

Post doctor meeting November 8 2013

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Agenda

- Presentation
- Introduction (by Ågot)
- Discussions: Being a post doctor at UMB
 - What is «good»?
 - What is «bad» and should be improved?
 - What should be done to improve conditions? (at university level, department, research group, mentor, individual level)

(3-5 points per question!)

- Summing up

Some facts

- Postdoctors at UMB: 49 (man years, 2013)
- (UMB, scientific man years* 2013: 580)
- Employment period for postdoctors at UMB varies; 2, 3, 4 years
 - Research
 - Research and other duties
- Funding from university, Research Council, EU, other sources

*prof, assoc. prof, PhD., researcher, post doctor...

Regulations – in Norwegian (English follows)

Forskrift om ansettelsesvilkår for stillinger som postdoktor, stipendiat, vitenskapelig assistent og spesialistkandidat

- **Hjemmel:** Fastsatt av Kunnskapsdepartementet 31. januar 2006 med hjemmel i lov 1. april 2005 nr. 15 om universiteter og høyskoler (universitets- og høyskoleloven) § 6-4 fjerde ledd.
Endringer: Endret ved forskrifter 7 des 2006 nr. 1408, 19 juli 2010 nr. 1128.

§ 1-2. *Postdoktor*

1. *Ansettelse i stilling som postdoktor har som hovedmål å kvalifisere for arbeid i vitenskapelige toppstillinger. Det kreves oppnådd doktorgrad for ansettelse.*
2. *Bruk av stilling som postdoktor er begrenset til institusjoner som har rett til å tildele doktorgrad.*
3. *Ved søknad om ansettelse i postdoktorstilling skal søkeren legge fram forslag til prosjekt for kvalifiseringsarbeidet. Forslaget skal også inneholde framdriftsplan. Det forutsettes at søkeren vil kunne gjennomføre prosjektet i løpet av ansettelsesperioden.*

Forskrift om ansettelsesvilkår for stillinger som postdoktor, stipendiat, vitenskapelig assistent og spesialistkandidat (forts.)

4. *Åremålsperioden skal være fra to til fire år. Ved ansettelse utover to år avgjør arbeidsgiver om den ansatte skal pålegges pliktarbeid i form av undervisningsarbeid og tilsvarende arbeid, og omfanget av eventuelt pliktarbeid.*
5. *Det skal utarbeides plan for gjennomføring av prosjektet som ligger til grunn for ansettelse i postdoktorstilling. Planen skal inngå som del av eller vedlegg til arbeidskontrakt for åremålsansettelsen og skal omfatte prosjektbeskrivelse og framdriftsplan.*
6. *Omfanget av eventuelt pliktarbeid må fastsettes i planen.*
7. *Planen må inneholde opplysning om hvem som skal ha plikt til å følge opp den ansatte med faglig rådgivning. Både den som har ansvar for faglig rådgivning, og den ansatte har plikt til å melde fra til arbeidsgiver om manglende gjennomføring av planen.*

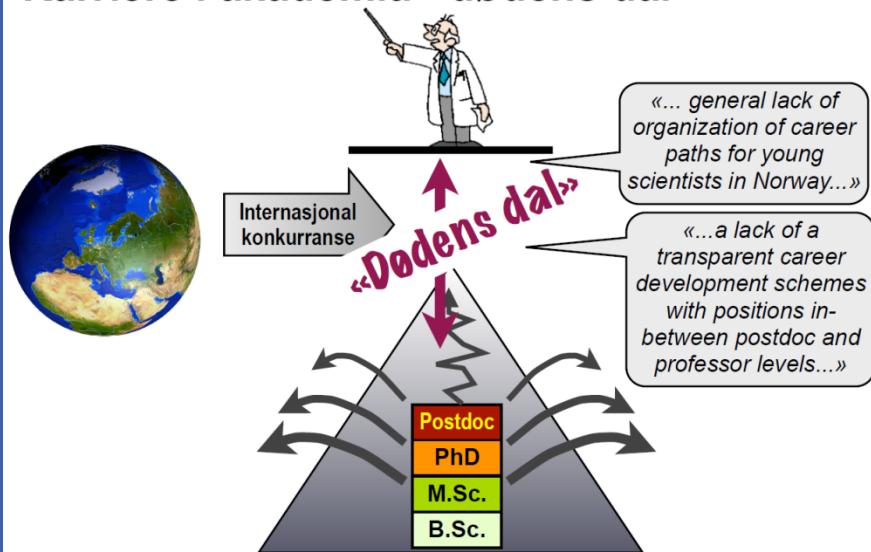
Regulations governing employment as a postdoctor

