

Baylor
College of
Medicine

GRADUATE
SCHOOL
OF BIOMEDICAL SCIENCES

POSTDOCTORAL
AFFAIRS

OFFICE OF
POSTDOCTORAL
AFFAIRS

2024 ANNUAL REPORT



WHO WE ARE

Mission

The Office of Postdoctoral Affairs oversees, develops, and manages policies and procedures regarding research postdoctoral scholars and is committed to providing training that aligns with the six core competencies identified by the National Postdoc Association. Our roles are to:

- Develop a thriving postdoctoral community consisting of research postdoctoral scholars, mentors and other faculty advisors, and department administrative staff
- Collaborate internally and externally to provide professional development and skills training
- Provide avenues for postdoctoral associates and fellows to pursue a diverse range of professional options
- Assess, research, and provide information to support the training, development, and tracking of postdoctoral scholars

Vision

We envision a research community where postdoctoral scholars are empowered to achieve their professional goals through impactful research experiences, strong mentorship, and preparation for diverse career paths.

Value

The Office of Postdoctoral Affairs (OPA) at Baylor College of Medicine strengthens the institution's research and education missions by fostering an enriching environment for postdoctoral research training. As a trusted hub for postdoctoral scholars, faculty mentors, and departments, we provide expert guidance on policies and processes, cultivate community engagement, offer structured training opportunities, and promote career development.



MESSAGE FROM THE DIRECTOR

Dear Colleagues,



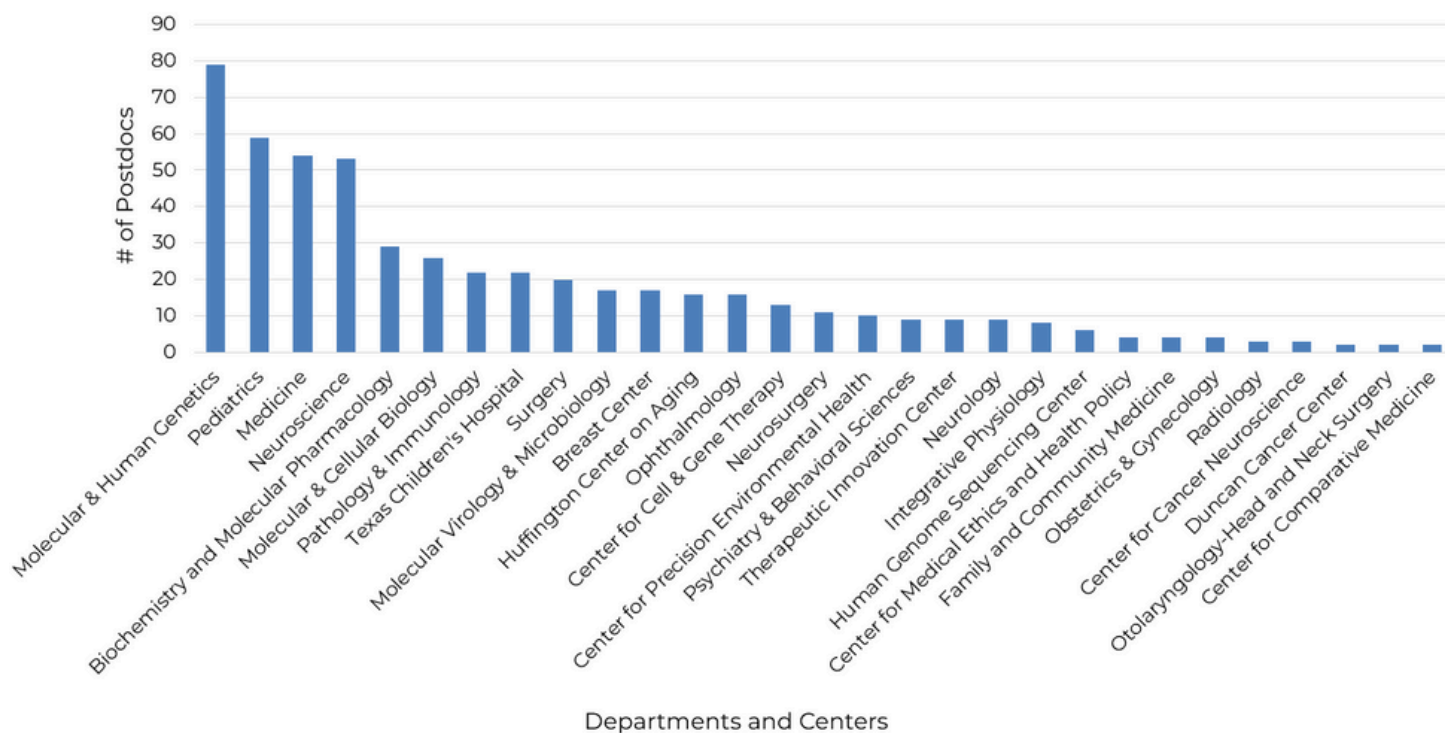
I am pleased to share the 2024 Annual Report. Postdoctoral scholars are essential to the strength and innovation of our research community. Through collaboration with faculty, departments, and institutional partners, we aim to foster an inclusive, empowering environment where research postdoctoral scholars succeed both in their current roles and as they transition into the next stages of their careers.

