Question of the Day: What is your LEAST favorite Thanksgiving dish?
Agenda

- Operations Team
  - Office Hours
  - Winter Closure Dates and Reminders
  - Sixth-Year Policy Exception Requests Reminders
  - Web Form Enhancements Update
  - Exit Survey Presentation and Data Report Reminders
  - New Transportation Benefits

- Programs Team
  - OPA Programs Updates
  - New Postdoc Mentoring Coaches program
  - PRISM Recruitment
  - CLASS Academy 2023
  - Fun Facts
Operations
NEW! OPA Operations Team Office Hours

- Offering dedicated office hours for quicker access to answers, faster task turnaround, and a stronger sense of support.
  - Al is available in person or virtually on Mondays and Fridays from 10:00 AM - 12:00 PM
  - Kanza is available virtually on Tuesdays from 10:00 AM - 11:00 AM and Wednesdays: 3:00 PM - 4:00 PM.

- Appointments are highly recommended
  - We strongly recommend making an appointment in advance to ensure a smooth and productive meeting during the designated office hours.
  - Meetings will be scheduled for 15 minutes, optimizing the use of time and resources for administrators.
2023 Winter Closure Dates

- The 2023 winter close will be observed from Thursday, **December 21, 2023**, through **Wednesday, January 3, 2024**
- Please ensure that no appointments start during the winter closure
- Please check with your faculty sponsor and check the Winter Closure page ([https://postdocs.stanford.edu/winter-closure](https://postdocs.stanford.edu/winter-closure)) for more details

**Bechtel deadlines:**
- H-1 - deadline has passed
- J-1 - Start Date blackout dates: December 2nd to January 3rd. If postdoc does not arrive by December 1st, start date will be amended to January 4th
- Initial DS-2019s - December 8th
- DS-2019 Extensions, Amendments - December 13th
Sixth Year Policy Exception Requests Reminder

- Exception requests should be made during the fifth year.
- A staff position may be a good alternative for a 6th year.
- Requests for more than 72 months (6 years) are not approved with extremely rare exceptions: e.g. as a short bridge to accepted job.
- Postdocs applying for fellowships that REQUIRE a postdoc appointment beyond 6 years should seek alternate funding or consult with OPA BEFORE applying.
Web Form Enhancements - *In Production*

- Postdoc Admin Worklist
- My Postdocs
- Pending transactions:
  - Next step comments
  - Return codes
- Research experience calculation:
  - Postdoc enters on data form
  - Recoup unpaid LOA

- Retired Smart Sheets:
  - Pending Workflow Dashboards
  - Research Experience Calculator
Web Form Enhancements - *In Development*

- **Secure Portal:**
  - Document upload at any time
- **Recommendation Form:**
  - Required document checklist
  - Policy exception rules engine
- **Document storage moving to Open Text**

- **Future Smart Sheets Retirement:**
  - Other Policy Exception Request Form / Dashboard
Postdoc Exit Survey Results

- Link to Survey on the OPA Website (found under ‘Postdoc Admins’ tab):
  https://postdocs.stanford.edu/current-postdocs/leavingstanford
  - Over 50 questions, assessing faculty, staff, importance scores, attendance, future plans, etc
- We encourage you to encourage postdocs to complete the Exit Survey!
Exit Survey Participation Rates, 2012-2022

<table>
<thead>
<tr>
<th>Year</th>
<th>PD Terminations</th>
<th>Exit Survey Resp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>2012</td>
<td>862</td>
<td>140</td>
</tr>
<tr>
<td>2013</td>
<td>855</td>
<td>129</td>
</tr>
<tr>
<td>2014</td>
<td>903</td>
<td>137</td>
</tr>
<tr>
<td>2015</td>
<td>946</td>
<td>103</td>
</tr>
<tr>
<td>2016</td>
<td>910</td>
<td>97</td>
</tr>
<tr>
<td>2017</td>
<td>954</td>
<td>85</td>
</tr>
<tr>
<td>2018</td>
<td>963</td>
<td>92</td>
</tr>
<tr>
<td>2019</td>
<td>999</td>
<td>106</td>
</tr>
<tr>
<td>2020</td>
<td>954</td>
<td>102</td>
</tr>
<tr>
<td>2021</td>
<td>1,048</td>
<td>105</td>
</tr>
<tr>
<td>2022</td>
<td>1,018</td>
<td>44</td>
</tr>
</tbody>
</table>

2012-2022 Avg: 11%
### % Responding *Important/Somewhat Important*

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>The extent of progress I made towards a career path</td>
<td>96%</td>
</tr>
<tr>
<td>My relationships with others in a lab research group</td>
<td>94%</td>
</tr>
<tr>
<td>Getting my papers published</td>
<td>89%</td>
</tr>
<tr>
<td>Presenting at scientific meetings</td>
<td>83%</td>
</tr>
<tr>
<td>Opportunities for me to collaborate with others outside of the lab</td>
<td>81%</td>
</tr>
<tr>
<td>The amount of funding I received (stipend/salary)</td>
<td>81%</td>
</tr>
<tr>
<td>My ability to get support from my faculty/PI for work/life balance</td>
<td>70%</td>
</tr>
<tr>
<td>The extent of professional development resources available to me</td>
<td>65%</td>
</tr>
<tr>
<td>The extent of career services available to me</td>
<td>64%</td>
</tr>
<tr>
<td>The quality of my relationship to faculty members</td>
<td>31%</td>
</tr>
</tbody>
</table>
88% of respondents rate their research experience as *good, very good, or excellent*

Rates are similar over the last 5 years
75% of respondents agreed, or strongly agreed that they turned to administrative staff when they didn’t know where to go.