1. The main purpose of a postdoctoral position is to qualify the postdoctor for leading academic positions. A completed doctorate is a prerequisite for employment.
2. Postdoctoral positions can only be assigned by institutions with the right to award doctorates.
3. In his/her application for the postdoctoral position the candidate is required to present a project proposal for his/her qualification work. The proposal shall include a work schedule. It is assumed that the applicant will be able to complete the project in the course of the employment term.

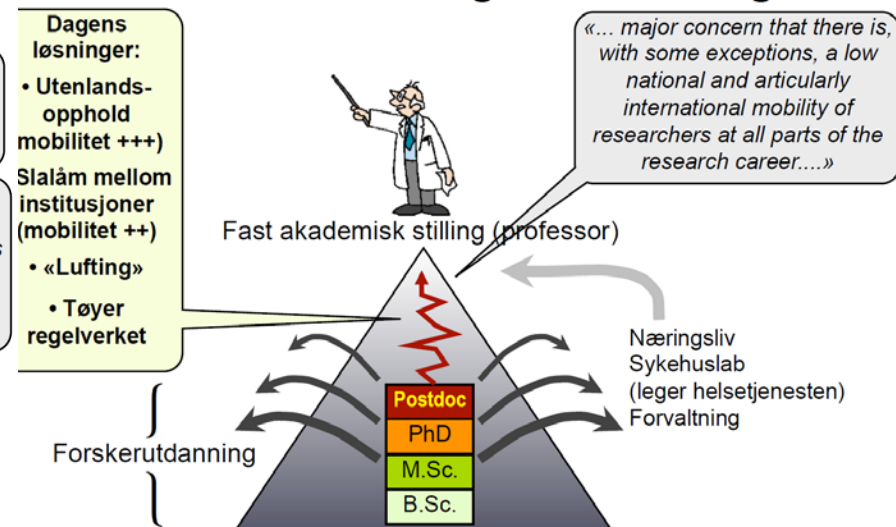
Regulations governing employment as a postdoctor

4. The employment term is fixed and shall be from two to four years. For terms longer than two years it is up to the employer to determine whether the postdoctor shall be required to take on additional duties such as teaching and similar work, and the scope of any such duties.
5. A project plan is to be drawn up that forms the basis for employing the postdoctor. The plan shall be a part of or attached to the contract of employment and must include the project description and the work schedule.
6. The scope of any additional duties is to be specified in the plan.
7. The plan must include information about who is under obligation to supervise the postdoctor in an academic capacity. Both the supervisor and the postdoctor are under obligation to report any significant lack of progress in the project to their employer

