

**K-State Office for the Advancement of Women in Science and  
Engineering (KAWSE)**

**ADVANCE Program**

**Manual for Post-Doctoral Researchers**

This manual is an unofficial handbook for post-doctoral researchers working at Kansas State University. The manual is primarily geared towards female post-docs in STEM fields, though the information found here would be relevant to any post-doc. This manual has been reviewed and approved by the KAWSE office.

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## Welcome to the Post-Doctoral Life!

Congratulations! You have finally finished graduate school and entered the academic workforce as a post-doctoral researcher! You will notice many things are different about this stage of your career than what you experienced in graduate school. And you may find you have many questions about the structure and function of your experience, and how to make your post-doctoral position as beneficial and career-enhancing as possible. This manual will help you find answers to some of the logistical questions, and offer suggestions on how to successfully transition into the post-doc life.

There are many things that you will find are different for post-docs than graduate students and which you may want to discuss with your advisor early in your post-doc experience. This list is by no means exhaustive or true for every post-doc, but have been of issue for many of the KAWSE post-docs.

- **Formal work hours:** as a graduate student, you likely came went mostly as you pleased. Formal time sheets are rarely required for graduate students, and you earned no vacation or sick leave. Many advisors also do not require students to work during regular business hours, and often research requires graduate students to be in the lab evenings, weekends, holidays, etc. **Now that you are a post-doc, you may be asked to more formally record your hours, officially request leave for vacation or illness, and to work during regular business times.** Make sure you know your advisor's (and your human resources office's) expectations on these fronts when you begin your post-doc.
- **Work Attire:** much like work hours, many advisors place minimal restrictions on graduate student attire, so long as they are dressed safely for lab work. As a post-doc, you may be expected to dress more professionally. You may also choose to dress more professionally, regardless of your advisor's expectations, in order to project a stronger image of professionalism and competency.
- **The Social Hierarchy:** In some departments, post-docs are treated as an intermediate stage between graduate school and professorship – more educated than students, but not as experienced as professors. In others, they are treated more like technicians – research laborers expected to complete a particular project with little opportunity for designing their own research goals. In still others, they are virtually forgotten by everyone but their own advisor, and mostly left to their own devices. In some labs, the post-doc is second-in-command to the advisor, while others are (particularly those around for only 1-2 years) are not considered an authority figure in the lab. It may behoove you to consider what you believe your role should be and discuss with your advisor how he or she views your level of authority and interpersonal role in lab issues.
- **Benefits:** Some universities hire post-docs as private contractors in order to avoid providing full benefits. Fortunately, [K-State benefits](#) include health insurance, paid vacation and sick leave, retirement benefits, and basic term life insurance 150% of the employee's annual salary. Human Resources offers training sessions on choosing a health insurance plan and accessing your other benefits.

