



TEXAS A&M UNIVERSITY
College of Medicine

POSTDOCTORAL HANDBOOK

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WELCOME LETTER FROM THE OFFICE OF POSTDOCTORAL AFFAIRS

Dear Postdoctoral Scholar,

On behalf of the College of Medicine's Office of Postdoctoral Affairs (OPA), welcome to Texas A&M University Health Science Center! As a new postdoctoral trainee, you are an integral part of our research enterprise and community of scholars. The OPA and the Texas A&M Health Postdoctoral Association (PDA) are here to provide support for and to enhance your training experience.

The OPA offers a number of professional and career development workshops and other events throughout the year focused on the core competencies established by the National Postdoctoral Association and FASEB. In addition, OPA hosts a quarterly orientation that will connect you with resources to aid in your training and career planning.

The PDA is an organization *for postdocs, led by postdocs*. The mission of the PDA is to improve the quality of the postdoctoral experience and to facilitate the long-term success of its members. The PDA hosts monthly seminars and social events. In addition, the PDA sponsors bi-annual postdoctoral travel and professional development awards.

The OPA encourages you to explore the many programs that the OPA, PDA and other Texas A&M departments have to offer for your research training and professional development. You should seek out opportunities to mentor and to be mentored, and to develop your professional communication skills. Finally, taking concrete steps to establish your own, independent career – such as applying for fellowships or grants and creating your own Individual Development Plan – will ensure that you are using your postdoctoral training to fully prepare for your chosen career path. Please use this handbook as a guide to get started at Texas A&M, plan your career path, and learn about on-campus resources.

We wish you much success in your postdoctoral training.

Best regards,
Stacy B. De Leon
Director of Postdoctoral Affairs &
Associate Director, Office of Research
College of Medicine

CONTACT US

The Office of Postdoctoral Affairs and the PDA use an email distribution list to communicate with all Texas A&M Health postdocs. You should automatically be subscribed to the list when we are notified of your hire by your department. However, if you are not receiving emails from us, please let us know today!

Office of Postdoctoral Affairs

Medical Research & Education Building, Suite 1340

8447 Riverside Pkwy

Bryan, TX 77807

Email: hsc-postdocaffairs@tam.u.edu

Website: <https://medicine.tam.u.edu/postdoc>

Instagram: <https://www.instagram.com/tamuhealthpostdoc/>

Facebook: <https://www.facebook.com/TAMUmedicinepostdoctoralaffairs>

Texas A&M Health Postdoctoral Association

Email: health-pda@tam.u.edu

Website: <https://medicine.tam.u.edu/research/postdoc/association.html>

GETTING STARTED AT TEXAS A&M UNIVERSITY

Campus Maps

The main campus of Texas A&M University is made up of two parts – Main Campus and West Campus. It would be helpful to familiarize yourself with the campus. An interactive map plus additional maps related specifically to parking & transportation can be found at:

<https://www.tamu.edu/maps/index.html>

Texas A&M Health has campuses at multiple locations. Maps and other information can be found here:

<https://health.tamu.edu/about/campuses/index.html>

Living in a New Community

Living in a new community can be daunting, especially for those living in a new country for the first time. We have compiled some resources to help you as you settle into your local community at:

<https://medicine.tamu.edu/research/postdoc/community-living.html>

Benefits & Employee Relations

Most postdoctoral positions are considered full-time staff positions and therefore are benefits-eligible. They receive the same competitive benefits package as all other employees and are protected by the same rules, regulations and procedures, including paid and parental leave, FMLA, etc. Visit the Employee Relations webpage for more details: <https://employees.tamu.edu/employee-relations/index.html>

Postdoctoral trainees on an external fellowship should refer to HR's Postdoctoral and Graduate Student Fellow Benefits webpage at: <https://employees.tamu.edu/benefits/postdoc-fellow.html>

Title IX of the Educational Amendments of 1972 is a federal law that prohibits discrimination on the basis of sex in educational programs and activities at federally funded institutions. Title IX protects students, faculty, staff and visitors from all forms of sex discrimination. This includes discrimination based on pregnancy or related conditions. More information can be found at: <https://titleix.tamu.edu/>

