MIT POSTDOCTORAL ASSOCIATION’S

Postdoc Orientation

HTTP://PDA.MIT.EDU/
HTTP://POSTDOCS.MIT.EDU/
Orientation Schedule

• 12:15 PM  Postdoctoral Association (w/ Lunch)
• 12:45 PM  MIT Work-Life Center
• 1:00 PM    MIT General Orientation
• 2:00 PM    Employee Benefits Orientation *

* Applies to Postdoc Associates, but Postdoc Fellows encouraged to attend

Postdoc Fellows contact MIT Medical for their Benefits Orientation
We are a postdoc-led organization with the mission of **enhancing the quality of the experience** for over 1500 postdoctoral trainees appointed in over 50 departments, labs, and centers (DLC) at MIT.
MIT Postdoctoral Association

Most of our work is accomplished through our Executive Board, Committees, and Sub-Committees

**Executive Board**
- President
- Vice President
- Treasurer
- Recording Secretary
- Corresponding Secretary

**Committees**
- Advocacy
- Alumni
- Fundraising
- Community Building
- Human Affairs
- IT/Webmaster
- Orientation *(Pilot)*
- Postdoc Initiative Grant *(Pilot)*
- Professional Development
- Sports *(Pilot)*

HTTP://PDA.MIT.EDU/
Oversight of Postdocs

Vice President for Research
Prof. Maria Zuber

Director of Postdoctoral Services
Dana Bresee Keeth

Faculty-Postdoctoral Advisory Committee (FPAC)
Seven faculty members and MIT PDA leadership
Prof. Hazel Sive
There are 1565 postdocs at MIT (October 2014)

- 33% fellows
- 26% women
- 65% international
- 2% underrepresented minority

Percentage of postdocs by country of origin, 2014:
- China 19%
- All Others 34%
- India 8%
- Rep. of Korea 8%
- France 4%
- Iran 9%
- Italy 4%
- Germany 7%
- Canada 6%
- Israel 5%
- Other 4%

Percentage of postdocs by area of work, 2014:
- School of Science 30%
- Management 1%
- Humanities, Arts and Social Sciences 1%
- Architecture and Planning 4%
- All Others 4%
Postdoc Appointments

Made to academic departments, laboratories, or centers (DLCs) with the approval of the department head or laboratory/center director.

Not simply to perform a specific research project, rather, a broad training program should be in place.

Not intended for long-term, indefinite, or career appointments.

Not usually for less than one term.

Not normally renewed beyond four years.

Approval of dean required for extension for fifth year.
Defining Postdoc Associates and Fellows

HTTP://POSTDOCS/MIT.EDU/

Postdoc Associates

- Applies to those who are paid a salary by MIT, usually charged to a grant or contract secured by their faculty mentor
- Salary and benefit pool can cost faculty mentor upward of $90k per associate
- Income taxes are withheld
- Eligible for all MIT employee benefits

Postdoc Fellows

- Applies to scholars who receive financial support in the form of a fellowship or stipend, usually from an outside agency
- Benefit pool is not applied to fellows and costs the faculty mentor nothing
- Taxes not withheld, but stipend income subject to taxes
- Eligible for some benefits (see benefits officer)
Advocating for Postdocs since 2010

With the support of the Vice President for Research (VPR) Office, the Postdoctoral Association has advocated for many benefits:

- Mandatory NIH NRSA minimum pay scale for all postdocs

<table>
<thead>
<tr>
<th>Years at MIT</th>
<th>0</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipend</td>
<td>$42,840</td>
<td>$44,556</td>
<td>$46,344</td>
<td>$48,192</td>
<td>$50,112</td>
<td>$52,116</td>
</tr>
</tbody>
</table>

- Some benefits for postdoctoral fellows (e.g. transportation)
- Access to career services
- Affordable rates for athletic memberships
- Postdoc representation on numerous MIT presidential committees
- Secure access to the Infinite Connection for postdoctoral alumni
- Postdoc orientation for fellows and associates
- Social and professional development functions
Advocating for Postdocs

While visibility for postdoc issues has increased significantly over the last few years, the Postdoctoral Association continues to advocate for postdocs, including a number of priorities:

- Raising postdoc salaries to $50,000 (adjusted for local cost of living)
- Equalizing compensation of benefits between fellows and associates
- Instituting an entry and exit interview of postdocs to learn about their experience at MIT and to track their career pathways
- Giving new postdocs access to temporary housing
- Creating a more caring and welcoming environment for postdocs

