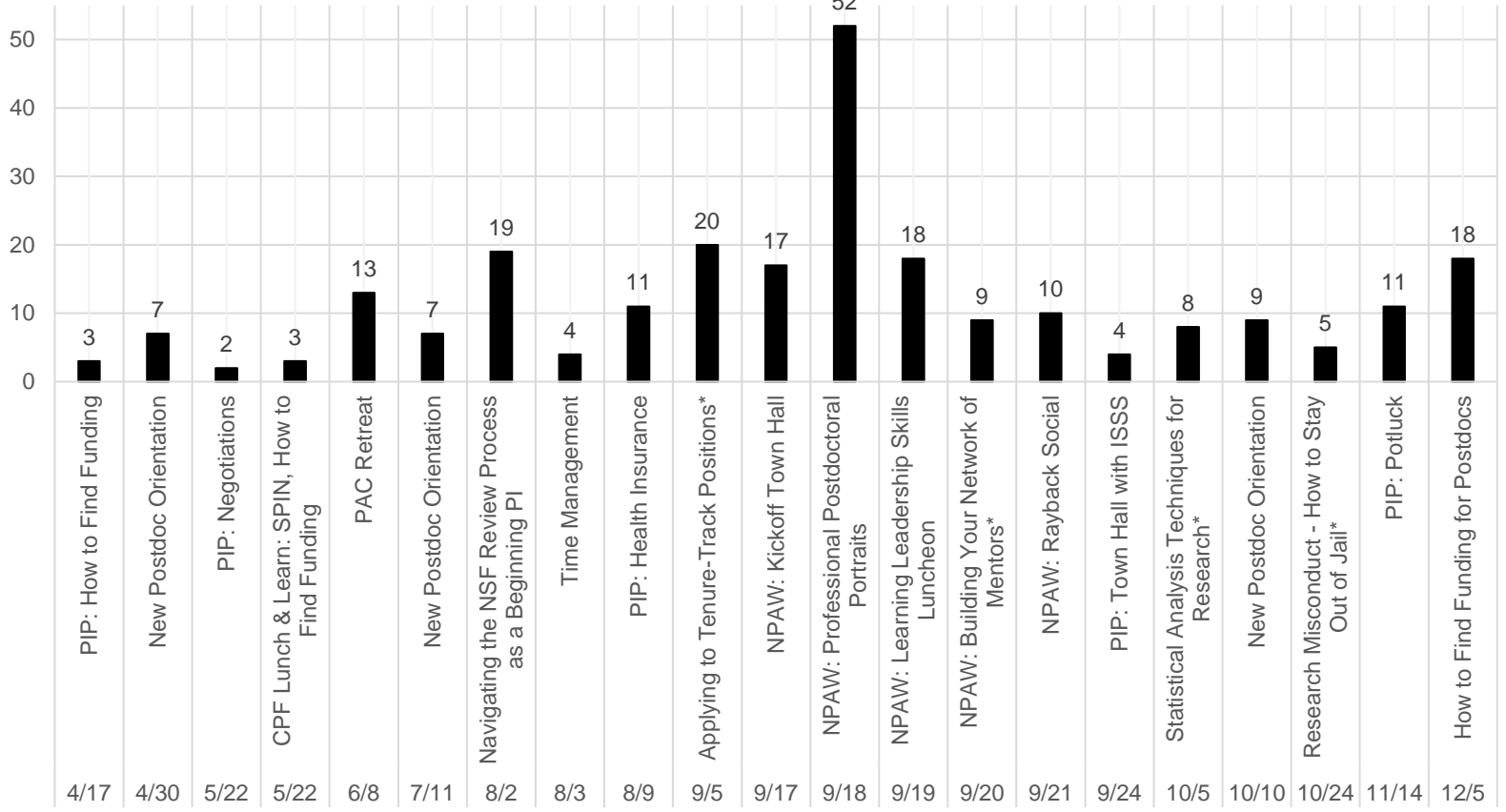
- Record Number of Outstanding Postdoc Award Nominees
 - For NPAW, a record 13 nominations were received for outstanding postdocs. This is likely attributable to the new outreach to mentors in which OPA is engaged.
- Stronger Cross-Campus Partnerships (see *chart on page 8*)
 - Partnering more closely with [Faculty Teaching Excellence Program](#) (FTEP), Career Services, Graduate School, Biofrontiers, CIRES
 - University subscriptions for [Versatile PhD](#) and [National Center for Faculty Development & Diversity](#), two professional development resources

