

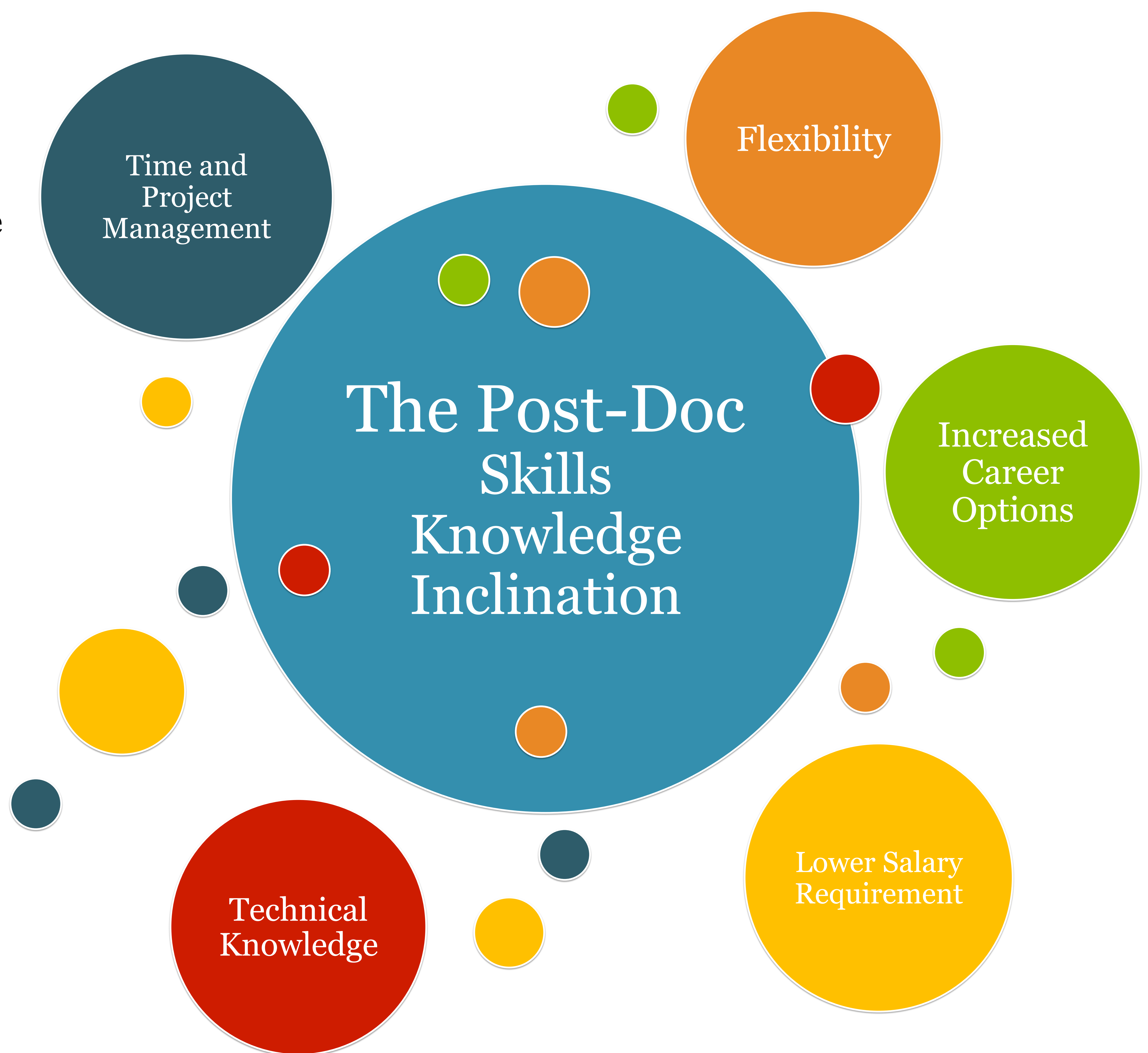
# Post-Doctoral Experience 2.0

Jessica V. Mankus, PhD\*, Alice M. Clark, PhD, Jason G. Hale, University of Mississippi

**Skills:** Ability to communicate verbally and through writing with technical audiences; project/time management;

**Knowledge:** Technical content; awareness of university culture, structure, and function, importance of funding;

**Inclination:** Desire to learn about others' research, leadership roles.



University research development and sponsored programs offices can create an opportunity for reimagining the post-doctoral traineeship as a focused position in research development and administration, rather than an extended semi-permanent training position in a research lab. Universities will need to invest in training post-docs about organizational/institutional culture and structure as well as in assisting post-docs in transitioning from specialists to generalists in some aspects of their new careers. From the PhD graduate's perspective, a career in research development and/or research administration offers an opportunity to engage daily in multiple avenues of research. For the post-doctoral associate, advantages include broad exposure to multiple disciplines, initial credibility with faculty, varied projects and learning opportunities, refining skills learned during the PhD process, professional development opportunities, and a novel job market.



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