HTTP://PDA.MIT.EDU/
Negotiating with Your Faculty Mentor

Health Benefits for Postdoc Fellows

<table>
<thead>
<tr>
<th>Coverage Tier</th>
<th>Postdoc Associates MIT Traditional Health Plan</th>
<th>Postdoc Fellows MIT Affiliate Plan and Extended Insurance</th>
<th>Difference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Individual</td>
<td>$2,328</td>
<td>$3,648</td>
<td>-$1,320</td>
</tr>
<tr>
<td>Individual and Spouse (or Spousal Equivalent)</td>
<td>$5,604</td>
<td>$6,216</td>
<td>-$612</td>
</tr>
</tbody>
</table>

Transportation Benefits for Postdoc Fellows

- Subsidized T-pass
- Subsidized bicycle commuting (**i.e.** Hubway)
Remember to Sign-Up For Benefits

HTTP://PDA.MIT.EDU/

• MIT Recreation Facilities (postdocs.mit.edu/home/campus-services-resources-and-tips)
  MIT Postdoctoral Associates and Fellows now qualify for DAPER membership at the MIT Faculty/Staff rate. Fellows require a certification letter with their MIT ID to qualify for this rate

• MIT Alumni Infinite Connection (alum.mit.edu/help/RegistrationFAQ)
  An Infinite Connection account provides access to networking opportunities, job listings, career advice, and other resources. A postdoc may register for an account after having a MIT postdoctoral appointment of nine months or longer

• Career Services for Current MIT Postdocs (gecd.mit.edu/career/postdoc)
  Career-related resources and one-on-one counseling appointments with the MIT Career Counselor for Postdoctoral Scholars are available.

• The Writing & Communication Center (writing.mit.edu/wcc)
  Appointments are available for free professional advice about all types of writing and speaking/oral presentations. (Closed during parts of the summer.)
Stay Current through Social Media

HTTP://PDA.MIT.EDU/

MIT Postdoc Listserv:
postdocs.mit.edu/join-postdoc-mailing-list

MIT Postdoc Forum:
mailman.mit.edu/mailman/listinfo/postdocforum

Website | pda.mit.edu

Facebook | MIT Postdocs

Twitter | @MITPDA
MIT PDA Social Events

HTTP://PDA.MIT.EDU/

Organized by the Community Building Committee

To organize networking and social events that create a supportive peer group and integrate postdocs into the larger MIT community

Last Event (May 15):

GET-OUT DOCS KICK-OFF EVENT!
FRIDAY, MAY 18TH
4:30PM - SUNSET

Learn about upcoming postdoc events like hiking and beach trips!

Join us for sports, field day games, and snacks!

MIT Barry Field

Sponsored by

Next Event (June 4):

FIREBRAND SAINTS

6/4, 5:30 PM, w/ Harvard
NEW! MIT PDA Sports Committee

HTTP://PDA.MIT.EDU/

The MIT PDA is forming a Sports Committee. We'll organize the activities, bring the snacks and water, and reserve the fields and equipment. You just show up and get your game on!

- Hiking
- Soccer
- Volleyball
- Softball
- Ultimate Frisbee

For more information, contact:
Gaurav Verma <gverma@mit.edu>
MIT PDA Professional Development Events

HTTP://PDA.MIT.EDU/

Organized by the Professional Development Committee

To organize regular career-building workshops, research symposiums, industry ventures, and more

Last Event (May 27)

Next Event (To Be Determined...)

Mock Interview: Workshop & Sessions
MIT Postdoc Travel Grants

Deadline for Applications: June 1, 2015
(Conferences between July 2015 – December 2015)

The MIT Postdoctoral Association (PDA) is pleased to open our call for travel grant applications covering the period between July 1 and December 31.

- Up to $600 awarded for domestic travel per person
- Up to $1000 awarded for international travel per person

Apply online:

pda.mit.edu/funding/pda-travel-grants/
The MIT PDA is pleased to launch the MIT Postdoc Initiative Grant, which seeks to provide financial support (up to $4,000) for initiatives undertaken by postdocs that enrich the overall postdoc experience at MIT.

Deadline for Proposals: June 1, 2015

Apply online: pda.mit.edu/PInG
Resources for Easing Friction and Stress (REFS)
• Postdoc REFS support their peers through coaching, advising, or just listening
• Trained in conflict management

Committee for Race and Diversity
• Postdoc salary equity
• Postdoc benefits
• Work-life balance
NEW! Postdoc Women’s Group

HTTP://PDA.MIT.EDU/

- 26% of postdocs are women
- Need: Build support around women’s mental health & wellness
- PWG’s mission:
  - Identify and address needs of postdoc women at MIT
  - Compile and organize all resources for mental health support
  - Represent postdoc women at general MIT functions

Volunteer to help us launch this initiative:

Lilian Hsiao <lchsiao@mit.edu>
Get Involved with the Postdoctoral Association!

