

Career Development Plan for Postdoctoral Trainees in BMG

(by Pei-Chi Hou, PhD)

GOALS:

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

Step 1. Self-evaluation: The Individual Development Plan (IDP)

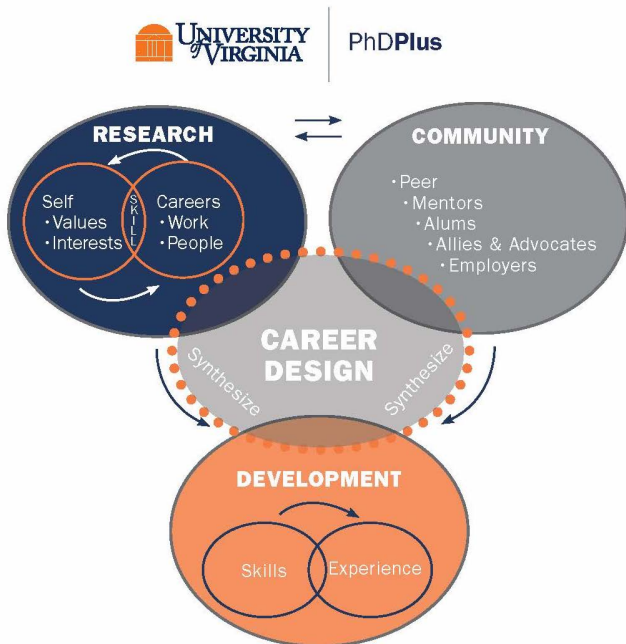
<https://myidp.sciencecareers.org/>

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.



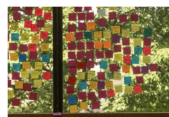
- PhD Plus is a free and university-wide program to prepare PhD students and Postdoctoral scholars across all disciplines for long-term career success

- Enhance skills and competencies necessary for success across all career's paths.

[Home | PhD Plus \(virginia.edu\)](http://virginia.edu)



Foundations Series



Career Design



Communicating Research



Business in Society



Community Impact



Consulting



Data Literacy



Digital Humanities: Praxis Program

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