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THE POSTDOCTORAL EXPERIENCE REVISITED

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The Postdoctoral Experience Revisited

**Adriana Bankston, Rebekah L.
Layton, Audra Van Wart**



The Postdoctoral Experience Revisited:

The Postdoctoral Experience Revisited, 2014 *The Postdoctoral Experience Revisited* Committee to Review the State of Postdoctoral Experience in Scientists and Engineers, Institute of Medicine, National Academy of Sciences, National Academy of Engineering, Policy and Global Affairs, Committee on Science, Engineering, and Public Policy, 2014 This report makes the case for better data collection by research institution and data sharing A larger goal of this study is not only to propose ways to make the postdoctoral system better for the postdoctoral researchers themselves but also to better understand the role that postdoctoral training plays in the research enterprise It is also to ask whether there are alternative ways to satisfy some of the research and career development needs of postdoctoral researchers that are now being met with several years of advanced training

The Gig Academy Adrianna Kezar, Tom DePaola, Daniel T. Scott, 2019-10-29 Why the Gig Academy is the dominant organizational form within the higher education economy and its troubling implications for faculty students and the future of college education Over the past two decades higher education employment has undergone a radical transformation with faculty becoming contingent staff being outsourced and postdocs and graduate students becoming a larger share of the workforce For example the faculty has shifted from one composed mostly of tenure track full time employees to one made up of contingent part time teachers Non tenure track instructors now make up 70 percent of college faculty Their pay for teaching eight courses averages 22 400 a year less than the annual salary of most fast food workers In *The Gig Academy* Adrianna Kezar Tom DePaola and Daniel T Scott assess the impact of this disturbing workforce development Providing an overarching framework that takes the concept of the gig economy and applies it to the university workforce this book scrutinizes labor restructuring across both academic and nonacademic spheres By synthesizing these employment trends the book reveals the magnitude of the problem for individual workers across all institutional types and job categories while illustrating the damaging effects of these changes on student outcomes campus community and institutional effectiveness A pointed critique of contemporary neoliberalism the book also includes an analysis of the growing divide between employees and administrators The authors conclude by examining the strengthening state of unionization among university workers Advocating a collectivist action oriented vision for reversing the tide of exploitation Kezar DePaola and Scott urge readers to use the book as a tool to interrogate the state of working relations on their own campuses and fight for a system that is run democratically for the benefit of all Ultimately *The Gig Academy* is a call to arms one that encourages non tenure track faculty staff postdocs graduate students and administrative and tenure track allies to unite in a common struggle against the neoliberal Gig Academy

The Postdoc Landscape Audrey J. Jaeger, Alessandra J. Dinin, 2017-10-24 *The Postdoc Landscape* offers historical international and domestic examples solutions and strategies for addressing the needs of postdoctoral scholars in terms of their presence in government industry and the academy Growing issues and concerns are identified with a clear direction in terms of what practitioners policymakers and educators can do to improve

the working conditions of postdoctoral scholars The book includes chapters centered on three themes the Postdoc Landscape Postdoc Support and Postdoc Career Literacy Agency and Choice This comprehensive reference serves as a guide for scholars individuals who supervise and mentor postdoctoral scholars and policymakers Outlines practical tools to help universities and organizations develop an infrastructure for supporting postdocs Identifies the challenges that postdocs face and offers strategies on how to address the challenges Includes a diverse range of voices and experiences from leading experts in the field

