

Cornell Postdoc Resources & Services

General Information and Activities

Office of Postdoctoral Affairs Contact

Director: Cynthia Leifer

Email: postdocs@cornell.edu

Web: <https://postdocs.cornell.edu/>

New Postdoc Welcome

The Director of the Office of Postdoctoral Affairs (DPDA) receives daily updates on newly appointed postdocs. All new postdocs subsequently receive a personalized email from the DPDA with 1) resource document, 2) invitation to the monthly welcome meeting, 3) an offer for an individual meeting if they have questions, and 4) information on the National Postdoctoral Association and the Cornell Postdoc Association

Communications: Postdoc Listserv & Monthly Newsletter

All new postdocs are added to the postdoc listserv and the Constant Contact list that are used to share the Postdoc Newsletter and targeted/timely messages. The Postdoc Newsletter is sent the last Wednesday of each month and includes relevant information on PDA social activities and events, professional development opportunities, and announcements from other on campus and external sources.

Community Building, Social and Networking Activities

To promote a sense of belonging and to provide postdocs with opportunities to network with each other, the OPA sponsors monthly social events specifically for the postdoctoral community. The Postdoctoral Association (PDA) decides on the themes and dates for the social events, and organizes multiple professional development activities throughout the year. The OPA also hosts a series of events during the national Postdoc Appreciation Week, and co-sponsors community development programming offered collaboration with other partners within and beyond the Graduate School.

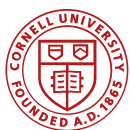
The PDA can be found at postdoc-association@cornell.edu and at their [webpage](#).

Postdoc Support Group

Faculty Staff Assistance Program (FSAP) runs a small support group for postdocs each fall and spring. This group is facilitated by a licensed therapist and is designed for discussing challenges working together to find solutions for issues that arise during a postdocs time at Cornell.

Postdoc Parental Leave Support (PD PaLS)

This program is designed to assist a lab to continue the research of postdocs located on the Ithaca campus who require leave or other work adjustments for the birth or adoption of a child. More information and how to apply can be found at the [webpage](#).



Career Planning and Preparation

There are multiple resources to assist postdocs in professional development for academic and non-academic jobs. These include specific job preparation and search workshops, and skills development in writing, mentorship, teaching, and leadership.

Individual Career Consultations

The OPA director meets individually, upon request, with postdocs to review application materials (CV, cover letters, etc.), help them prepare for interviews for positions within and external to academia, and to address general questions about Cornell.

Academic Job Preparation and Search

OPA and the PDA offer regular workshops on relevant topics such as Career Development Grants and Demystifying the Chalk Talk. In addition to these postdoc-specific events, the graduate school offers workshop series on academic and non-academic jobs that are open to postdocs.

Pathways to Success: Professional Development Framework

Web: <https://gradschool.cornell.edu/pathways-success>

Pathways to Success is the Graduate School's holistic professional development framework available to postdocs. This framework has four focus areas: *Navigate Academia*, *Build Your Skills*, *Create Your Plan*, and *Prepare for Your Career*. As part of that framework, the graduate school offers a number of activities.

Graduate School Academic Job Search Series

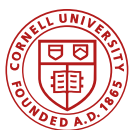
This series is for postdocs and advanced doctoral students interested in learning more about the Academic Job Search process, and the materials they will need to gather for an application. Future Faculty and Academic Careers office offers multiple workshops throughout the year on topics such as *The Application Process for an Academic Job*, *Writing a Teaching or Research Statement*, *Interviewing and Negotiation*, and *Approaches to Designing Your Academic Job Talk*.

Pathways to Success Symposium

The annual [Pathways to Success \(P2S\) Symposium](#) is a one-day professional development and career exploration event. During the symposium, there are a range of workshops, panel discussions, and talks that provide information to support progression and success in research and scholarship, and development of professional skills necessary for future careers.