HTTP://PDA.MIT.EDU/

• Sign up to the listserv
• Check out the website
• Come to one of our monthly meetings
• Participate in elections every October
• Great way to influence the MIT community from the inside
• Talk to us afterwards
• Contact us: pda.mit.edu/contact

Upcoming MIT PDA Meeting:
Noon in E25-202!
June 8, 2015

2015 Schedule
July 13
September 14
October 5
November 9
December 14
Fundraising Committee

Committee Chair:

- Attract a broad range of sponsors and donors from industry in different fields of science
- Arrange several events for fundraising during the year (such as the vendors event)

Signature Event:

[Poster for the event]

March 24th | 1 - 3:30PM | Walker Memorial (±50)

Welcome
Raffle Prizes
Food & Refreshments

Sponsors:

[List of sponsors]

[Images of the event and attendees]
Mentoring Plans and Annual Reviews

• Postdocs and their supervisors should plan for an introductory meeting to set overall goals and construct a mentoring plan. In addition, postdocs should have an annual review to evaluate overall progress toward meeting goals.

• A basic outline for a mentoring plan, suggested template for an annual review, and other related resources are part of the Postdoctoral Mentoring and Advising Toolkit (postdocs.mit.edu/career-development/mentoring-and-advising/postdoctoral-mentoring-and-advising-toolkit).

• This website contains the set of information and forms that was developed at MIT to assist the training of postdoctoral researchers by their respective mentors/advisers. This toolkit might also be helpful to postdocs to monitor their progress at MIT.
Individual Development Plan (IDP)

• The goal of this scheme is to help you plan your career
• As you move through your postdoc, your interests may shift and initial career goals may change
• An Individual Development Plan (IDP) can help you identify your interests and talents
• While an IDP is a personal and private document, it will be useful to discuss your plans with your faculty supervisor and/or another mentor
Workplace Options: Work-Life 24/7 Resource and Referral Service

To compliment and extend our on-site programs, we offer a 24/7 resource and referral program that is:

• Available around-the-clock every day of the year

• Accessible world-wide, by toll-free telephone (877-847-4523) and online (hrweb.mit.edu/worklife/worklife-resources)

• Available in 150 languages with an instant translation service

• Free for faculty, staff, postdoctoral fellows, graduate students, and families

• Able to make referrals to local, national, and international services, and offer information on MIT-specific benefits and services

Information and referrals are available in the following areas:

Children
• Child care centers, family day care, nannies
• Back-up care
• Lactation support
• Summer camps
• Adoption
• Public and private schools K-12
• Special needs
• College preparation

Financial
• Access by phone or in-person to qualified financial advisors
• Includes financial on debt management, budgeting, and retirement planning

Daily Living
• Moving/Relocation
• Pet sitters
• Apartment rentals
• Home-buying and Selling
• Employment for spouses and partners
• Home repair
• Funeral homes
• Special-occasions, e.g. weddings
• Volunteer opportunities

Legal
• Access to qualified legal advice and council, by phone or in-person determined by your need
• Includes legal consultation on separation and divorce, real estate, and estate planning
Care.com: Contracted Backup Child Care and Adult Care Services

- **Back-up child care** providers can assist when normal child care or school arrangements are disrupted (school closings, vacations, provider illness) or when a child is mildly ill. Providers are available to come to your home, workplace, or another meeting place.

- **Back-up adult care** providers can offer companionship, meal preparation, light housekeeping, or prompts for medications. They can also provide personal care (assistance with bathing and dressing) and accompany an adult to a doctor's appointment. Adult care providers are available to come to your home or to the home of your family member.

Backup Child Care and Adult Care for Benefits-eligible MIT Employees and Postdoctoral Fellows:

Up to 15 child care and/or adult care referrals annually, at $16 per hour
Care.com: Senior Care Planning Benefit

Senior Care Services are available to benefits-eligible employees and postdoctoral fellows.