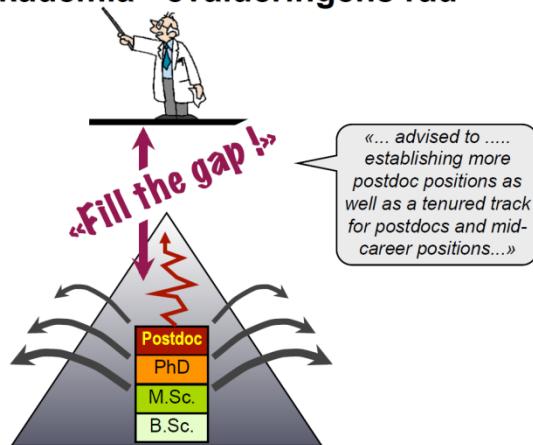
Karriere i akademia - dødens dal



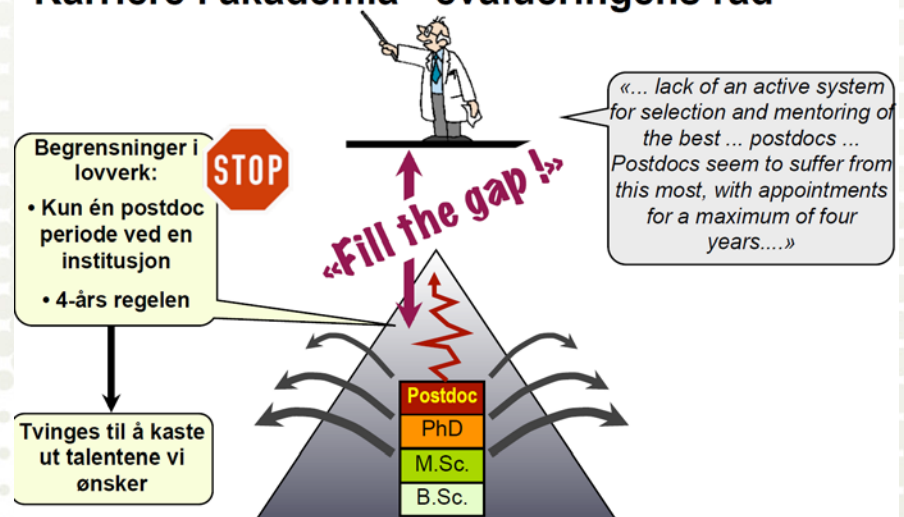
Karriere i akademia - dagens utfordring



Karriere i akademia - evalueringens råd



Karriere i akademia - evalueringens råd



- Copied from presentation by prof. Odd S. Gabrielsen, Univ. of Oslo

★ «Valley of Death»

- Citations from [Evaluation of biology, medicine and health research in Norway 2011](#)

Facilitating the postdoctor at UMB – example from Dept of Animal and Aquacultural Sciences

Oppstartskjema for postdoktor

Skjemaet fylles ut av alle nye postdoktorer ved Institutt for husdyr- og akvakulturvitenskap og leveres FUU-sekretær Anne Golten.

Vedlegg: Plan for gjennomføring av forskningsprosjektet, inkl. framdriftsplan. Oppstartskjema med vedlegg er å betrakte som vedlegg til Arbeidsavtalen.

Stilling som postdoktor er en utdanningsstilling, som omfattes av *Forskrift om ansettelsesvilkår for postdoktor, stipendiat, vitenskapelig assistent og spesialistkandidat*, se baksiden. Forskerutdanningsutvalget (FUU) ved IHA har ansvar for kvalitetssikring av postdoktorperioden.

Navn:		Interntlf.:	
E-postadresse:		Mobiltilf.:	

Ansatt fra (dato):		Ansatt til (dato)*:	
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* Inkl. evt. forlengelse p.g.a. pliktarbeid

Prosjekttittel:	
Prosjektleder:	
Ansvarlig veileder/mentor*:	

* Kan være den samme som prosjektleder.

Avtalt pliktarbeid*:	
Forlengelse av ansettelse som følge av pliktarbeid:	

* Angi evt. undervisnings- og veiledningsoppgaver, og annet pliktarbeid, samt anslått total arbeidstid til dette.

