Career Development Plan for Postdoctoral Trainees in BMG
(by Pei-Chi Hou, PhD)

GOALS:

a. How to assist postdocs in securing the next position (faculty or non-faculty positions)
b. How to launch formalized mentoring for postdocs

Step 1. Self-evaluation: The Individual Development Plan (IDP)
https://myidp.sciencecareers.org/

myIDP provides:

- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
- Articles and resources to guide you through the process

Step 2. Actively Engage in the PhD Plus Program and Contact the Office of Graduate and Post-Doctoral Affairs

- Dr. Philip Trella (Associate vice provost and director): trella@virginia.edu
- Dr. Philip Trella will referral the individual to the staff in the office for one-on-one career discussion.

- PhD Plus is a free and university-wide program to prepare PhD students and Postdoctoral scholars across all disciplines for long-term career success
- Enhance skills and competencies necessary for success across all career’s paths.

Home | PhD Plus (virginia.edu)

Resources:
Teaching experience: Core Module Sub Categories | PhD Plus (virginia.edu)
Research experience as faculty: Future Faculty | PhD Plus (virginia.edu)
Teaching experience outside UVA: https://www.pvcc.edu/human-resources/careers
Step 3. Launch Formalized Mentoring or Consulting Committee for Postdocs

- Mentor/Consulting member: self-invite or recommend list from BMG (Nancy Rush)
- Mentor/Consulting committee: the senior-staff/faculty from UVA or non-UVA
  Group 1: Teaching experience
  Group 2: Research experience as faculty
  Group 3: Research experience as senior-staff
  Group 4: Industry experience: Biotechnology industry cluster in Charlottesville. [Home - CvilleBioHub.](#)
  Group 5: Others.

Step 4. Encourage BMG Postdocs to Present Their Research

Postdocs symposium (annual event; usually at the end of August)

BMG department alone or in combination with another program