The Americans with Disabilities Act protects people with disabilities. Under this law, employees are provided with accommodations needed for their health. Learn more at:

<https://employees.tamu.edu/employee-relations/ada.html>

International Postdocs

Texas A&M's Immigration Affairs is charged with providing support and guidance relating to the employment of foreign nationals. Visit their website at: <https://facultyaffairs.tamu.edu/immigration-affairs/index.html>

New Employee Trainings & Orientation

New Postdoc Orientation

The Office of Postdoctoral Affairs offers a hybrid (in-person and on Zoom) orientation for new postdoctoral scholars each quarter (January, April, July & October). This orientation will allow new postdocs to connect with the Office of Postdoctoral Affairs, the Postdoctoral Association and other fellow postdocs. It will also introduce them to the resources and services available to them. New postdocs should receive announcements about orientation when registration begins. If you don't receive these announcements, please email hsc-postdocaffairs@tamu.edu.

New Employee Training

Texas A&M requires that all new staff, including postdocs, complete new employee training within a certain time period after the first date of hire. Please refer to the materials given to you by your department or HR liaison.

Responsible Conduct of Research (RCR)

All postdoctoral researchers **must** complete the online CITI RCR training within **60 days of employment**, regardless of their source of funding. Also, each postdoctoral researcher **must complete an additional four hours of face-to-face Core training within the first six months of his or her employment unless required earlier**. Information can be found here: <https://vpr.tamu.edu/research-security-and-export-controls/responsible-conduct-of-research/citi-rcr-training-online/>

Core Facilities

Texas A&M, Texas A&M Health, and the College of Medicine have numerous core facilities that you may find helpful throughout your training:

- The **College of Medicine Cell Analysis Facility (COM-CAF)** provides cell analysis and cell sorting services for research. More information can be found at: <https://medicine.tamu.edu/centers/caf.html>
- The **Integrated Microscopy and Imaging Laboratory (IMIL)** provides technical expertise and cutting-edge microscope systems to support the research of faculty and staff. The IMIL includes six microscopy rooms, supporting facilities, and an image processing station. Learn more at: <https://medicine.tamu.edu/imil/index.html>
- Information about other core facilities at our Houston campus can be found at: <https://medicine.tamu.edu/research/facilities.html>
- Information on all Texas A&M core facilities can be found at: <https://vpr.tamu.edu/research-resources/core-facilities/>

GENERAL GOALS TO ACCOMPLISH WHILE A POSTDOC AT TEXAS A&M HEALTH

The measure of your success as a postdoc, and as a professional, especially from the academic standpoint, can be broken down into four main categories:

- First-author publications and reviews
- Presentations at national and international meetings
- Applications submitted for travel awards, grants, and fellowships
- Mentoring of younger trainees

The Six Core Competencies for Postdocs

The National Postdoctoral Association (NPA) and Federation of American Societies for Experimental Biology (FASEB) established six core competencies to serve as a guideline to the areas in which postdocs should gain experience and proficiency to be prepared with the diverse skill set required for a successful career. The Office of Postdoctoral Affairs uses these core competencies when developing programming.

View more information about the competencies and the full report at:

<https://www.nationalpostdoc.org/page/CoreCompetencies>. A self-assessment for the core competencies will allow you to evaluate and identify areas in which you should gain further training. It can be found here: <https://tinyurl.com/npacorecompetencieslist>

Please note that the suggested resources listed under each competency are provided for your reference. They are not an exhaustive list and do not suggest an endorsement by the Office of Postdoctoral Affairs.

1. Discipline-specific Conceptual Knowledge

As a postdoc you are expected to have and maintain a solid and broad base of knowledge in your specific research area. You should also master your analytical approach to devising and testing hypotheses.

Recommended activities to achieve this competency:

- Discuss science with your mentor and peers
- Join professional societies
- Attend scientific meetings and conferences
- Stay on top of the scientific literature

2. Research Skill Development

You are expected to have high competency with designing experiments, utilize different techniques, analyze and critically evaluate your data and be able to navigate the grant application and scientific publishing processes.

