EXECUTIVE SUMMARY

The following document summarizes a new initiative at the University of Pennsylvania dedicated to the recruitment of international postdoctoral fellows. It provides an overview of the materials that are found in the subsequent sections of this presentation. Also, it explains the process by which international PhDs or other health professionals can participate in this initiative.
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

We are introducing a new program to facilitate the recruiting of international PhD (or other degree) graduates to fully funded postdoctoral positions at the University of Pennsylvania. For such potential candidates, their present mentors, and their home institutions, we believe that there are two salient questions

- WHY CHOOSE PENN?
- HOW DOES THE RECRUITING PROGRAM WORK?
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

WHY CHOOSE PENN?

- The terms of engagement: the basics
- Biomedical Postdoctoral Programs at Penn
- Life sciences research at Penn
- the University of Pennsylvania and its health science schools
- Philadelphia
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

THE TERMS OF ENGAGEMENT: THE BASICS

- Postdoctoral fellowships are fully funded from research grants to individual faculty at Penn
- The duration of appointments is usually 2-3 years
- Participation in the recruiting program is free and carries no obligation to accept an offer or come to Penn
- Detailed terms of employment are set forth prior to any final agreement
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

THE TERMS OF ENGAGEMENT: VISAS

- U.S. visas (H-1 type) for international postdoctoral fellows require about 6 months for processing
- Penn pays the costs of visa applications
- The Office of International Programs at Penn handles all visa applications for the University and is both expert and efficient
- For visa questions, applicants can deal directly with the Office of International Programs at Penn via their website www.upenn.edu/oip/
- Additional help with visas is available at Biomedical Postdoctoral Programs (see below)
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

BIOMEDICAL POSTDOCTORAL TRAINING AT PENN: SOME BACKGROUND INFORMATION

- 800 postdoctoral fellows, of whom ~500 are international
- 300 faculty mentors training postdoctoral fellows
- Average training period 2-3 years
- Annual recruitment of ~ 250 fellows (~150 international)
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

BIOMEDICAL POSTDOCTORAL PROGRAMS OFFICE

- Biomedical Postdoctoral Programs is a Penn office dedicated solely to the support and training of postdoctoral fellows
- Website: www.med.upenn.edu/postdoc/
- There is a comprehensive University policy that defines the rights, responsibilities of postdoctoral fellows

BIOMEDICAL POSTDOCTORAL PROGRAMS operates a training program

- Postdoctoral fellows are trainees not employees
- Training in individual research laboratory
- Professional training to become independent investigators
- Counseling in career development
Recruitment of International Postdoctoral Fellows to BPP at the University of Pennsylvania

BIOMEDICAL POSTDOCTORAL TRAINING

- Training in data analysis and presentation
  - oral presentations
  - writing skills
  - manuscript preparation
  - grant applications

- Online and live seminar training in the responsible conduct of research
  - human and animal subjects
  - conflict of interest
  - scientific misconduct
  - environmental safety
  - authorship
  - intellectual property
  - laboratory management
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

LIFE SCIENCE RESEARCH AT PENN (1 of 3)

- Research program ranked 3rd for NIH funding among all universities in the United States, with an annual research budget > $500 million
- Over 500 research faculty
- Over 500 graduate students
- Over 800 postdoctoral fellows
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

LIFE SCIENCE RESEARCH AT PENN (2 of 3)

- Biomedical Postdoctoral fellows are recruited to faculty in departments, centers and institutes across three schools:
  - School of Medicine:  www.med.upenn.edu/
  - School of Veterinary Medicine:  www.vet.upenn.edu/
  - School of Dental Medicine:  www.dental.upenn.edu/
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

LIFE SCIENCE RESEARCH AT PENN (3 of 3)

- Biochemistry and Biophysics
- Clinical epidemiology and biostatistics
- Cell and molecular biology with programs in
  - Cell biology and physiology
  - Cell growth and cancer
  - Developmental biology
  - Gene therapy
  - Genetics and gene regulation
  - Microbiology and virology
- Genomics and computational biology
- Immunology
- Neurosciences
- Pathology
- Pharmacology
- Bioengineering
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

University of Pennsylvania

- A major research university, rated 4th among > 200 universities in the United States (US News and World Report, 2004)
- Four health science schools: Medicine, Veterinary Medicine, Dental Medicine, Nursing, each among the top 5 in their profession in the United States
- Ranked 3rd for NIH funding among all universities in the United States, with an annual research budget over $500 million
- A university-wide life sciences program on a single compact campus including 6 schools, and 4 hospitals
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

Philadelphia

- A historical city in the United States, birthplace of the Constitution, and the original capital of the US
- A metropolitan population of 5 million
- A major center of culture and arts
- Home to many institutions of higher education
- Major national hub for the pharmaceutical and biotechnology industries
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

HOW DOES IT WORK?