• In-depth phone consultations with a Licensed Geriatric Social Worker. Call Care.com weekdays from 9 a.m. – 6 p.m. at 855-781-1303, ext. 2 for assistance, including:
  o Customized, comprehensive action plans
  o Facilitated family meetings with siblings and extended family
  o Vetted providers across the U.S., including geriatric care managers, elder law attorneys, at-home care services, senior housing, adult day programs, transportation, and Alzheimer/dementia care

• In-person consultations with a Licensed Geriatric Social Worker at the MIT Work-Life Life Center
  o Jennifer Gibbons, LICSW, a Care Advisor on the Care.com team, will be available twice a month for free, in-person consultations by appointment, at the Work-Life Center

• Senior caregiver support groups
  o Jennifer Gibbons will also lead senior care support groups at the MIT Work-Life Center this spring on topics including, *Caring for Your Aging Relative*, and *Caring for a Family Member with Alzheimer’s/Dementia*. 
NEW Programs Coming Soon!...
for Benefits-Eligible Employees and Postdoctoral Fellows

Launching in July 2015, through Bright Horizons/Family Solutions

College Coach – College admissions and financial planning support for families with children in High School, and for all employees and postdoctoral fellows with their own outstanding college loans.

Services available –

• On-line resources
• Webinars
• On-site workshops
• Individual counseling by phone with highly experienced college admissions advisors
• Individual counseling by phone with highly experienced college financial planning specialist

Special Needs – Interactive website, resources, and counseling for families with special needs children of any age, from infancy through young adulthood.

Services available -

• Interactive website with state-specific and need-specific information, resources, and time-lines
• Webinars
• Individual counseling by phone with a special needs specialist
Work-Life Center Spring 2015 Seminars Series

Caring for Aging Parents
- As Our Parents Age: A Roadmap for the Caregiving Journey
- Understanding the Legal Landscape of Aging
- It Costs How Much? Making Sense of Medicare, Medicaid, and Long Term Care Insurance
- Caregiver Support Group: Caring for Your Aging Relative
- Caregiver Support Group: Caring for a Family Member with Alzheimer's/Dementia

The Early Years: So Young, So Small, So Complicated
- Understanding Your Baby’s Brain Development
- Seeing the World Through Your Child's Eyes: Supporting Healthy Emotional Development
- Successful Transition to Kindergarten for You and Your Child

The School Years: It’s Not East Being a Kid
- Supporting Your Gifted Child: Successful Parenting for High-Ability Learners
- Helping Our Children Build Strong Personal Identities
- Planning Fun and Meaningful Family Vacations
- Parenting Group: Raising Children of All Ages as an LGBT Parent

The Teen Years and Beyond
- Great Summer Programs to Engage Your Teen
- U.S. College Admissions 101: Demystifying the Application Process
- Parenting Group: Raising Children of All Ages as an LGBT Parent

Work-Life
- What Matters Most? Identifying and Managing Your Priorities
- Using the Science and Practice of Awareness to Improve Your Well-Being and Performance
- Life After 50: Creating a Successful, Meaningful, & Fulfilling Next Stage of Life
- Moving Forward with Less Baggage: How to Sell Your Home and Downsize

Young Professionals
- Cultivating Productive Relationships at Work
- Making It All Add Up – Part 2: Important Financial Decisions
- Before You Sign the Lease: Laws, Landlords, and Living with Roommates
- Workshop Series: Navigating Your Life and Career
Technology Childcare Centers (TCC)

Managed by Bright Horizons in partnership with the MIT Work-Life Center

4 Campus Child Care Centers: 263 children
1 Lincoln Laboratory Childcare Center, Lexington: 111 children

MIT childcare centers are accredited by the National Association for the Education of Young Children (NAEYC)

Enrollment/Eligibility – based on priority level and date of application.

Priority Level 1:
• Benefits – eligible MIT employees
• MIT students enrolled in degree programs
• MIT post doctoral associates and fellows

How to Apply – application form and tuition information is available online at: http://childcare.mit.edu/.

Acceptance – after your application has been submitted and TCC has received your application fee, you will be placed on a waiting list. TCC will notify you as soon as a space becomes available in any of the TCC programs you selected on your application.

MIT Childcare Scholarship Program – for eligible Institute members who have a child or children enrolled in TCC. For more information about eligibility please go to: http://childcare.mit.edu/tuition-scholarships/mit-childcare-scholarship-program.
Support for Breastfeeding Mothers

MIT has been repeatedly recognized by the Massachusetts Breastfeeding Coalition for "improving the health of the Commonwealth through excellence in supporting breastfeeding mothers and babies."

- MIT lactation support guidelines and federal law require that employers provide "reasonable break time" and a private place (other than a bathroom) to express milk during the workday.

- The Work-Life Center has spearheaded efforts to create lactation rooms across campus. Our website offers resources to support breastfeeding mothers and help both mothers and their supervisors in finding appropriate accommodations for breastfeeding needs on campus.

- Breast pumps, refrigerators and microwaves are available at some of the lactation rooms across campus. Check with the Lactation Room Coordinator for details.