The Next Generation of Biomedical and Behavioral Sciences Researchers National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Board on Higher Education and Workforce, Committee on the Next Generation Initiative, 2018-07-18 Since the end of the Second World War the United States has developed the world's preeminent system for biomedical research one that has given rise to revolutionary medical advances as well as a dynamic and innovative business sector generating high quality jobs and powering economic output and exports for the U.S. economy However there is a growing concern that the biomedical research enterprise is beset by several core challenges that undercut its vitality promise and productivity and that could diminish its critical role in the nation's health and innovation in the biomedical industry Among the most salient of these challenges is the gulf between the burgeoning number of scientists qualified to participate in this system as academic researchers and the elusive opportunities to establish long term research careers in academia The patchwork of measures to address the challenges facing young scientists that has emerged over the years has allowed the U.S. biomedical enterprise to continue to make significant scientific and medical advances These measures however have not resolved the structural vulnerabilities in the system and in some cases come at a great opportunity cost for young scientists These unresolved issues could diminish the nation's ability to recruit the best minds from all sectors of the U.S. population to careers in biomedical research and raise concerns about a system that may favor increasingly conservative research proposals over high risk innovative ideas *The Next Generation of Biomedical and Behavioral Sciences Researchers Breaking Through* evaluates the factors that influence transitions into independent research careers in the biomedical and behavioral sciences and offers recommendations to improve those transitions These recommendations chart a path to a biomedical research enterprise that is competitive rigorous fair dynamic and can attract the best minds from across the country

Research Handbook on Academic Labour Markets Glenda Strachan, 2024-09-06 This Handbook addresses the changing nature of academic labour markets as they respond to moving university goals and developments in the measurement of research and teaching Experts examine case studies from across the Global North and South and consider key issues such as equity diversity cross border employment and the precarity of academic labour

Putting the Humanities PhD to Work Katina L. Rogers, 2020-07-17 In *Putting the Humanities PhD to Work* Katina L. Rogers grounds practical career advice in a nuanced consideration of the current landscape of the academic workforce Drawing on surveys interviews and personal experience Rogers explores the evolving rhetoric and practices regarding career

preparation and how those changes intersect with admissions practices scholarly reward structures and academic labor practices especially the increasing reliance on contingent labor Rogers invites readers to consider how graduate training can lead to meaningful and significant careers beyond the academy She provides graduate students with context and analysis to inform the ways they discern their own potential career paths while taking an activist perspective that moves toward individual success and systemic change For those in positions to make decisions in humanities departments or programs Rogers outlines the circumstances and pressures that students face and gives examples of programmatic reform that address career matters in structural ways Throughout Rogers highlights the important possibility that different kinds of careers offer engaging fulfilling and even unexpected pathways for students who seek them out Challenges to Academic Freedom

Joseph C. Hermanowicz, 2021-11-23 A must read collection on contemporary threats to academic freedom Academic freedom may be threatened like never before Yet confusion endures about what professors have a defensible right to say or publish particularly in extramural forums like social media At least one source of the confusion in the United States is the way in which academic freedom is often intertwined with a constitutional freedom of speech Though related the freedoms are distinct In Challenges to Academic Freedom Joseph C Hermanowicz argues that contrary to many historical views academic freedom is not static Rather we may view academic freedom as a set of relational practices that change over time and place Bringing together scholars from a wide range of fields this volume examines the current conditions as well as recent developments of academic freedom in the United States the sources of recurring threat to academic freedom administrative interference and overreach the effects of administrative law on academic work carried out under the auspices of Title IX legislation diversity and inclusion offices research misconduct tribunals and institutional review boards the tenuous tie between academic freedom and the law and what to do about it the highly contested arena of extramural speech and social media and academic freedom in a contingent academy Adopting varied epistemological bases to engage their subject matter the contributors demonstrate perspectives that are by turn case study analyses historical legal analytic formal empirical and policy oriented Traversing such conceptual range Challenges to Academic Freedom demonstrates the imperative of academic freedom to producing outstanding scholarly work amid the concept's entanglements in the twenty first century Contributors Patricia A Adler Peter Adler Timothy Reese Cain Dan Clawson Joseph C Hermanowicz Philip Lee Gary Rhoades Laura Stark John R Thelin Hans Joerg Tiede Gaye Tuchman Stephen Turner Eve Weinbaum **Thriving as an International Scientist**

