

What issues should postdocs bring to the recruitment table

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Ed Krug, PhD
Professor Emeritus, Regenerative Medicine and Cell Biology
Former Associate Dean for Postdoctoral Affairs
Medical University of South Carolina

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How postdocs can assess institutional fit in their faculty search

- Will your research program fill a particular "need" (targeted recruitment) or would you be part of a more broad-based initiative?
- Balance of service activities and research productivity for P&T?
- Is there institutional support that facilitates the mechanics of staffing and managing a research program?
- Opportunities for interacting with students (teaching, committees)?
- How does the postdoc office support trainees?
- Does the ombuds office have policies for conflict resolution?
- For cohort hires - how similar is the research of cohort members?
- Incorporation with existing faculty (especially for URM hires)?
- Are senior faculty mentors (career) and sponsors (research) assigned or do you select them?

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Assessing “mentor potential” of faculty

1. How do they recognize the contributions of graduate students and postdocs to their research and scholarship?
2. Who decides when to submit a paper, and what to put in it?
3. What criteria are used for listing a student's name as an author on a publication? Is that the same for postdocs?
4. What factors are considered in determining who is an author and in what order they are listed on publications?
5. Are all authors required to approve the final version of a manuscript before submission? Are attestations of individual contributions noted?
6. What factors determine which person gives a presentation on the research at a professional meeting?

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