2016 POSTDOC TOWN HALL

March 22, 2016
Facilitated by Chelsea Stillman, PhD.
UPPDA Advocacy Committee Chair
Ground Rules

- Listen actively -- respect others when they are talking.

- Do not be afraid to respectfully challenge one another by asking questions, but refrain from personal attacks.

- Keep comments to 4 minutes or less. *(Chelsea will be keeping us on schedule)*

- LAS VEGAS RULE applies!
UPPDA

“…to facilitate a more constructive and positive experience for Postdoctoral Professionals that will benefit Postdoctoral Professionals and the University of Pittsburgh alike.”

Learn more at http://www.uppda.pitt.edu

President: Karen Carney

Committee Chairs

Chelsea Stillman (Advocacy)
Caitlin Czajka (Career Development)
Megan Bertholomey (Social/Networking)
Santosh Chandrasekaran (International)
James Hyde (Outreach)
“...dedicated to providing professionals in the schools of the health sciences... with the professional tools, resources, and support they need to achieve their full potential as leaders in biomedical research, education, and clinical practice”

Learn more at [http://www.oacd.health.pitt.edu](http://www.oacd.health.pitt.edu)
UPPDA Focus Areas

- Advocacy
- Career Development
- Education and Outreach
- Social/Networking
- International
### Pressing postdoc issues—Salary & Benefits

#### NIH

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<th>Stipend for FY 2015</th>
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#### Pitt

**Postdoctoral Compensation**

University Minimum Compensation Policies

- The University’s minimum rate of postdoctoral compensation is $23,700 (threshold for federal exempt status).
- The minimum rate of compensation for **postdoctoral associates in the schools of the health sciences** is $30,000 (dental medicine, health & rehabilitation sciences, medicine, nursing, pharmacy, public health).
- The NIH stipend levels are widely accepted to represent best practices in postdoctoral affairs and represent a competitive benchmark for all postdoctoral compensation.

University Compensation Increase Guidelines

- At the time of their reappointment, **postdoctoral associates** follow the annual University compensation increase guidelines based upon the recommendations of their faculty mentors.
- **Postdoctoral associates in the schools of the health sciences**, whose compensation is below the appropriate NIH stipend level for their years of experience, may receive a compensation increase above the University guidelines up to the next NIH stipend level. The compensation increases of postdoctoral associates, whose compensation is already above the appropriate NIH stipend level, are limited to the University compensation increase guidelines.

Read more here:
[http://www.oacd.health.pitt.edu/postdoc-administrators/eligibility](http://www.oacd.health.pitt.edu/postdoc-administrators/eligibility)
Salary Update

• **Wages and the Fair Labor Standards Act (FLSA)**
  • Update to act proposed in early 2014
  • Would increase threshold for mandatory overtime pay to $50,440 (currently $23,360)
  • Anticipated to affect postdocs if passed in 2016…
Pressing Postdoc Issues—Career Paths

New faculty positions versus new PhDs.
Mark your calendars

- Career Development Opportunities:

**Thursday April 21st** 3-5pm in O’Hara Student center Dining Room: “Communicating Effectively with Your Audience to Advance Your Career”

**Thursday May 12th** in Scaife 1105 (12pm): “Data Blitz” sessions (5 min talks)

**Tuesday, May 17th** in O’Hara Student Center (5pm): Annual “Data & Dine Symposium” (posters and networking dinner; travel awards for winners…)
FYI

- **Social/Networking Opportunity**
  - Bowling
  - HH

- **International Committee**—international faculty panel (upcoming)

- **Outreach Committee**—various teaching/outreach resources, including local volunteer opportunities (see website)
Time for your input!

Are there any issues you’d like to make us aware of?

What types of career-development events would you like to see UPPDA host in the future?

What else could be done to improve your postdoc experience?
Time for your input!

Via email:

1) Postdoc How-To talks (career development opp?)
2) Extending paid maternity leave—currently only get 4-6 weeks
3) Creating retirement program for postdoc associated AND scholars with matching contribution from Pitt.
4) Better compensation for postdocs (at least NIH scale)
5) Social events to meet other postdocs
6) Visa Issues
7) More travel awards
8) Hosting another Town Hall during lunchtime
Thank You!

Want to contact UPPDA or get involved?

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