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

- Integrative Physiology: 8
- INSTAAR: 8
- Computer Science: 8
- Chemistry: 11
- Ecology & Evolutionary Biology: 14
- Biochemistry: 14
- CIRES: 15
- Physics: 16
- Biofrontiers: 16
- Chemical & Biological Engineering: 18
- JILA: 30
- Physics-NIST PREP: 44

Units with Highest Number of Postdoctoral Fellows

- Mechanical Engineering: 3
- JILA: 3
- Institute for Behavioral Genetics: 3
- Chemical & Biological Engineering: 4
- Integrative Physiology: 5
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**
  o 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)**
  o 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**
  o **Makeup**
    ▪ 70.5% postdocs are men
    ▪ 46% are not U.S. citizens
    ▪ Average age is 33 years
    ▪ 10% identify with the LGBTQIA community
      o 20% have children
  o **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
  o **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**
  o Starting in October 2018, a survey was developed to gauge the CU Boulder postdoc experience.
  o Data is too little to report any statistically significant trends.
  o 7/26 postdocs completed surveys as of December 2018
OPA Event 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.

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

<table>
<thead>
<tr>
<th>Month</th>
<th>Total Opens</th>
<th>Total Clicks</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>April 2017</td>
<td>820</td>
<td>150</td>
<td>18.3%</td>
</tr>
<tr>
<td>May 2017</td>
<td>1154</td>
<td>193</td>
<td>16.7%</td>
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<tr>
<td>June 2017</td>
<td>1300</td>
<td>235</td>
<td>18.1%</td>
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<tr>
<td>July 2017</td>
<td>1359</td>
<td>178</td>
<td>13.1%</td>
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<td>August 2017</td>
<td>1457</td>
<td>265</td>
<td>18.2%</td>
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<tr>
<td>Sept 2017</td>
<td>1136</td>
<td>501</td>
<td>44.1%</td>
</tr>
<tr>
<td>October 2017</td>
<td>1243</td>
<td>210</td>
<td>16.9%</td>
</tr>
<tr>
<td>Nov 2017</td>
<td>1567</td>
<td>111</td>
<td>7.1%</td>
</tr>
<tr>
<td>Dec 2017</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

**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

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