Sincerely,
Evelin Young, PhD

2024 SNAPSHOT

Demographics of current postdocs

Distribution of Research Postdoctoral Scholars

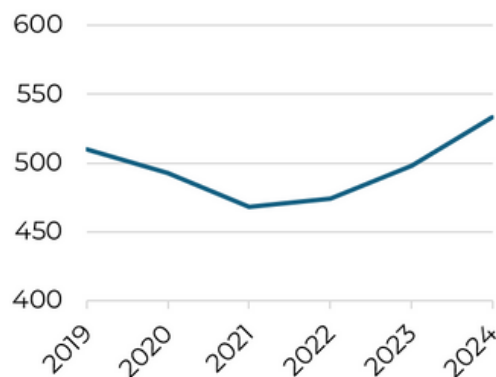


Departments and Centers

Citizenship Status	Count	Percentage
Visa - Foreign National	363	68%
U.S. Citizen	117	22%
U.S. Permanent Resident	53	10%
	533	100%

Sex	Count	Percentage
Female	237	44%
Male	296	56%
	533	100%

Population over time



2024 HIRES & EXITS

05

186

New BCM
Postdoc Hires

151

Postdocs Exited a
BCM Postdoc
Position

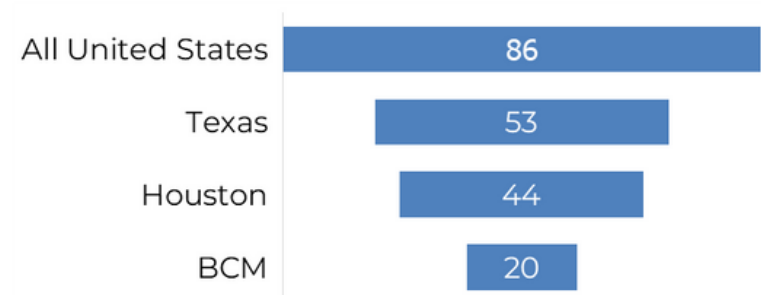
WHERE NEWLY HIRED POSTDOCS COME FROM

Location of terminal degree training

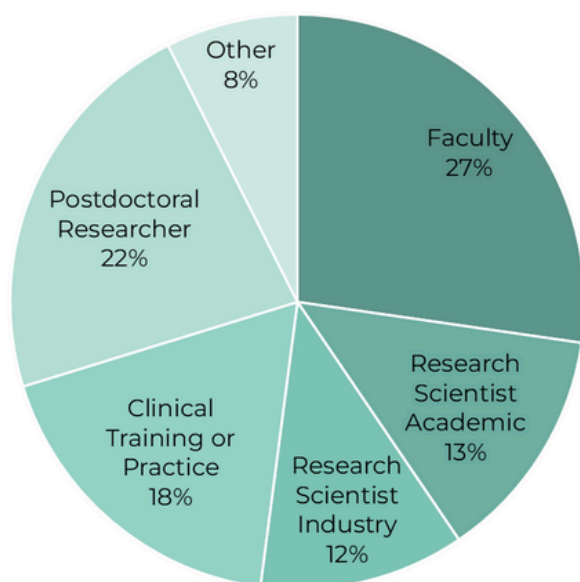
Terminal Degree Location	Count
United States Graduate	86
Foreign Graduate	100
Total	186

Top 5 Foreign Graduate Countries:
China, India, Japan, Korea, Germany

Location of US degree-granting institutions



WHAT POSTDOCS DO AFTER TRAINING AT BCM



Training Outcome	Median Training Time (yrs)
Faculty	4.4
Research Scientist – Academic	3.4
Research Scientist – Industry	2.4
Postdoctoral Researcher	1.8
Other	1.8
Clinical Training or Practice	1.4

121 of 151 exits (80%) had a known training outcome

Training Outcomes Titles - Examples

Faculty

Assistant Professor – University of Virginia
Assistant Professor – Emory University SOM
Assistant Professor – Houston Methodist

Research Scientist - Academic

Staff Scientist – Baylor College of Medicine
Sr Clinical Research Scientist – MDACC
Research Engineer – Stanford University

Research Scientist - Industry

Scientist, Genome Engineering – Colossal Biosciences
Project Microbiologist – Eagle Analytical
Senior Scientist – Acerta Pharma BV (AstraZeneca Group)

Other – Pharma, Business, Biotech

Research Advisor – Eli Lilly and Company
Associate Clinical Trial Manager – Medpace