Sonali Majumdar, 2025-10-28 The first career guide specifically tailored to the unique needs of international STEM PhDs For foreign born scientists holding temporary visas in the US building a career while navigating the antiquated and restrictive American immigration system takes resilience and creativity In this book Sonali Majumdar a fellow immigrant scientist and a professional development advisor for international doctoral students in engineering and the natural sciences shares her expertise of how international scientists can be empowered to flourish in any career Unlike other professional development

guides Thriving as an International Scientist foregrounds the unique needs and skills of immigrant STEM PhDs at all career stages and across diverse sectors Through recommendations for best practices of professional development and career design as well as stories of international scientists this book also provides concrete culturally appropriate tools for managers faculty advisors and other mentors With a combination of hard nosed advice and nurturing encouragement Majumdar delivers a much needed guide to help these often overlooked scientists forge a successful career path Fostering Integrity in Research National Academies of Sciences, Engineering, and Medicine, Policy and Global Affairs, Committee on Science, Engineering, Medicine, and Public Policy, Committee on Responsible Science, 2018-01-13 The integrity of knowledge that emerges from research is based on individual and collective adherence to core values of objectivity honesty openness fairness accountability and stewardship Integrity in science means that the organizations in which research is conducted encourage those involved to exemplify these values in every step of the research process Understanding the dynamics that support or distort practices that uphold the integrity of research by all participants ensures that the research enterprise advances knowledge The 1992 report Responsible Science Ensuring the Integrity of the Research Process evaluated issues related to scientific responsibility and the conduct of research It provided a valuable service in describing and analyzing a very complicated set of issues and has served as a crucial basis for thinking about research integrity for more than two decades However as experience has accumulated with various forms of research misconduct detrimental research practices and other forms of misconduct as subsequent empirical research has revealed more about the nature of scientific misconduct and because technological and social changes have altered the environment in which science is conducted it is clear that the framework established more than two decades ago needs to be updated Responsible Science served as a valuable benchmark to set the context for this most recent analysis and to help guide the committee's thought process Fostering Integrity in Research identifies best practices in research and recommends practical options for discouraging and addressing research misconduct and detrimental research practices *OECD Review of Higher Education, Research and Innovation: Portugal* OECD, 2019-02-21 Portugal aims to develop a more innovative inclusive and productive economy and to ensure that the ensuing benefits are widely distributed regionally and socially This report assesses the extent to which Portugal's higher education research and innovation system is well configured to help Next Gen PhD Melanie V. Sinche, 2016-08-22 For decades top scientists in colleges and universities pursued a clear path to success enroll in a prestigious graduate program conduct research publish papers complete the PhD pursue postdoctoral work With perseverance and a bit of luck a tenure track professorship awaited at the end In today's academic job market this scenario represents the exception As the number of newly conferred science PhDs keeps rising the number of tenured professorships remains stubbornly stagnant Next Gen PhD A Guide to Career Paths in Science is a practical and thorough manual for the entire career transition process from defining personal interests and deciding on a career path all the way to day one of a new job Written by experienced career

counselor Melanie Sinche it is geared toward postdocs and graduate students who may not have access to effective career counseling or mentorship or are not satisfied with what they have received thus far Teegan A Dellibovi Ragheb Science With its focus on PhD level scientists this book fills a gap in job search and career information literature It s a must read for those contemplating or actively pursuing studies in the subject area as well as those who provide guidance to undergraduates graduate students and postdoctoral scholars Alan Farber Library Journal starred review

The Death of a Scientist
Alexander Vapirev, 2018-09-24 A contemporary and detailed look at the reality behind the PhD degrees and postdoctoral fellowships in academia The book explores some of the most pressing issues and unique challenges currently facing the doctoral and postdoctoral programs both on a local institutional level and on a global one where multiple complex factors influencing and governing the academic environment take place The interrelated nature of these challenges together with discussions over certain historical trends and demographics offer a unique perspective on some often overlooked topics such as academic advisors and mentoring increasing job insecurity career prospects mental issues discrimination and women in science ever growing need for funding increasing pressure for high profile research internationalization of science trends in university management higher education dynamics and government policies backed with references to published research national and international surveys and census data Today most of the PhD programs have been accommodated to the benefit of the university with disregard to any sustainable demand and supply job market strategies contrary to the original ideas behind their inception The result is an over flooded job market and huge underemployment rates among doctorate holders Infused with a narrative of a rich mix of personal experiences observations and impressions all dressed in humor mostly dark sarcasm irony disbelief and often outright criticism this text does not shy away from asking uncomfortable questions and even attempts to provide answers to some of them At the same time it also offers practical advice for those considering and those who already have dared to tread the PhD path

