



*Post Doctoral  
Division*

*Office for Research Career Development  
Center for Faculty Development  
within*



MASSACHUSETTS  
GENERAL HOSPITAL

RESEARCH INSTITUTE

# New Research Fellow Orientation

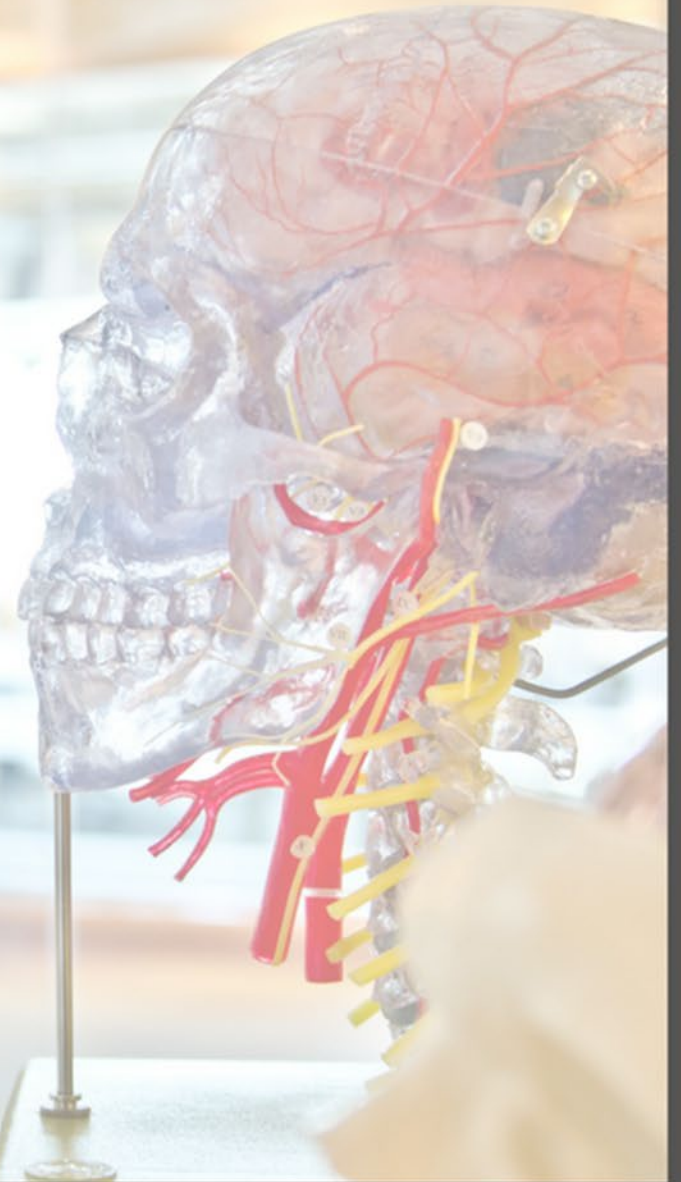
## Objectives:

- Meet other new post docs
- Understand the landscape of MGH/Harvard/Partners and the benefits of your affiliation
- Improve understanding of the role of post docs to the MGH community
- Understand the role and resources available to you through the Post Doctoral Division
- Connect with the MGPA



## Objectives:

- Learn how to take advantage of research opportunities
- Explore your career options
- Make connections beyond the lab
- Learn when, how, and where to seek support





## Understanding MGH, HMS, and Partners

# Massachusetts General Hospital

(Pay and benefits, source of funding, location of research)

### Harvard Medical School

(Libraries, Harvard Catalyst, affiliation, etc).

### Partners Healthcare

(PIPS, research management, innovation, etc.)





## Mass General Research Institute

- A community of over 8,500 people working every day to improve healthcare including:
  - 2,000 principal investigators leading research teams
  - 4,000 scientists and research staff
  - 1,500 research fellows training at Mass General
  - 1,000 research administrative support staff
- An annual research budget of over \$928M in FY18
- Over 1.2 M square feet of research space
- Over 600 new patents filed last year
- Over 2,000 active clinical trials
- 1/3 of all MGH clinicians are involved in research!