NextGen Professors

The [NextGen Professors](#) program is a collaboration of the Graduate School Offices of [Inclusion and Student Engagement](#), and [Future Faculty and Academic Careers](#). It is a career-development and group mentorship program focused on preparing graduate students and postdocs for faculty careers across institutional types. The primary audience for this program is doctoral students (in year three or beyond) and postdocs from backgrounds historically underrepresented in the professoriate and/or those with a demonstrated commitment to advancing diversity, inclusion, access, and equity in academia. Participants are members of a cohort-based learning community who engage in a series of professional and career development activities including monthly NextGen Professors meetings, Power Mentoring Sessions with invited faculty, and as a capstone experience, either the biennial [Future Professors Institute](#) or the biennial [NextGen Professors Public Keynote](#). Participants are also



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placed in “home groups”, which are groups of 4-5 NextGen Professors from similar disciplines who engage in more contextually specific discussions. Participants also strategically engage in complimentary program offerings provided by the Graduate School, such as the [Academic Job Search Series](#), and those of our internal and external partners.

Contacts: Sara Xayarath Hernández, Associate Dean of Inclusion & Student Engagement

Email: sh267@cornell.edu and Dr. Colleen McLinn, Associate Dean for Professional Development

Email: futurefaculty@cornell.edu

Web: <https://futurefaculty.cornell.edu>

This office is also the institutional home of our membership in the North American [CIRTL \(Center for the Integration of Research, Teaching, and Learning\) Network](#), a group of 40+ research universities collectively advancing the development of the next generation of faculty. Through CIRTL, postdocs have the ability to access high-quality online courses, workshops and events that compliment local offerings at Cornell. Example programs include: *Faculty Advising: What You Need to Know and How to Do It Well*, and *Productive Mentorship: Bringing Out the Best in Your Students*.

Non-Academic Job Search Series

This series is for postdocs interested in learning more about the job search for opportunities beyond academia. The Graduate School and Cornell Career Services offer a number of workshops throughout the year on topics including *How to Convert a CV to a Resume*, *Interviewing Techniques*, *Exploring Careers Outside of Academia*, and *Job Search Resources*.

Careers Beyond Academia

Web: <https://gradcareers.cornell.edu>

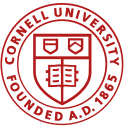
Although focused on graduate students, postdocs can access resources including the [Careers Beyond Academia Library Guide](#) to get started with a career search. The office also offers workshops open to postdocs such as *Creating an Employer-Ready LinkedIn Profile* and *Finding Your Research Voice*.

Mentorship Development

In this [cohort-based series](#) of lunchtime workshops sponsored by Future Faculty and Academic Careers, postdocs can develop essential research mentoring skills, particularly for disciplines where research is conducted collaboratively in a laboratory or field setting, discuss best practices for effectively mentoring undergraduates, and develop advising and communication skills needed to lead a research team. Building Mentorship Skills program completion certificates are provided for fully participating in a required number of sessions. The series is offered annually in spring.

Postdoc Teaching Development

The [Inclusive Teaching Institute](#) is a two-day workshop offered by the graduate school where postdoctoral scholars can explore strategies for engaging diversity and fostering inclusion in teaching and learning. Participants identify ways to increase accessibility and boost student engagement and belongingness, discuss inclusive course design, and create an action plan for future teaching. (Offered annually, in partnership between Future Faculty and Academic Careers and the Center for Teaching Innovation.)



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The [Center for Teaching Innovation \(CTI\)](#) offers all instructors a range of individual and small group resources and consultation services related to teaching and learning in the inclusive classroom. Postdocs who teach, and those who don't, are welcome to take part in several opportunities to prepare them to teach in the classroom. These include:

- The [TA Online Orientation](#) is a series of self-paced, asynchronous modules that introduce teaching essentials and resources available at Cornell.
- The [University-Wide GET SET Teaching Conference](#) is a weekend intensive conference on practical strategies.
- GET SET Institutes and workshops are held throughout the year on various topics including developing a teaching philosophy statement and developing a teaching portfolio.
- The [Teaching Portfolio Program](#) is an individual consultation program to help postdocs set goals and create a plan to develop a teaching portfolio.
- Programming on [diversity and inclusion](#), including the *Teaching and Learning in the Diverse Classroom* online course and associated learning communities.
- Reading groups for postdoctoral scholars associated with the [Active Learning Initiative \(ALI\)](#).