Building Tomorrow's Biomedical Workforce: Evaluation of How Evidence-Based Training Programs Align Skill Development and Career Awareness with a Broad Array of Professions
Adriana Bankston, Rebekah L. Layton, Audra Van Wart, 2025-08-27 Building the future STEM workforce requires robust federal investments to support the next generation of innovators as well as systemic changes to enable graduate and postdoctoral researchers to transition with confidence into the biomedical workforce This effort involves the transformation of the biomedical research enterprise and training environment at all levels but especially at the predoctoral and postdoctoral levels Innovative initiatives in education and training as well as career and professional development of biomedical trainees are necessary to build upon the robust biomedical workforce of today and create and sustain a diverse innovative and highly trained biomedical workforce of tomorrow An important aspect of supporting the biomedical workforce relates to changes within training and the research enterprise with opportunities for re imagining what STEM education should look like at different levels including providing agency for junior scientists in the field The future of the field should focus on inclusivity

supporting trainees from different backgrounds and with diverse perspectives including but not limited to intersectional identities in race ethnicity gender sexual orientation first generation status and international talent in STEM This requires critical policy changes in order to support the transition of biomedical research professionals into the labor market

Graduate Research Robert V. Smith, Llewellyn D. Densmore, Edward F. Lener, 2016-02-17 Graduate Research is an all in one resource for prospective and matriculated graduate students in the sciences The newly revised edition includes updates to every chapter Graduate Research covers a range of topics including writing and preparation of research proposals developing and refining teaching skills and ethics and compliance areas such as research involving human subjects and animals Graduate Research helps readers navigate the multidimensional and interdisciplinary world of scientific research and it is an invaluable resource for graduate researchers as well as those in advising or mentoring roles Discusses a broad range of topics including time management library and literature work and grant support Includes a new chapter on career planning and development with advice on careers in academia government and the private sector Contains chapters that promote the development of a varied set of communication skills Greatly expanded treatment of graduate study and research in international settings

American Higher Education in the Twenty-First Century Michael N. Bastedo, Philip G. Altbach, Patricia J. Gumpert, 2016-03-30 An indispensable reference that everyone concerned with the future of American colleges and universities should acquire First published in 1999 *American Higher Education in the Twenty First Century* offered a comprehensive introduction to the central issues facing American colleges and universities This thoroughly revised edition brings the classic volume up to date The contributors have rewritten every chapter to address major changes in higher education including the rise of organized social movements the problem of income inequality and stratification and the growth of for profit and distance education Three new chapters cover information technology community colleges and teaching and learning This edition seeks to capture several crucial dynamics in the nexus of higher education and society Placing higher education within its social and political contexts the contributors discuss finance federal and state governance faculty students curriculum and academic leadership They also grapple with growing concerns about the future of the academy and reflect more deeply on the racial ethnic and socioeconomic diversity within higher education No other book covers such wide ranging issues under the broader theme of higher education s relationship to society Highly acclaimed and incorporating cutting edge research *American Higher Education in the Twenty First Century* is now more useful and engaging than ever Contributors Michael N Bastedo Philip G Altbach Patricia J Gumpert Benjamin Baez Peter Riley Bahr Joy Blanchard Corbin M Campbell Melanie E Corrigan Peter D Eckel Roger L Geiger Lawrence E Gladieux Sara Goldrick Rab Jillian Leigh Gross D Bruce Johnstone Adrianna Kezar Jacqueline E King Aims C McGuinness Jr Michael Mumper Anna Neumann Robert M O Neil Laura W Perna Gary Rhoades Roman Ruiz Lauren Schudde Sheila Slaughter Daryl G Smith

The Black Librarian in America Revisited E. J. Josey, 1994 This sequel to *The Black Librarian in America* Scarecrow

