



Los Alamos Postdoc Association
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Dear Director Anastasio,

Thank you for meeting with representatives of the LANL postdoc community on Tuesday, March 6 to discuss issues of common concern to you and to LANL postdocs. Since that meeting, members of the Los Alamos Postdoc Association (LAPA) have met with PADSTE representative Anna Zurek to set in motion plans for a yearly career fair at LANL. Together, we look forward to organizing this much-needed event and establishing it as a regular LANL/LAPA collaboration.

Additionally, during our March 6 meeting you asked LAPA to propose three suggestions that your office could implement to improve the LANL postdoc experience. In response, LAPA held a meeting open to the entire LANL postdoc community where individuals brought their ideas to be considered for inclusion in this letter. The outcome of LAPA's efforts to respond to your request is the following list of three suggestions that we believe can be realistically implemented and promise to improve the LANL postdoc experience:

1. Enroll incoming postdocs in all the classes required by their training plans and obtain cryptocards for them prior to their arrival at LANL. This change will enable postdocs to make the most of their short term of residence here.
2. Allow postdocs to act as official co-PI's on both internal and external grant proposals. This change will give appropriate credit to those postdocs who wish to improve their chances of conversion to TSM by securing funding.
3. Require that postdocs and their supervisors in all divisions submit short progress reports to their group leadership every 6 months. Introduce "mentoring" as a permanent evaluation criterion in all TSMs' performance reviews. Although the majority of postdoc-supervisor relationships are good, the few that do have problems would markedly benefit from occasional feedback and from making the supervisors more accountable for the quality of their mentoring.

The LANL postdoc community understands that the way these suggestions might be implemented depends sensitively on existing LANL institutional constraints. We are eager to work with LANL management to find optimal implementation strategies.

Thank you once again for your concern with the LANL postdoc experience. We hope that the suggestions enclosed in this letter will help to improve the Lab by enhancing the satisfaction of its postdoc population.

Yours sincerely,

Jason Stairs
President

Michael Demkowicz
Vice president

Chandra Savage Marsden
Secretary

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Treasurer