Associate Director: Dr. Derina Samuel

Email: cornellcti@cornell.edu

Web: <https://teaching.cornell.edu/programs/graduate-students-postdoctoral-fellows>

Postdoc Leadership Development

Effective leadership is a critical factor in organizational and career success. Every postdoc, no matter what field of endeavor, will face a variety of difficult leadership challenges throughout the course of their career. How these challenges are met will have a significant impact on the postdoc's career and life.

The 9-module [Postdoc Leadership Program](#) is offered each fall and is designed to introduce postdocs to key concepts and skills of leadership in today's complex environment. It provides a practical forum to assess and develop personal leadership skills in self-knowledge, planning and problem solving, group dynamics and team building, cultural fluency, conflict resolution, and facilitation of change.

Module 1: Leadership and Personal Style: Behavior Preference & organizational impact

Module 2: Leaders and Followers-the simulation

Module 3: Understanding Organizations and Leadership Contexts

Module 4: Moving from Group to Team

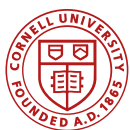
Module 5: Norms, Culture & Leadership – Part 1

Module 6: Norms, Culture and Leadership – Part 2

Module 7: Resolving Interpersonal Conflicts

Module 8: Resolving Multi-party Conflicts

Module 9: Leadership in change and crisis



Writing and English Language Support

The English Language Support Office (ELSO), part of the John S. Knight Institute for Writing in the Disciplines, offers writing and speaking support native and non-native English speakers. Postdocs are eligible for one-to-one consultations on writing projects, presentations and pronunciation offered by the English Language Support Office (ELSO), with sponsorship from the Office of Postdoctoral Studies. ELSO tutors focused on writing projects and presentation skills will work with postdocs on any type of project (e.g. research paper, CV, conference abstract, job talk) at any stage in the process—from thinking through ideas to polishing a final draft. Tutors focused on pronunciation will work with postdocs to improve intelligibility by addressing different aspects of oral communication, from individual sounds to overall patterns.

ELSO Director and Senior Lecturer: Dr. Michelle Crow

Email: elso@cornell.edu

Web: <https://elso.as.cornell.edu/>

Postdoc Achievement Awards

Postdoc Achievement Awards

The Postdoc Achievement Awards honor and recognize postdocs who have made significant contributions to community or organizational change and demonstrate a commitment to promoting equity and inclusion at Cornell and/or throughout society as a whole. Every year, one of each of the following awards are granted to deserving postdocs:

Achievement Award for Excellence in Leadership

This award recognizes postdocs who demonstrate innovative, initiative-driven leadership impacting their academic, work or community environments. Those who receive this award have shown a commitment to developing academic and civic responsibility in themselves and others with an emphasis on equity and inclusion.

Achievement Award for Excellence in Community Engagement

This award recognizes postdocs who have fostered postdoc communities and involvement on campus or participated in outreach projects that connect Cornell with public needs. Those who receive this award have significantly contributed to the betterment of the targeted community and/or appreciation for Cornell within the public community.

Achievement Award for Excellence in Teaching & Mentoring

This award recognizes postdocs who have fostered inclusion and equity in higher education through exemplary teaching, mentorship and/or outreach activities within the Cornell and local community. Those who receive this award have shown an unwavering commitment to promoting the growth, personal and professional development of students and trainees of diverse backgrounds.

Faculty Excellence Postdoc Mentoring Award

This award recognizes 1-2 outstanding faculty mentors as chosen by current or former postdocs. The recipient(s) will have demonstrated commitment to postdoc mentorship through 1) supporting individualized postdocs, 2) facilitating the development of skills necessary for the postdoc's career development, 3) demonstrating clear communication and feedback, and 4) being accessible, responsive, and engaged in the success and training of postdocs.