- Negotiations: The ability to negotiate benefits and salary varies widely by field, department, university, and funding source. Many times, post-doc salary and benefits are written explicitly into the grant and are non-negotiable; however, there may be opportunities to negotiate for conference travel or research funding, a more advanced title, teaching or mentoring opportunities, etc. **Discuss with your advisor which areas are open for discussion, and which are firm.**
- Mentoring: As a post-doc you will have the opportunity and expectation to mentor undergraduate and graduate students in your lab. You may wish to discuss with your advisor his or her mentoring strategy and style. There are also mentoring opportunities outside of the lab, including KAWSE programs GROW and EXCITE, the K-State First Guide to Personal Success (for incoming undergraduate students), and the Research Experience for Undergraduates programs in Biology, Chemistry and Physics, which provide research mentoring to undergraduates. **Remember as well, that at this stage, you can still expect mentoring from your advisor, and other colleagues with whom you collaborate.** This may be particularly true if you lacked sufficient mentoring during your graduate work. Some funding sources, such as the National Science Foundation, require an advisor to submit a post-doc mentoring plan if requesting salary funding for a post-doc. You may wish to read and discuss your advisor's mentoring plan at the start of your post-doc.
- Renewing Your Contract: Your initial contract should state the time frame for your post-doc. Many are 1 or 2 years, with a possible extension of another 1 or 2 years. If an extension is possible, **discuss early on with your advisor when a decision will be made regarding extension, and what factors will play into that decision** (funding availability, other research costs, your performance, your career goals, etc). Many advisors forget to consider the effect of potential unemployment on a post-doc's stress level and leave the decision until the last possible moment. It is likely that you will have to initiate the conversation yourself earlier than your advisor would consider it relevant.
- Your Career and Family Goals: While it is illegal for a potential employer to ask questions regarding your family status or goals during the interview process, you may wish to discuss these issues with your advisor once you are employed. Your family goals or partner's career stage may impact your interest in renewing a contract, or your desire to negotiate certain compensation factors. If you are a dual-career couple, you may wish to discuss a spousal hire, etc. Your advisor's experience on these fronts may provide valuable advice. Additionally, **it may be helpful to discuss with your advisor your short-term (ie, at K-State) career goals, and long-term trajectories in order to maximize the effectiveness of your time as a post-doc.** The [Individual Development Plan](#) is an excellent tool for documenting, discussing, and formalizing your goals with your advisor, and identifying opportunities to distinguish yourself on the job market.
- The Remnants of Your PhD: Though you have officially graduated and left your PhD institution, there are likely still a number of 'loose-ends' to be tied up. These may include chapters of your dissertation yet to be published, annual and final reports to funding agencies, and psychological or emotional baggage from your graduate experience. Depending on your relationship with your post-doc advisor, you may

find it helpful to discuss any or all of these, and you he or she may be able to help put one or more of these issues to rest. Even if you do not wish to discuss personal experiences with your post-doc advisor, you may wish to inform your advisor of the amount of work yet to do to finalize your PhD research, and discuss the amount of time he or she finds acceptable for you to work on past projects.

## **K-State Research and Travel Funding Sources**

[Office of Research and Sponsored Projects](#): The ORSP website lists numerous potential funding sources through K-State with links to federal and private sources of funding as well. ORSP also manages a weekly email [Funding Bulletin](#) of open funding sources available to K-State researchers.

[Academic Excellence Awards](#): This funding source, offered by the Office of the Provost and Senior Vice President, is geared towards advancing scholarship at K-State. There is dollar limit on the requested amount, and proposals are accepted twice a year, due October 15 and December 15.

## **K-State Departmental Seminars and Newsletters**

[K-State Today](#): This daily newsletter houses announcements, news items, and topics of interest for K-State employees. It is distributed as an email newsletter to all employees, and archived online.

[Ecology and Evolutionary Biology](#): Thursdays, 12:00-1:00 pm, 324 Ackert Hall

[Molecular, Cellular, and Developmental Biology](#): Mondays, 4:00-5:00 pm, 324a Ackert Hall

[Division of Biology Seminar Series](#): Fridays, 4:00-5:00 pm, 221 Ackert Hall, refreshments preceding the seminar in 225 Ackert Hall

[Division of Biology Journal Clubs](#): Journal clubs vary in topic and meeting times. Past topics have included aquatics, cancer, ecogen, immunology, molecular ecology, molecular genetics, vector biology, and virology.

[Department of Biochemistry and Molecular Biophysics](#): Wednesdays 4:00-5:00 pm in 120 Ackert Hall, or Thursdays 4:00-5:00 pm in 13 Leasure Hall. Refreshments available prior to seminar in 168 Chalmers Hall.

[Department of Plant Pathology](#): Seminars and other events are offered by Plant Pathology

[Department of Geography](#): Fridays, 3:30-4:30 in 132 Seaton Hall. Geography seminars are advertised through K-State Today or the departmental newsletter, the K-State Globe.

[Department of Geology](#): Geology seminars are advertised through K-State Today

[Department of Mathematics](#): The Math Department hosts numerous seminars, colloquia and endowed lectures at variable times.