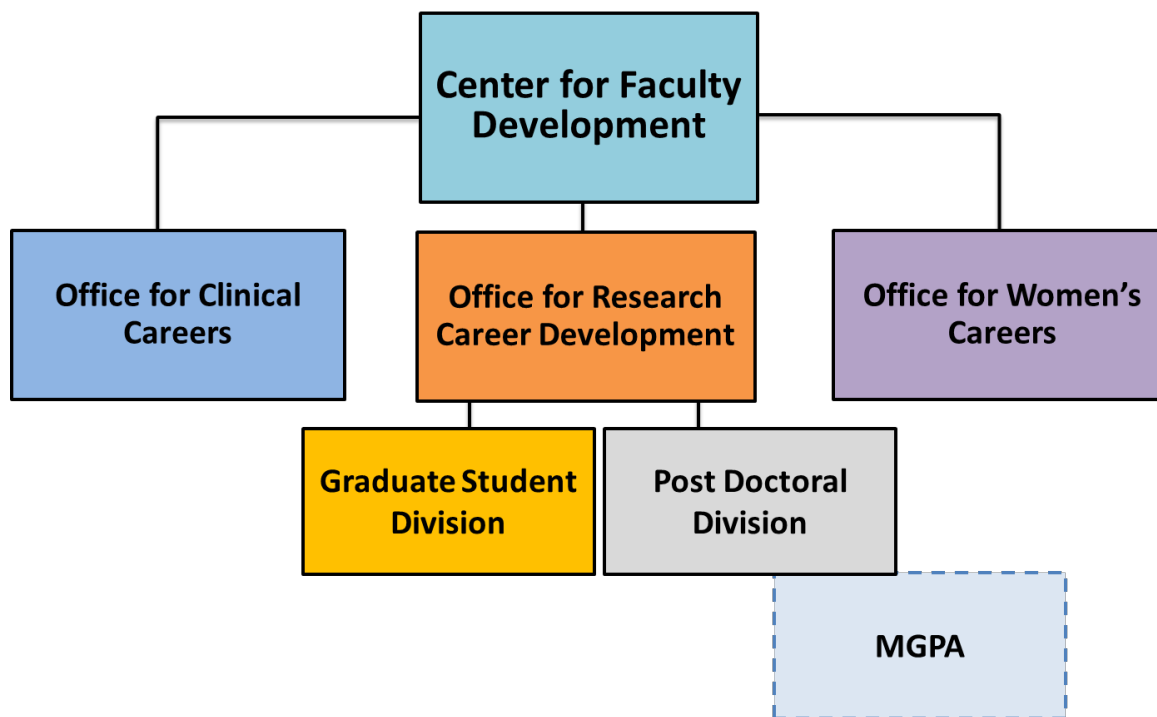
# Mass General Research Institute





# Introduction to the Office for Research Career Development (ORCD)

## Center for Faculty Development Overview





## Post Doctoral Division

Office for Research Career Development

**We serve the career and professional development needs of Research Fellows.**

- A wide range of career and professional development programs
- One-on-one career consultations
- Oversight of [‘Postdoc Policy’](#) (i.e. MGH Guidelines for Research Fellows)
- Advise the MGPA







## Secondary Mentoring

### **Mentoring During Postdoctoral Training**

- In addition to your primary faculty research mentor (PI), MGH policy dictates that you should identify a secondary mentor (not directly involved in your research endeavors) who can independently provide you with additional career advice and mentoring.
- MGH encourages you to establish a mentoring network to provide guidance for career development and to discuss future professional goals.





## Role of post docs at MGH

- Key members of the MGH research community
- Trainees, 5-year term limit
- Three main goals:
  - Do great research
  - Grow as a scientist
  - Position yourself for your next career step





## Mass General Post Doc Association (MGPA)

- Led by post docs, for post docs
- Opportunity for skill development
- Networking, socializing, career exploration and professional development
- Active members eligible for leadership roles and travel awards





Career and Professional Development  
Strategies for  
Research Fellows



## Start up success strategies

- Learn the expectations of your lab
- Understand authorship
- Know where your funding is coming from
- Review resources available to you
- Attend programs and events
- Review the [Annual Career Planning Form](#)



What can you do  
now to ensure  
your success?





## Career exploration and preparation

- ❑ Attend PDD/ORCD programs and initiatives ([check your email!](#))
- ❑ Explore opportunities at [Harvard Catalyst](#) and [around town](#)
- ❑ Participate in the MGPA to develop new skill sets
- ❑ Ask for feedback from peers, lab mates, PI
- ❑ Join the MGPA Alumni Group on LinkedIn





## Preparing for your next step

- Use the Annual Career Planning Form as an opportunity
- Take advantage of the consultations in our office
- Bi-weekly emails
- Participate in relevant programming
- Make it a habit to build relationships