Product Development Assoc. – Fannin Innovation Studio

Clinical Training or Practice

Neuropsychologist – SSM Health Rehabilitation Hospital
Medical Resident – Yale University
Medical Director for Clinical Chemistry – Sanford Broadway

Piloted the PhD Career Ladder Program, an 8-session professional and career development program. The program guides cohorts through self-assessment, career research, skill identification and building, informational interviewing, networking, CV/resume crafting, and goal setting. Baylor was selected as an implementation site by pdHUB, an NIH-funded initiative for implementing professional development models. The Baylor team consisted of Drs. Evelin Young (Postdoc Affairs), Bob Tillman (Faculty Affairs), and Lindsay Cauthen (Career Development). [See more here.](#)



Pilot Cohort (L to R): Dr. Arindam Mazumder, Dr. Andrea Wilderman, Dr. Rachel Parkes, Dr. Fidel Soto, Dr. Xaira Rivera Gutierrez, Gurpreet Kaur, Adebowale (Lex) Alade, Dr. Ozlem Sert

Developed the Research Postdoctoral Scholars Compensation Policy, which establishes the minimum salary based on BCM postdoctoral experience and guidelines around postdoctoral salaries with flexibility for recruitment and retention of talent. [See here.](#)

Created the Postdoctoral Associate – Specialist position, a new title with a higher pay scale for postdoctoral scholars with specialized skillsets (e.g. drug discovery and advanced computation).

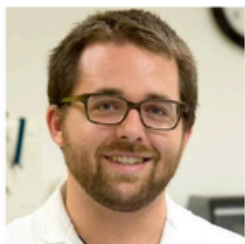
Introduced the Postdoctoral Affairs InTouch Webpage:

<https://intouch.bcm.edu/sites/trainees/SitePageModern/131581/postdoctoral-affairs>

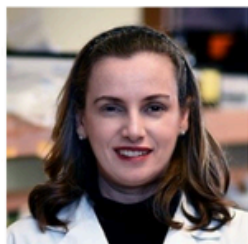
Celebrated Postdoc IDP Week on the second week of June in 2024 - a week dedicated to support individual development planning with resources, mentorship, and networking.