1970 contains an array of contributors representing a new generation of African American librarians addressing the same perplexing problems that their predecessors examined This volume is being issued at a time when there is a great concern about cultural diversity in the country Cultural diversity is laudable but the pervasive problem in the country is institutional racism All of the contributors agree that it is racism that should be eradicated if a truly multicultural society that represents cultural diversity is to develop A wide range of topics are explored In addition a profile of Dorothy Porter Wesley one of the pioneer African American librarians and archivists as writers and a provocative essay by Congresswoman Major R Owens on The Specter of Racism in an Age of Cultural Diversity The New Paradigm for African American Librarians Among the contributors are Carolyn O Frost Herman L Totten Carla Hayden Charles M Brown Alexander Boyd Jesse Carney Smith James F Williams II Lou Helen Saunders Ina A Brown Vivian Davidson Hewitt Monteria Hightower Ella Gaines Yates and Ann Allen Shockley Especially designed for professional librarians library school students and other information professionals this volume would be a useful addition to African American collections and other scholarly collections dealing with American society A copious index that is cross referenced makes it very useful as a reference tool

Organizing Professionals Gary Rhoades, 2025 Amidst unprecedented levels of union organizing in higher education Gary Rhoades combines the perspectives of a scholar and labor movement activist and leader to provide a comprehensive analysis of organizing campaigns and collective bargaining agreements for faculty contingent and tenure track graduate students and postdoc employees Academic employees are organizing and negotiating for respect for workers their work and the public value of higher education Rhoades analyzes how academic employees are shifting the imbalance of power between labor and management reducing the internal professional stratification between segments of the academic workforce and intersecting workplace issues with broader issues of equality public value and social justice and in the process organizing and negotiating for a new more progressive academy

High-Skilled Migration Mathias Czaika, 2018-02-08 Political and scientific debates on migration policies have mostly focused on governments efforts to control or reduce low skilled asylum and irregular migration or to encourage the return migration of these categories Less research and constructive discourse has been conducted on the role and effectiveness of policies to attract or retain high skilled workers An improved understanding of the drivers and dynamics of high skilled migration is essential for effective policy making as most highly developed and emerging economies experience growing shortages of high skilled labour supply in certain occupations and sectors and skilled immigration is often viewed as one way of addressing these Simplistic assumptions that high skilled migrants are primarily in pursuit of higher wages raise the expectation that policies which open channels for high skilled immigration are generally successful Although many countries have introduced policies aimed at attracting and facilitating the recruitment of high skilled workers not all recruitment efforts have had the desired effects and anecdotal evidence on the effectiveness of these programmes is rather mixed The reason is that the rather narrow focus on migration policy coincides with a lack of systematic and rigorous

consideration of other economic social and political drivers of migration which may be equally or sometimes even more important than migration policies per se A better understanding of migration policies their making consequences and limitations requires a systematic knowledge of the broader economic social and political structures and their interaction in both origin and destination countries This book enhances this vibrant field of social scientific enquiry by providing a systematic multidisciplinary and global analysis of policies driving international high skilled migration processes in their interaction with other migration drivers at the individual city national and international level

Global Mobility of Research Scientists Aldo Geuna, 2015-08-03 Global Mobility of Research Scientists The Economics of Who Goes Where and Why brings together information on how the localization and mobility of academic researchers contributes to the production of knowledge The text answers several questions including what characterizes nationally and internationally mobile researchers and what are the individual and social implications of increased mobility of research scientists Eight independent but coordinated chapters address these and other questions drawing on a set of newly developed databases covering 30 countries including the US the UK France Germany Italy Japan Russia and China among others Combines theoretically sound and empirically fascinating results in one volume that has international and interdisciplinary appeal Covers topics at the forefront of academic business and policy discussions Data used in the chapters available at a freely accessible website

Immerse yourself in heartwarming tales of love and emotion with is touching creation, Experience Loveis Journey in **The Postdoctoral Experience Revisited** . This emotionally charged ebook, available for download in a PDF format (Download in PDF: *), is a celebration of love in all its forms. Download now and let the warmth of these stories envelop your heart.

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