Recommended activities to achieve this competency:

- Attend journal clubs, special-interest clubs and the like
- Discuss yours and others' science with your mentor and peers
- Attend Office of Postdoctoral Affairs grant writing workshops

Suggested resources:

- Making the Right Moves - A Practical Guide to Scientific Management for Postdocs and New Faculty by HHMI

<https://www.hhmi.org/sites/default/files/Educational%20Materials/Lab%20Management/Making%20the%20Right%20Moves/moves2.pdf>

- Boss, J. and Eckert, S. (2006). Academic scientists at work: Navigating the biomedical research career (Electronic copy available by request through the Office of Postdoctoral Affairs)

3. Communication Skills

The ability to communicate effectively to a variety of audiences through different channels is imperative to your professional success. You should be able to clearly communicate your ideas and research in a way that is easy to understand by the receiver. Below are the different forms of communication:

- Writing
 - manuscripts
 - grant applications
 - abstracts for meetings
 - job search documents (CV/resume, cover letter, research and teaching statement)
- Speaking
 - Oral and poster presentations
 - job interviews and chalk talk
- Teaching and Mentoring
- Interpersonal communication skills
 - conflict management
 - negotiations
 - performance review and feedback
- Special situations
 - networking
 - news media

Recommended activities to achieve this competency:

The Office of Postdoctoral Affairs offers events throughout the year that are relevant to communication skills from grant writing to conflict management and co-hosts an annual Postdoctoral Research Symposium with the Division of Research at Texas A&M University. The Office of Postdoctoral Affairs also offers opportunities to gain and sharpen your writing skills.

Suggested resources:

- Writing a scientific research article (Columbia University)
<http://www.columbia.edu/cu/biology/ug/research/paper.html>
- Designing conference posters by Collin Purrington
<https://colinpurrington.com/tips/poster-design/>
- How to give a bad science presentation (Science Blogs)
<https://scienceblogs.com/twominds/2008/03/12/how-to-give-a-bad-science-pres>
- Ten simple rules for a good poster presentation (Erren and Bourne)
<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC1876493/>
- 9 public speaking lessons from the world's greatest TED talks (Forbes)
<https://www.forbes.com/sites/carminegallo/2014/03/04/9-public-speaking-lessons-from-the-worlds-greatest-ted-talks/?sh=6d37eab4a9d0>

4. Professionalism

You are expected to interact and conduct yourself in a way that adheres to professional standards and practices, not only in your lab and department, but also in your professional community.

Additionally, during your postdoc, you should develop an independent identity, also referred to as your "science identity" outside of your research group. Become involved in the wider department, university and professional association groups so that people know you independently from your supervisor or research group. Take all opportunities to increase your visibility such as attending conferences, meeting with visiting scientists, interacting with graduate students, postdocs and faculty. Develop relationship with PIs other than your mentor.

Recommended activities to achieve this competency:

- Attend New Postdoc Orientation (offered at the beginning of each quarter)
- Meet all deadlines in a timely manner
- Design projects without your PI's direction
- Write and submit a grant and learn how to frame specific aims for proposals (attend a Texas A&M or Office of Postdoctoral Affairs grant writing workshop)
- Ask to help your advisor with review of papers for journals
- Become familiar with administrative functions (like lab schedule, ordering etc.)
- Take available courses on lab management and/or other courses specific to your career goal

Suggested resources:

- Compact Between Postdoctoral Appointees and Their Mentors
https://store.aamc.org/downloadable/download/sample/sample_id/96/
- How to Succeed in Science: A Concise Guide for Young Biomedical Scientists by Jonathan Yewdell
 - Part I: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2685175/>
 - Part II: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2675886/>
- Recognition: Build a reputation (Nature Jobs) <https://www.nature.com/articles/nj7550-113a>

5. Leadership and Management Skills

As you progress in your career it is more and more likely that you will need to manage people, whether you are in or outside academia. Being a better leader and manager will help you propel your career forward. Learning how to manage yourself, others, projects and resources, and how to motivate and effectively lead others is key to your career success.

