## Additional Educational Information

The University of North Carolina at Chapel Hill has a strong institutional commitment to the training of postdoctoral fellows. The UNC Office of Postdoctoral Affairs (OPA) plays a key role in promoting this mission by enhancing, supporting, and promoting postdoctoral training at the University of North Carolina at Chapel Hill and helping to prepare postdoctoral scholars for successful research careers. OPA serves postdoctoral scholars, faculty, and human resources professionals in all disciplines, schools, and colleges across the University. OPA has five full-time professional staff members, two faculty advisors representing both the College of Arts and Sciences and the School of Medicine, and an advisory committee of 16 faculty, administrators, and one postdoctoral scholar.

Services to faculty mentors include resources for the preparation of annual Individual Development Plans (required for all UNC postdocs) and annual performance evaluations. OPA serves as a central resource on campus for the UNC Postdoctoral Policies, postdoctoral benefits or grievances. Additionally, OPA advises departments on postdoctoral recruitment, hiring, and retention.

Services to postdocs include an individual development plan, self-assessment tools, and performance review and evaluation worksheets that are designed to help postdoctoral scholars reach their full potential. The OPA also works collaboratively with the Training in Biological and Biomedical Sciences program (TIBBS) which provides career awareness resources and events through the School of Medicine Office of Graduate Education to both graduate students and postdocs. OPA hosts several professional development programs geared specifically towards postdocs; these include:

* *New Postdoctoral Orientations* are designed to help new postdocs make the transition from doctoral student to postdoctoral scholar. Monthly Orientation sessions provide an opportunity for new postdocs to meet the professional staff and faculty advisers affiliated with OPA and obtain information about professional development, career counseling and other campus services that are available to them during their appointment.
* *Individual career counseling* includes guidance on developing an Individual Development Plan (IDP, structuring a career search, insights on how to better prepare for the job interview, feedback on their CV, cover letter, research statement and/or teaching philosophy statement.
* *Responsible Conduct of Research* (RCR) is mandated by all federal granting programs including NIH and NSF. The OPA sponsors a course twice a year that will satisfy the RCR training requirements for both NIH and NSF research grant applications. Upon completing the basic training seminar, postdoctoral scholars will also have the opportunity to teach the ethics course to graduate students and lead discussion sessions.
* *Travel Award.* The Office of Postdoctoral Affairs sponsored Travel Award Program grants travel awards to postdoctoral scholars to support travel to a national or international conference for the purpose of presenting a paper or poster. Postdocs can receive up to $500 for domestic travel or up to $750 for international travel.
* *Postdoctoral Awards for Research Excellence (PARE). The PARE* program is designed to recognize postdoctoral fellows at UNC whose research has made a significant impact upon their field of study. As part of the selection process, postdoctoral fellows receive guidance on the preparation of competitive applications, as well as specific feedback on the strengths and weaknesses of their applications with the goal of helping each fellow improve their ability to prepare a competitive application package.
* In addition to these annual activities, OPA sponsors more than 60 *professional development programs and webinars* each year on topics such as grantwriting, teaching, business etiquette, science writing and speaking, preparing for the academic job search and industry careers: <http://research.unc.edu/offices/postdoctoral-affairs/calendar/>
* OPA offers institutional memberships that offer web-based career and professional development resources <http://research.unc.edu/offices/postdoctoral-affairs/postdocs/professional-development/>
* OPA also supports the UNC Postdoctoral Association, a volunteer organization of UNC postdocs, to provide leadership and professional development for the larger postdoc community. The UNC Postdoctoral Association hosts the annual “Oliver Smithies Nobel Lecture” and symposium in which postdocs host the Nobel speaker and present their research to distinguished scientists.