- Components of the program
- Recruitment process
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

COMPONENTS OF THE PROGRAM: International Partners

A set of collaborating institutions (under negotiation)

- **Europe:**
  Pasteur Institute, Karolinska Institute, Oxford University, Kings College London, Trinity College Dublin, Poznan Academic Medical Center, Leiden University Medical Center

- **South Africa:**
  University of Capetown

- **Japan:**
  Kyoto University, Nagoya University, Tokyo University, Keio University
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

COMPONENTS OF THE PROGRAM at Penn (1 of 2)

- **RECRUITING GUIDELINES** are available as
  - a hardcopy “leave behind”
  - an electronic copy on diskette
  - an internet presentation on the Global Health Programs website at [www.med.upenn.edu/globalhealth/](http://www.med.upenn.edu/globalhealth/)
  - click postdocs

- The recruiting program is supported by Penn offices
  - Global Health Programs
  - Biomedical Postdoctoral Programs
  - Biomedical Graduate Studies
  - the Office of International Programs
  - Career Services
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

COMPONENTS OF THE PROGRAM at Penn (2 of 2)

- A list of registered international postdoctoral candidates with access to individual registration forms (maintained by Global Health Programs)
- A searchable database of Penn faculty who are potential mentors for postdoctoral fellows (maintained by Biomedical Graduate Studies)
- An internet 2 international video conference facility for realtime interviews (maintained by Biomedical Graduate Studies)
- Announcements to Penn PhD graduates of international postdoctoral openings (maintained by Biomedical Graduate Studies and by Career Services)
- A searchable list of Penn graduate students who are interested in international postdoctoral opportunities (in progress)
- A list of participating international institutions with contact information (in progress)
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

RECRUITMENT PROCESS: INTERNATIONAL APPLICANT’S PERSPECTIVE

STEP 1 Participating international institution notifies applicant of Penn recruiting program, directs applicant to website: www.med.upenn.edu/globalhealth/

STEP 2 Applicant completes registration form online and submits it

STEP 3 Registration form is entered into Penn list of potential postdoctoral candidates

STEP 4 Applicant accesses Penn faculty database, identifies potential mentor, and initiates negotiations [first option, large list]

STEP 5 Applicant accesses Penn Biomedical Postdoctoral Programs website, reviews list of postdoctoral openings, identifies a potential mentor, and initiates negotiations [second option, smaller list]

NOTE This is an entirely voluntary program, registration does not involve any payment or commitment
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

RECRUITMENT PROCESS: PENN MENTOR’S PERSPECTIVE

STEP 1  Penn faculty accesses postdoctoral candidate registration list, identifies potential postdoctoral candidate: www.med.upenn.edu/globalhealth/

STEP 2  Penn faculty member contacts potential postdoctoral candidate by email, begins negotiation

STEP 3  Penn faculty member contacts home institution faculty for references

STEP 4  Penn faculty member conducts video interview of potential postdoctoral candidate

STEP 5  If negotiations are successful, Penn faculty notifies Biomedical Postdoctoral Programs and sends formal letter of offer, consistent with Penn postdoctoral policies
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Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

INTERNATIONAL MENTOR’S PERSPECTIVE: WHAT DO I GAIN?

POINT 1 A option for placing your graduating PhD students

POINT 2 If you wish to recruit postdoctoral fellows for your own laboratory

- **option 1.** Penn’s Biomedical Graduate Studies will send an announcement of your opportunity to all PhD candidates at Penn [www.med.upenn.edu/bgs/](http://www.med.upenn.edu/bgs/)

- **option 2.** Global Health Programs will include your institution among those where Penn’s PhD graduates are directed by Penn’s Career Services office [www.vpul.upenn.edu/careerservices/](http://www.vpul.upenn.edu/careerservices/)

- **option 3.** You can search a database of Penn’s graduate students who have registered their interest in international postdoctoral opportunities [www.med.upenn.edu/globalhealth/](http://www.med.upenn.edu/globalhealth/)

POINT 3 If you seek international collaborators, you can access the Penn life sciences faculty database of ~500 researchers [www.med.upenn.edu/bgs/grad_prog/index.html](http://www.med.upenn.edu/bgs/grad_prog/index.html)
Recruitment of International Biomedical Postdoctoral Fellows to the University of Pennsylvania

WEBSITES

- GLOBAL HEALTH PROGRAMS
  www.upenn.edu/globalhealth/

- BIOMEDICAL POSTDOCTORAL PROGRAMS
  www.med.upenn.edu/postdoc/

- RESEARCH
  www.med.upenn.edu/bgs/

- OFFICE OF INTERNATIONAL PROGRAMS
  www.upenn.edu/oip/

- BIOMEDICAL GRADUATE STUDIES
  www.med.upenn.edu/bgs/

- CAREER SERVICES
  www.vpul.upenn.edu/careerservices/