Recommended activities to achieve this competency:

- Take a lab management course
- Take other courses relevant to management and project management
- Read books about leadership and management

Suggested resources:

- A Practical Guide to Scientific Management for Postdocs and New Faculty (Burroughs Wellcome Fund and HHMI)
https://www.hhmi.org/sites/default/files/Educational%20Materials/Lab%20Management/Making%20the%20Right%20Moves/moves2_ch3.pdf
- At the Helm: Laboratory Navigator by Kathy Barker (available for checkout by request through the Office of Postdoctoral Affairs)
- Boss, J. and Eckert, S. (2006). Academic scientists at work: Navigating the biomedical research career (Electronic copy available by request through the Office of Postdoctoral Affairs)
- Assertiveness training (NIH OITE)
https://www.training.nih.gov/assets/Assertiveness_Handout.pdf
- How To Win Friends and Influence People by Dale Carnegie (book)

6. Responsible Conduct of Research

See above in 'Getting Started' section. NOTE: RCR is mandatory within a specific timeline after hiring at Texas A&M.

CAREER DEVELOPMENT

Office of Postdoctoral Affairs Services

- **Workshops, seminars, courses and other professional events**
 - Scientific writing courses
 - Professional development workshops (Examples: grant writing, team dynamics, mock study sections, presentation skills, etc.)
 - Texas A&M Annual Postdoctoral Research Symposium, September
 - College of Medicine Graduate Student Organization (GSO) Annual GSO Symposium, every April
 - National Postdoc Appreciation Week, every September

- **Award opportunities**
 - Research Excellence Award for Postdoctoral Fellows, Research Scientists & Research Track Faculty - The College of Medicine's research enterprise relies to a large extent on the drive, ingenuity, dedication and perseverance of its most experienced scholars and bench scientists – our postdoctoral fellows, research scientists and non-tenure track faculty (Research Assistant/Associate Professors). This competitive award will pay tribute to this important constituency and honor the accomplishments of up to two such outstanding scholars each year. The awardee will receive a cash prize of \$3,000 and provided the opportunity to present their research accomplishments in a research talk in a school-wide seminar, in coordination with a talk by a leader in the same field as the awardee. Applications guidelines and the nomination form can be found at: <https://medicine.tamu.edu/research/excellence-award.html>

 - Postdoctoral Association Awards
The Texas A&M Health Postdoctoral Association offers two, \$500 merit-based travel awards plus one \$500 professional development award each semester. See more information at: <https://medicine.tamu.edu/research/postdoc/awards.html>

- **Free membership to the National Postdoctoral Association**

A free affiliate membership with the National Postdoctoral Association (NPA) is offered to all Texas A&M postdoctoral trainees. To join the National Postdoctoral Association, go to https://www.nationalpostdoc.org/general/register_member_type.asp. Select 'Affiliate Individual Membership – Postdoc' and then follow the steps using Texas A&M University as the member you are affiliated with.

- **Communications promoting postdoc activities**

The Office of Postdoctoral Affairs sends out frequent emails and communicates via their social media platforms regularly to promote both OPA workshops and other events. Pay particular close attention to the weekly email on Fridays titled "Texas A&M Health Weekly Postdoc News."

- **Support for Individual Development Plans**

- **Support for and collaborations with the Texas A&M Health Postdoctoral Association**

- **Promotion of postdoctoral accomplishments**

The Office of Postdoctoral Affairs wants to give you a shout out when you deserve it via Texas A&M, College of Medicine and Texas A&M Health news stories and our various social media platforms. In addition, the College of Medicine's Office of Research publishes an annual report and reporting on postdoc professional accomplishments is high priority. Fill out the accomplishment form online to inform us of any professional accomplishments (ex. publications, new grants/fellowships, presentations, honors or awards, etc.).

<https://tinyurl.com/tamucomform>

- **Community activities and happenings**

Individual Development Plan (IDP)

Using an IDP to create your career development plan and progress is highly recommended. Taking the time to plan your career path will help you use your postdoctoral training period more efficiently and effectively. Completing your IDP will help you to familiarize yourself with career planning tools that are common among academic and non-academic employers.

What are IDPs? Academic and Career Development tools for graduate students to:

- Conduct self-assessment of interests, personality traits, values and skills
- Identify and explore careers that match your preferences
- Identify skills needed for career paths and strengthen any skill deficiencies
- Set Academic Goals, Career, Personal, Financial and Professional Development Goals annually
- Discuss goals with your mentor to seek constructive feedback on your performance and create a plan of action for the upcoming year.