Rates decreased slightly during the Pandemic.
77% of respondents agreed, or strongly agreed that their relationship with their faculty mentor/PI was positive.
56% of respondents rated the extent of counseling services accessible to them as being important or very important.

Link: https://postdocbenefits.stanford.edu/mental-health-resources
78% of respondents agreed or strongly agreed with feeling sufficiently supported knowing where to go with questions during the first few months.

Felt sufficiently supported knowing where to go with questions during first few months:
- Strongly Disagree
- Neutral
- Disagree
- Agree

Rates similar over last 5 years.

- Strongly Agree: 170 (41%)
- Agree: 154 (37%)
- Disagree: 51 (12%)
- Neutral: 24 (6%)
- Strongly Disagree: 17 (4%)
Exit Survey Next Steps

- For admins interested in knowing more about the current exit survey, I will set up a future meeting
- Future survey plans
  - Plan is to conduct surveys with much higher participation rates
  - We want to survey at multiple points
    - When PDs start (Why are they coming here? What do they want to do?)
    - Annual follow ups (How do the above change over time?)
    - When exiting (Are they happy when they go?)
    - Follow up years out (What is your career now? How well did we support you?)
OPA Data Reminder Reports

- 88% of departments have logged into the reports
- Reminder: reports are available *daily* reflecting data from prior day
- Data can be downloaded into CSV
- Future report plan requests in the plans
  - Incoming postdocs report
  - List of PTAs for current postdocs
Upcoming ‘Take Action’ Reports

- A one-page *take action* notification report will be sent to admins for data weekly
- These take action reports will largely focus on areas of compliance
- Data will include
  - Passed end dates
  - Underfunded current postdocs
  - Term limit violations
New Transportation Benefits for Postdocs

Starting in January 2024, eligible Stanford University postdoctoral scholars will be able to receive the AC Transit EasyPass, which allows free, unlimited travel on any AC Transit bus line serving the East Bay, including the Dumbarton Express, and the VTA SmartPass, which allows free, unlimited travel on all of VTA’s local buses and light rail serving Santa Clara County.
Programs & Events
OPA Program Updates & Event Highlights!

Postdoc Socials x2 month

- Coffee & Donuts + Mini Fair - Next Week!
- Afternoon social, 2-4pm

Other Programs

- Designing Your Postdoc (DYP)
- Mentoring in Research
- Advanced English Courses for Non-Native Speakers

We always invite you to review and/or share the link to our upcoming programs: https://postdocs.stanford.edu/events/upcoming-events
Stanford Postdoc JEDI Champion Award

Recognition of current Stanford University postdoctoral scholars who have championed initiatives, activities, or efforts that advance justice, equity, diversity, and inclusion at Stanford and beyond.
The OPA Postdoc Mentoring Coaches are transforming mentoring culture at Stanford, one postdoc at a time. Coaches develop and co-facilitate mentoring training, host lunches to build community, and provide coaching around mentoring challenges.

Joy McKenna
Microbiology & Immunology
I am driven to help others grow, thrive, and reach their career goals in a safe learning environment. I hope that this program will actively create and foster a positive mentoring culture at Stanford.

Samuel Montalvo
Medicine
My favorite thing about mentoring is meeting amazing scientists. As a Postdoc Mentoring Coach, I hope to lead, encourage, and support other postdocs to succeed in their career goals.

Amanda Dudek
Pediatrics
My favorite thing about mentoring is seeing how different peoples’ backgrounds and experiences shape the way they handle situations. I hope this program fosters happier, more resilient postdocs!

Emily Aery Jones
Neurobiology
I am most excited to engage in challenging discussions with other postdoc mentors. There are so many chapters in a mentoring journey that have no correct answer, but through collaborative discovery, we can all learn from each other.

Debra Van Egeren
Stanford Cancer Institute
I believe that one of the biggest ways we make an impact as scientists is through training the next generation, who will in turn carry the bits they’ve learned from their mentors forward into the future.

Anthony Venida
Genetics
I am excited to be able to share effective mentoring strategies that will help others re-evaluate their own mentor styles to become more inclusive and mindful.
CLASS Academy 2023 Recap & Activity

CLASS Academy
● Bravo to Clark, Erin, Lorena and Kay for a successful event!

Supporting Postdoctoral Scholar Success
● Session featured community building and solution-oriented discussion

Visit this Padlet to add your responses:
Postdoc Perks

- Postdocs and spouses/partners are eligible for discounted meal plans
- Postdocs get 20% off at the Stanford bookstore and team store
Thanks for attending today’s meeting!

Let us know if you have any questions!