

**The Center for Organization Research & Design Lecture Series Presents:**



**Xuhong Su**

Monday, February 6, 2017

UCENT 480

Downtown Phoenix campus

11:00-12:00 pm

**Postdoc Training, Career Trajectories and Departmental Practices**

**Abstract**

The plights of postdoctoral scholars in the science enterprise raise a great deal of concern not only about their own career trajectories, but also about the quality and directions of scientific advance. The past decades have seen troubling issues ranging from low salary, long duration to limited career prospects. This talk will first map the status of postdoctoral scholars' career trajectories, particularly exploring how and to what extent postdoc experience facilitates academic careers and (2) more importantly, examine how institutional efforts are implemented to mitigate postdoctoral plights. Focused on academic departments wherein postdocs are employed, this talk will show how academic departments institutionalize the hiring of scientists with postdoc experience and what are possible career rewards for postdoc training in terms of their research productivity and career advancement. Also, this talk will explore what kinds of programs and expectations that academic departments have to structure postdoc training and facilitate postdoc careers. The talk also outlines future research agenda for better understanding this invisible, yet critical group among scientists and engineers and present the implications for policy making.

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