One IDP resource is made available by the American Association for the Advancement of Sciences (AAAS) at: <https://myidp.sciencecareers.org/>

Funding Opportunities

Fellowships:

Obtaining your own funding through a fellowship or grant award will help you move toward an independent career and provide you with invaluable experience no matter your career plans. Many fellowships will only support a postdoc within a certain number of years after completing their doctorate (typically 1 to 3 years) and competition is considerable. Therefore, it is a good idea to apply early and often. Below is a list of some funding opportunities (fellowships and career transition awards):

- **National Institutes of Health (NIH) Ruth L. Kirschstein Postdoctoral Individual National Research Service Awards (F32)**

The purpose of the Kirschstein-NRSA postdoctoral fellowship is to enhance the research training of promising postdoctoral candidates who have the potential to be a productive, independent investigators in scientific health-related research fields relevant to the missions of the participating NIH Institutes and Centers.

<https://researchtraining.nih.gov/programs/fellowships/F32>

NOTE: Departments are referred to the Office of Postdoctoral Affairs' F32 process paper for guidelines on how to help a postdoc transition from staff to fellow. Email hsc-postdocaffairs@tamu.edu.

- **National Science Foundation (NSF) Postdoctoral Fellowships**
 - **Postdoctoral Research Fellowships in Biology (PRFB)**

Supports postdoctoral fellows in selected areas of the life sciences who focus on broadening participation of underrepresented groups in biology; study the rules governing interactions between genomes, environments and phenotypes; or study plant genomes. <https://beta.nsf.gov/funding/opportunities/postdoctoral-research-fellowships-biology-prfb>
 - **SBE Postdoctoral Research Fellowships (SPRF)**

Supports postdoctoral research in the social, behavioral and economic sciences and/or activities that broaden the participation of underrepresented groups in these fields. <https://beta.nsf.gov/funding/opportunities/sbe-postdoctoral-research-fellowships-sprf>

- **American Heart Association (AHA)**

AHA postdoctoral fellowships aim to enhance the training of applicants who are not yet independent. The applicant must be embedded in an appropriate investigative group with the mentorship, support, and relevant scientific guidance of a research mentor. Recognizing the unique challenges that clinicians, in particular, experience in balancing research and clinical activity, this award mechanism aims to be as flexible as possible to enable applicants to develop academic careers in research alongside fulfilling clinical service commitments. <https://professional.heart.org/en/research-programs/application-information/postdoctoral-fellowship>

- **Parkinson's Foundation Postdoctoral Fellowships**

The Postdoctoral Fellowships for Basic Scientists are two-year fellowships for young scientists, fresh from their Ph.D. training, to study at major research institutions. The Parkinson's Foundation seeks research proposals from promising early career scientists that will directly impact the understanding of Parkinson's disease or its treatment. <https://www.parkinson.org/research/information-for-researchers/early-career-fellowships/postdoctoral>

- **L'Oréal USA for Women in Science**

The L'Oréal USA For Women in Science fellowship program awards five women postdoctoral scientists annually with grants of \$60,000 each for their contributions in Science, Technology, Engineering and Math (STEM) fields and commitment to serving as role models for younger generations. <https://www.loreal.com/en/usa/pages/group/fwis/>

Career Transition Awards:

- **NIH K99/R00**

The purpose of this program is to increase and maintain a strong cohort of new and talented, NIH-supported, independent investigators. This program is designed to facilitate a timely transition of outstanding postdoctoral researchers or clinician-scientists from mentored research positions to independent, tenure-track or equivalent faculty positions, and to provide independent NIH research support during the transition that will help these individuals launch

competitive, independent research careers. <https://researchtraining.nih.gov/programs/career-development/K99-R00>

- **NIH K22**

The goal of this program is to facilitate the transition of investigators to independent, productive research careers. One or two phase award; an initial period of mentored research, followed by a period of independent research at an extramural institution.