- Launched the Postdoctoral IDP Toolkit. The IDP Redesign Workgroup, led by Drs. Bob Tillman and Evelin Young, created the BCM IDP form and process for postdocs. [See here.](#)
- Hosted a Pop-Up Mentoring Event
 - See the Pop-Up Mentors [here.](#)

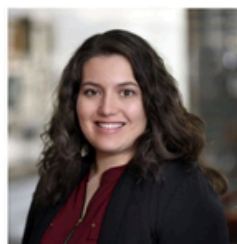
IDP Redesign Workgroup



JUSTIN COURSON, PH.D.
POSTDOCTORAL FELLOW
MEDICINE - PULMONARY



**CINTIA DE PAIVA, M.D.,
PH.D.** PROFESSOR
OPHTHALMOLOGY



GLORIA ECHEVERRIA, PH.D.
ASSISTANT PROFESSOR
MOLECULAR AND CELLULAR
BIOLOGY



SHABAB HANNAN, PH.D.
POSTDOCTORAL ASSOCIATE
NEUROLOGY



DEBOSMITA SARDAR, PH.D.
POSTDOCTORAL FELLOW
NEUROSURGERY



COURTNEY SUTTON PH.D.
POSTDOCTORAL FELLOW
PATHOLOGY



BOB TILLMAN, PH.D.
ASSOCIATE PROFESSOR
ASSISTANT DEAN OF
FACULTY AFFAIRS AND
FACULTY DEVELOPMENT



LUCAS TU, PH.D.
POSTDOCTORAL FELLOW
PEDIATRICS - NUTRITION



EVELIN YOUNG, PH.D.
LEAD, OFFICE OF
POSTDOCTORAL AFFAIRS,
GRADUATE SCHOOL OF
BIOMEDICAL SCIENCES

“The IDP provides a framework for personalized reflection, internally with yourself as well as with your mentor, to build a career tailored specifically to your vision.

It is never too early to start thinking about a roadmap to build your career. Your postdoc is the time to explore what is right for you.

**Gloria Echeverria, Ph.D.,
Assistant Professor,
Breast Cancer.**

ONGOING EFFORTS

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SELECTED HIGHLIGHTS OF ONGOING EFFORTS

Building Community

Postdoctoral Orientation, offered monthly to welcome new research postdoctoral scholars, provides an overview of postdoc-specific policies and introduces scholars to professional and career development opportunities. In 2024, **73% of new research postdoctoral scholars attended orientation**.

The **Postdoc News** newsletter is published twice a month.

30 postdoc
spotlights and
kudos featured
in 2024

98 professional
development
opportunities and
events shared
across 23 issues

See the *Postdoc
News* archive
[here](#)



POSTDOC KUDOS



Maureen Akinyi, Ph.D.
Therapeutic Innovation Center - Eric Van Nostrand, Ph.D.

Kudos to Dr. Akinyi who was recently named a 2024 Leading Edge Fellow! Her project focuses on mechanisms of spliceosome and RBP interactions that regulate splicing fidelity. Read more about Dr. Akinyi's research via the [Leading Edge Symposium Booklet](#) and learn more about [Leading Edge](#), here.



Nicoletta Memos, Ph.D.
Neuroscience - Russell Ray, Ph.D.

Kudos to Dr. Memos for receiving F32 funding for her project titled Mu Opioid Receptors and Splice Variant Expression in Neonate Autoregulation! Her project focuses on identifying the role of native changes to mu opioid receptor expression and the effect of these changes on cardiorespiratory measures in neonatal mice to inform upon risk factors for congenital disorders including Sudden Infant Death Syndrome and Neonatal Opioid Withdrawal Syndrome.