Assessment

- [Inaugural Climate Survey](#)
 - Makeup
 - 70.5% postdocs are men
 - 46% are not U.S. citizens
 - Average age is 33 years
 - 10% identify with the LGBTQIA community
 - 20% have children
 - Activity & Expectations
 - 87% work more than 40 hours per week
 - 36% described their workload as “slightly too heavy”
 - 48% expect to be in their position 1-2 years
 - 43% expect to be in their position 3-5 years
 - 9% expect to be in their postdoc position more than 5 years
 - Mentorship
 - 56% report having monthly discussions of goals and expectations with their supervisor/mentor
 - 38% report they discussed goals and expectations when they first started their job
 - 81% report that they have some kind of evaluation as a postdoc (informal, written, or oral)
 - 19% report receiving no feedback of any kind regarding their performance
- Exit Survey Implementation
 - Starting in October 2018, a survey was developed to gauge the CU Boulder postdoc experience.
 - Data is too little to report any statistically significant trends.
 - 7/26 postdocs completed surveys as of December 2018

OPA Event Attendance

Postdoc Attendance



Note: attendance figures not available before April 2018.

The DocReport: CU Boulder's Postdoc Newsletter

The [Doc Report](#) is OPA's primary channel to communicate with the CU Boulder postdoc community. The monthly newsletter features workshops, training opportunities, social events organized by the PAC Boulder, and postdoc news. The usage date for 2018 is below; data is unavailable before April 2018 due to a transition to a new marketing system. The 2017 data is also available for cross-comparison.

Month	Total Opens	Total Clicks	Percentage
April 2017	1017	105	10.3%
May 2017	771	66	8.6%
June 2017	1088	54	5.0%
July 2017	832	58	7.0%
August 2017	922	45	4.9%
Sept 2017	707	48	6.8%
October 2017	616	68	11.0%
Nov 2017	707	38	5.4%
Dec 2017	593	45	7.6%

Month	Total Opens	Total Clicks	Percentage
April 2018	820	150	18.3%
May 2018	1154	193	16.7%
June 2018	1300	235	18.1%
July 2018	1359	178	13.1%
August 2018	1457	265	18.2%
Sept 2018	1136	501	44.1%
October 2018	1243	210	16.9%
Nov 2018	1567	111	7.1%
Dec 2018	N/A	N/A	N/A

Opens are defined as how many times the email has been opened (as opposed to how many individual users have opened it).

Clicks are defined as the total number of times viewers clicked on links in the newsletter.

Partnerships & Initiatives

Partner	Initiative
Postdoctoral Association of Colorado (PAC) Boulder	Events, workshops & advocacy Front Range Industry & Postdoc Summit (FRIPS)
Career Services	Career advising, career development initiatives, & workshops
Graduate School	Workshops, events & career development initiatives
International Student & Scholar Services (ISSS)	Support for international postdocs
Academic Affairs	Faculty Teaching Excellence Program (FTEP)
Office for Diversity, Equity, and Community Engagement (ODECE)	Chancellor's Postdoctoral Fellowship Program (CPFP)
Office for Diversity, Equity, and Community Engagement (ODECE)	National Center for Faculty Development & Diversity
Graduate School; CIRES	Versatile Ph.D.
National Postdoc Association (NPA)	Career development resources, benchmarking, national & international advocacy