Postdoktor (dato, underskrift):	
Veileder/mentor (dato, underskrift):	
Avtalen godkjennes. Instituttleder (dato, underskrift):	

Ved avslutning av postdoktorperioden skal "*Rapportskjema fra postdoktorperioden*" leveres FUU. Her skal det rapporteres om gjennomført pliktarbeid, egevaluering av pliktarbeid og faglig utvikling i postdoktorperioden, samt erfaring med veileder-/mentorfunksjonen

(Forskerutdanningsutvalg («PhD-committee»)):
Responsibility also for follow-up of postdoctors

Discussions: Being a post doctor at UMB

- What is good?
- What is bad and should be improved?
- What should be done to improve conditions? (at university level, department, research group, mentor, individual level)

(3-5 points per question!)

Being a post doctor at UMB: What is «good»?

- Small university
- Enjoyable surroundings, Social atmosphere, forthcoming
- Maternity leave (bad for the career, though...)
- Working conditions
- Well described project (? Varies)
- Possibility to continue scientific in the university (? Varies)
 - From PhD to Postdoctor at the same institution: You can «stay in your line» of research, nice, smothth line. Don't have to learn all things from the start
- Salary is good, working days, Norwegian life style, promoting family issues

Being a postdoctor at UMB: What is (really) «bad»?

- Limited funding, spend a lot of time to apply for funding (feels like waste of time!)
- Teaching even if it not mentioned in the job description. Should have resources to build on to do the teaching
- Supervision is not always so good as it should be
- Difficult to obtain information on what is going on in the univ (e.g. merger with NVH), info from the RCN
- Social community for postdoctors missing (organization that helps with practical things)

cont. Being a postdoctor at UMB: What is (really) «bad»?

- Start up – dept. not well prepared: Left on our own, should put a lot of efforts on improved information
 - Where to go when problems arise?
- A post doctor have to fulfill many roles (reseracher, teaching, applying for projects, positions, organizing lab, supervising on behalf of others, which is not well acknowledged, family obligations, often ignored as project leaders, more formal acknowledgement of our work would be appreciated)

Being a post doctor at UMB: What should be done?

- Mentorship:
 - Help or support to plan scientific career.
 - Mentor may (not) be the project leader
- Meeting places, resources for integration of post doctors
 - «Toastmasters' club»? See <http://www.toastmasters.org/>
- «Småforsk»-funding should be available for postdoctors
- Access to journals that are relevant for the field
- Language courses
 - Dept/univ. should cover for the course
 - Language teacher at campus
- Better information on website that one may be able to gather in advance of the employment.
 - Where to go when problems arise?

Specific comments and suggestions from postdoctors who could attend the meeting Nov 8

- *There really needs to be a mentor system for post-docs. It would be very nice to have a mentor, who knows how the various systems work and who can offer a guiding hand- this would be especially useful when planning career options . For those of us who enter from the outside, we do not have access to the same level of initial support- There is no tenure track system in Norway, and as far as I can tell the job goes to those who have been in the department the longest. Having someone in a senior position who could help map out (or at least discuss) academic, or even industrial career paths would be a great help.....*
- *My general observation is that Norwegian academics do a PhD then stay in the same department for as long as they can.... The few PhD's that do leave to do a short post-doc somewhere else, often return to the same group that they did their PhD in, which basically brings them back into the same system and level of contacts and support that they had access to during their PhD.*
- *The other major challenge for post-docs is the 4 year rule*

Specific comments and suggestions from postdoctors who could attend the meeting Nov 8

2) Can the university organize /open the Norwegian language course for postdocs?

3) to me, the main challenge as a postdoc is the life after postdoc, i.e. the career afterwards. Perhaps some courses or advises about career development could help?

Some suggestions and views discussed by the Research committee (in Norwegian)

See FoN-sak 48/2013:

http://intern.umb.no/statisk/forskning/fon/2013/10102013/48_2013.pdf

From University of Oslo....

- Malena Bakkevold informed briefly on course for post doctors at University of Oslo: Project management and methodology (in Norwegian), see:

<http://www.uio.no/for-ansatte/kompetanse/tema/personal/prosjektledelse-metodikk-postdoktor-doktorgradsstudenter-2013-09-24.html>