UPCOMING EVENTS

Resume DNA for Seeking Jobs Outside of Academia
[Gulf Coast Consortia](#)
August 6: 2 p.m. - 4 p.m. | In-Person - Bioscience Research Collaborative [Register Here!](#)

Mentor Training for Postdocs in Biomedical Science Research
[Gulf Coast Consortia](#)
August 9: 9:30 a.m. - 3:30 p.m. | In-Person - Bioscience Research Collaborative [Register Here!](#)

Professional Identity Formation Workshop
[BCM Career Development Center](#)
August 14: Noon - 1 p.m. | Virtual [Register Here!](#)

NPA SmartSkills: Perfecting Presentation Skills
[National Postdoctoral Association](#)
August 27: 2 p.m. - 3 p.m. | Virtual [Register Here!](#)

CV/Resume Basics Workshop
[BCM Career Development Center](#)
August 29: 2 p.m. - 3 p.m. | Virtual [Register Here!](#)

ONGOING EFFORTS

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Building Community

Advised the Postdoctoral Association ([PDA](#)), a postdoc-led BCM organization. The Postdoctoral Association is dedicated to building a strong sense of community by promoting both social and professional connections among postdocs, serving as a platform to address issues relevant to their experience, and facilitating open dialogue with the administration. In Fall 2024, the PDA Leadership Council participated in a half-day Leadership Kickoff Bootcamp.



During this session, they explored best practices for collaboration and established strategic goals for the year, including improving communication and strengthening connections among postdoctoral trainees at BCM. Throughout the year, the Council organized five social events, co-sponsored the *Professional Perspective Seminars*, and contributed to the *Science Careers Conference* hosted by the Career Development Center.

“ I am beyond grateful for an opportunity to serve as a BCM PDA president in 2024-2025. With a team of energized, talented, and dedicated postdocs, we fostered networking and collaboration among our peers. Guidance from the OPA team strengthened my leadership and teamwork skills and made my experience as a president rewarding, both professionally and personally. ”

Elmira Khabusheva, Ph.D, 2024 PDA President



2024 Postdoctoral Association Leadership Council: President – Elmira Khabusheva, Ph.D.; Vice President – Rajkishor Nishad, Ph.D.; Secretary – Arindam Ghosh Mazumder, Ph.D.; Treasurer – Megumi Hashida Seese, Ph.D.; Professional Career Development Committee Chair – Ozlem Sert, Ph.D.; Communications Committee Chair – Jini Sugatha, Ph.D.; Engagement Committee Chair – Nipa Basak, Ph.D.

ONGOING EFFORTS

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Providing Professional Development

The 2024 **Faculty Job Search 4-Part Series** featured 9 panelists and speakers (below) in June and July. The goals of this series are to provide postdocs with (1) an inside scoop on the process from people who have recently completed a search or have participated in a search committee and (2) the opportunity to meet others who can support them in their search - as mentors, peer support, and resources. Topics were Starting Your Search, Preparing Your Materials, Developing Your Research Vision, and Interviewing.



Over 3 workshops, **6 postdocs presented in Workshopping a Research Vision** sessions. Facilitated by Drs. Debosmita Sardar and Ankita Thawani, these structured sessions allowed postdocs preparing for the job market to clarify their research vision, develop a graphical abstract for their research statements, and receive feedback.



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PROFESSOR AT SUNY UPSTATE
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CHRISTOPHE HERMAN, PH.D.
PROFESSOR, MOLECULAR AND
HUMAN GENETICS
BAYLOR COLLEGE OF MEDICINE

“ When I decided to apply for faculty positions in the summer of 2024, I didn't know exactly how to approach preparing application materials. It felt like an awfully daunting task, but by participating in the Research Visioning Workshop, I was able to navigate how to form my research narrative and write a solid research statement. The Workshop helped me understand the necessary components to include in the research statement, and I found working on my draft with other Workshop attendees very helpful and encouraging. Luckily, I was able to secure a faculty position during this job market, and I believe the Workshop played a big role in making me feel confident with my application materials. ”

**Dah-Eun (Chloe) Chung, Ph.D.,
2024 Workshopping a Research
Vision Participant**

ONGOING EFFORTS

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Providing Professional Development

A suite of Mentor Trainings tailored for research postdoctoral scholars is offered throughout the year, including CIMER **Research Mentor Training** and **Mentoring Up Training**, and **Scientific Communication Advances Research Excellence (SCOARE)**



Training. Topics include establishing aligned expectations, effective mentor-mentee communications, and promoting scaffolded experiences to build scientific writing, presenting, and speaking skills. Workshops are provided at BCM and in partnership with the Gulf Coast Consortia. Facilitators are Drs. Evelin Young (BCM), Fred Pereira (BCM), Antonie Rice (BCM), Sara Dann (UTMB), Yasmin Chebaro (UT-Health), and Ms. Vicki Alger (Gulf Coast Consortia).