<https://researchtraining.nih.gov/programs/career-development/K22>

- **Parkinson's Foundation Launch Award**

The Launch Award will cultivate a strong cohort of new and talented independent investigators dedicated to PD research. The award will provide research support to outstanding postdoctoral researchers that will enable them to complete needed mentored training and transition promptly to independent research careers in the PD field. This award is a two-stage program consisting of a Mentored Stage (1-2 years) and an Independent Stage (up to 2 years). The strongest applicants will propose a well-conceived plan for 1-2 years of mentored research training and career development to help them be competitive candidates for independent faculty positions, preparing them to launch robust, separate research programs studying PD. The Launch Award seeks to attract the best and brightest individuals conducting research in the US or internationally. At the end of the funding period, it is expected that awardees will be independent research leaders with their own research space and research team.

<https://www.parkinson.org/research/information-for-researchers/early-career-fellowships/launch-award>

Scholarly Identity, Impact and Reputation

The Office of Scholarly Communications, a department of Texas A&M Libraries, provides you with tools and services to help enhance the visibility of your research, enrich scholarly identity, and support discovery and collaboration. They help scholars at Texas A&M have a strong online presence that effectively shows the quality, productivity, and impact of their scholarly output.

Here are some tips for enhancing your online presence:

- **Scholars@TAMU** is a profile system that hosts searchable expertise for faculty and TAMU organizations by gathering data from institution-level/enterprise systems, publicly available research data (e.g., grants and publications), and other authoritative sources. The data is compiled into a profile that you can edit to best represent your scholarship and expertise. This system helps to improve the discoverability of scholarly expertise, enhance the scholarly identity of researchers and facilitate new research collaborations. <https://scholars.library.tamu.edu/vivo/>
- **Google Scholar** is a profile provided by Google, a freely accessible web search engine that indexes the full text or metadata of scholarly literature across disciplines. Create a profile today at <https://scholar.google.com/>
- **ResearchGate** is a social networking site for scientists and researchers to share papers, ask and answer question, and find collaborators. <https://www.researchgate.net/>

- **ORCID** is a service to help researchers establish and maintain their scholarly identity. ORCID helps distinguish researchers with similar or identical names, differences in spellings or translations of names across languages, and change in their name or affiliations over their career. ORCID ID is available to any scholars who want to obtain an ORCID ID and manage their record of research activities. Get your ORCID ID today at <https://orcid.org/> and connect it to your TAMU NetID at <https://tamu.libguides.com/orcid>

Learn more about the services and resources available through the Texas A&M Libraries at <https://msl.library.tamu.edu/>

Other Texas A&M University Professional Development Resources

- **CIRTL@TAMU**
The Center for the Integration of Research, Teaching and Learning is committed to preparing outstanding future faculty in STEM disciplines, with the ultimate goal of improving undergraduate STEM education in our country. For more information, visit their website at: <https://cirtl.tamu.edu/>. Both national CIRTL Network events and CIRTL@TAMU events can be found at: <https://calendar.tamu.edu/cirtl/month>

Programs include:

- Academy of Future Faculty
<https://cirtl.tamu.edu/TAMU-Programs/Academy-of-Future-Faculty>
- MOOC Local Learning community
<https://cirtl.tamu.edu/TAMU-Programs/MOOC-Local-Learning-community>
- Teaching as Research Fellows
<https://cirtl.tamu.edu/TAMU-Programs/Teaching-as-Research-Fellows>
- **Center for Teaching Excellence’s English Language Proficiency (CTE-ELP) Program**
The Center for Teaching Excellence’s English Language Proficiency (CTE-ELP) Program is a linguistic resource provided to Texas A&M’s international instructors (and prospective instructors) who wish to improve their spoken English skills. Support services are confidential and at no additional cost to the participant. Most of ELP’s services are open to postdocs and include: classroom observations, private consultations, conversation partnerships, microteaching and videotaping feedback, practice groups, lunchtime conversation circles, workshops and a virtual language lab. For more information, visit their website at: <https://cte.tamu.edu/graduate-student-support/english-language-proficiency>
- **Texas A&M University Postdoctoral Association**
Texas A&M has a number of Postdoctoral Associations. In addition, to the Health Science Center’s PDA, Texas A&M has an association open to postdocs university-wide. For more information, visit their website at: <https://vpr.tamu.edu/research-resources/postdoctoral-scholars/texas-am-university-postdoctoral-association/>
- **Center for Teaching Excellence**
The Center for Teaching Excellence offers many different workshops covering a wide array of topics ranging from classroom management and course design to instructional technology and inclusive teaching. They are offered on a consistent schedule each semester. The workshops are informal and interactive and offer faculty and staff a safe environment to share and discuss their experiences. <https://cte.tamu.edu/Workshops>

- **Texas A&M Career Center**
The Career Center offers a variety of workshops that postdocs are welcome to attend as space allows. <https://careercenter.tamu.edu/>
- **Research Development Services**
Research Development Services (RDS) supports the Texas A&M research community in the pursuit of external and internal research funding by providing a full-array of proposal development and consulting services, proposal resources and templates, and proposal development training opportunities. <https://vpr.tamu.edu/research-development-services/>

SUPPORT & ADVOCACY

College of Medicine Ombudsperson

The role of the College of Medicine Faculty and Staff Ombudsperson is to serve as a confidential, impartial and neutral sounding board regarding any faculty or staff concerns within our learning environment. The College of Medicine faculty and staff ombudsperson is aware of College and Texas A&M policies and procedures and can provide information on appropriate pathways to resolve issues related to the learning environment. <https://medicine.tamu.edu/about/professionalism/ombuds.html>

Employee Assistance Program

The Work/Life Solutions Program by GuidanceResources® offers a variety of services including consultations with clinicians for anxiety, depression, stress, grief, loss, life adjustments, relationship challenges, marital conflicts, etc. They also provide assistance with finding referrals for resources for things such as child and elder care, hiring movers or home repair contractors, locating pet care, etc. Also, they offer legal guidance for divorce, adoption, family law, wills, and trusts. Work/Life Solutions can be used free of charge as needed when you or your dependents are facing emotional, financial, legal or other concerns. <https://employees.tamu.edu/eap/index.html>

Living Well at Texas A&M

Helping employees grow and thrive by focusing on overall wellness and work/life integration is the goal of Living Well at Texas A&M University. Living Well offers various classes, events and wellness resources. Explore their offerings at: <https://livingwell.tamu.edu/>

Employee Relations

Employee Relations, a unit within the Texas A&M Division of Human Resources and Organizational Effectiveness, provides assistance with employment leave, grievances, disabilities accommodation, alternative work location, Equal Employment Opportunity, FMLA, nepotism, personnel records, discipline, unemployment and workers' compensation. <https://employees.tamu.edu/employee-relations/index.html>

Texas A&M LGBTQ Professional Network

The goal of the LGBTQ Professional Network is to encourage and support the professional development of its members by providing opportunities for networking, peer support, education, and communication. The LGBTQ Professional Network is open to all gay, lesbian, bisexual, and transgender faculty, staff, and graduate students at Texas A&M University (TAMU), as well as their straight allies. We also welcome members of the Bryan/College Station LGBTQ and ally community who are not affiliated with TAMU. <https://glbtqn.tamu.edu/>

Texas A&M Department of Civil Rights & Equity Investigations

The Department of Civil Rights and Equity Investigations (CREI) is charged with the investigation and resolution of alleged violations of Texas A&M University's civil rights policies, including Title IX. This includes instances of sex-based discrimination, harassment (including sexual violence) and related retaliation when this conduct is so severe, persistent or pervasive that it explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work or educational performance, or creates an intimidating or hostile work or educational environment. <https://titleix.tamu.edu/>

Pregnant & Parenting Initiatives at Texas A&M

The Texas A&M Women's Resource Center provides information for pregnant or current parents on campus, including lactation spaces available across campus.

<https://studentlife.tamu.edu/wrc/programs/pregnant-parenting/>

Sexual Assault Resource Center (community resource)

The Sexual Assault Resource Center's (SARC) mission is to end the cycle of sexual violence in the Brazos Valley, TX through education, empowerment, and advocacy. SARC offers crisis intervention services, counseling services education, outreach services and resources and volunteer opportunities.

<https://www.sarcbv.org/>

NIH Loan Repayment Programs (LRPs)

These NIH-established programs are designed to recruit and retain highly qualified health professionals into biomedical research careers. The LRPs pay up to \$50,000 annually of a researcher's qualified educational debt in return for a commitment to engage in NIH mission-relevant research. Learn more about the programs and eligibility. <https://www.lrp.nih.gov/eligibility-programs>