The **Responsible Conduct of Research course for postdocs** is offered by the Graduate School of Biomedical Sciences. In 2024, **86 research postdoctoral scholars completed** the 16-hour course.

Guiding Administrative Processes and Data Collection

Reviewed 815 postdoctoral appointment requests for New Appointments, Reappointments, Transfers, and Exits.

Trained 19 new department administrators to use the Postdoctoral Appointments and Profiles System to manage postdoctoral appointments.

Data collected contributed to 4 institutional training grant submissions that support postdoctoral training.

Held Quarterly Postdoctoral Administrator Meetings to communicate policy and process guidance with department administrators and staff who manage postdoctoral appointments.

ONGOING EFFORTS

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Supporting Recruitment Efforts

The **Postdoctoral Research Opportunities in Science (PROS)** program offers selected participants personalized guidance to identify and connect with Baylor faculty whose research interests align with their own. It also provides opportunities to engage with current faculty and postdocs, and to explore the training resources available at Baylor. Since 2020, there have been **80 participants, resulting in 36%** of them starting a postdoctoral position here at Baylor College of Medicine.

“*In my final year of graduate school at the University of Notre Dame, I was seeking out opportunities for me nationwide to continue my training in becoming a principal investigator in lung immunology. I became aware of the BCM PROS program through my graduate program director, which became a special opportunity for me to reach out to multiple prospective mentors simultaneously. What is great is that I was able to get multiple interviews in a short period of time and identified an impactful mentor and a T32 position opportunity before my dissertation defense. After graduating, I moved to my hometown of Houston and took advantage of building my postdoctoral mentorship team, coursework, the certificate of added qualification program, career development center, collaborations, and many conferences and activities at BCM and in the Texas Medical Center.*”

**Armando Magallanes Marrufo, Ph.D., 2024 PROS Participant,
Postdoctoral Associate, Department of Medicine - Pulmonary**

Postdoc Houston is a three-hour informational virtual event for attendees to learn about living and working in Houston, the growth and future of the TMC, the academic institutions, and the postdoc experience. This event is a collaboration between Baylor College of Medicine, MD Anderson Cancer Center, UTHealth Houston, and Houston Methodist. Attendees learned about institutional highlights and participated in panel discussions with postdoctoral researchers. In 2024, the **event drew over 200 attendees**. A post-event survey asked participants to rate their likelihood of applying for a postdoctoral position in Houston, both before and after the event, using a Likert scale ranging from *Very Unlikely* (1) to *Very Likely* (5). On average, **respondents' likelihood of seeking a Houston position increased by one full point—from 3.8 to 4.8—indicating a substantial positive impact.**



RESOURCES

[IDP Toolkit](#)

[Resources for
International
Postdocs](#)

[Research
Postdoctoral
Benefits](#)

[Current
Minimum Pay
Scale](#)

[Annual
Performance
Evaluation](#)

[Responsible
Conduct of
Research for
Postdocs](#)

[Emotional and
Mental Health
Wellness](#)

[GSBS Course
Registration](#)

[Postdoc Affairs
Intranet](#)

[Postdoc
Association](#)

[Postdoc News](#)

[Grievance
Process Policy](#)

[Time-Off and
Leave of
Absence Policy](#)

[Compensation
Policy](#)

**Appointment
Policy**
(coming soon)

**Performance
and
Termination
Policy**
(coming soon)

OFFICE CONTACTS



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