## **Kansas State University Resources**

### [K-State Office for the Advancement of Women in Science and Engineering \(KAWSE\)](#):

Located in Seaton Hall, the KAWSE office manages numerous programs for women in STEM fields including GROW (6<sup>th</sup>-8<sup>th</sup> grade), EXCITE (9<sup>th</sup>-12<sup>th</sup> grade), SUCCEED (university undergraduate and graduate students), and ADVANCE (post-doctoral researchers and faculty). KAWSE provides funding for faculty to invite professional speakers through it's ADVANCE Distinguished Lecture Series, and sponsors the post-doctoral professional development group. Information for the post-doctoral group can be found [here](#).

[Women of K-State](#): headed by K-State First Lady Noel Schulz, this group is open to female employees at K-State in all fields and at all levels. The organization coordinates efforts for recruitment, retention and advancement of women at K-State.

[K-State Women's Center](#): for the past 40 years, the K-State Women's Center has worked to promote a safe and equitable work and learning environment through advocacy, presentations, academic classes, training, and referral. The women's center provides information on Kansas sexual assault laws and statistics, and provides resources for friends, family and partners of victims of sexual assault.

[Lesbian, Gay, Bisexual, Transgender \(LGBT\) Resource Center](#): The LGBT Resource Center is dedicated to helping LGBT students, staff, and faculty and allied members of the K-State campus and surrounding communities to be more secure, educated, and productive in their personal and professional surroundings. The center is open to all, and provides information, resources and training to build a diverse and inclusive campus community. The center hosts numerous events, including the LGBT leadership conference.

[SafeZone](#): Students, Administrators, and Faculty for Equality (SAFE) Zone is a national program that provides "safe zones" on campus where individuals affected by homophobia, hateful acts, & sexual violence can safely go for support and assistance. By placing the SafeZone symbol on their office door, desk, or backpack, SafeZone allies signify that their space is a safe place to talk about issues which impact people who have been affected by any type of hateful or homophobic act, or who have been affected by sexual violence, sexual harassment, or any criminal or distressing situation. Employees of K-State can become SafeZone Allies by completing SafeZone training.

[Counseling Services](#): Currently the campus counseling services only provide counseling to KSU students. Resources for faculty and staff are limited to identifying 'students of concern', recognizing warning signs of student stress, and training in approaching students of concern.

[Office of Student Life](#): This office houses the Critical Incident Response Team (CIRT), the K-State threat management policy, the student code of conduct, and the student handbook. The Office of Student Life houses the Judicial Branch, which is responsible for reviewing matters of non-academic disciplinary complaints, violations of the K-State Student Governing Association Constitution, the Conduct Code, Residence Life Policies, Housing and Dining Services Contracts, interferences with students' rights and freedoms, and appeals of K-State Police Department parking citations. The student life judicial system does NOT handle allegations of sexual assault (which should be reported to the Office of Institutional Equity, or the K-State Women's Center), or allegations of academic dishonesty (which should be reported through the Honor and Integrity System).

[Honor and Integrity System](#): All registered undergraduate and graduate students are under the jurisdiction of the K-State Honor and Integrity System and must abide by the K-State Honor Pledge, which applies to all assignments, examinations, and other course work undertaken by students. Allegations of academic dishonesty can be reported to the Honor System via the violation report form.

[Office of Institutional Equity](#): previously called the Office of Affirmative Action, this organization is involved in recruitment and selection (hiring), developed the affirmative action plan, and houses information, laws, and regulations on discrimination, harassment, and sexual violence. The office also houses the Grievance Board and Dispute Resolution for complaints regarding appointment, tenure and promotion, dismissal, salary, and working conditions. Allegations of sexual harassment, harassment, or discrimination should be directed to this office.

[Division of Human Resources](#): The KSU HR website provides information for current and prospective employees, including benefits information, forms, and professional development courses available at KSU. The Human Resources Information Systems (HRIS) [online portal](#) allows you to electronically review your compensation information (including leave balances), update your direct deposit information, view W-4s and other tax forms, order parking permits and recreation services passes, and enter vacation and sick leave requests. You can also review your benefits, including health insurance, life insurance, pensions, and other benefits.

[K-State Photo Services](#): The KSU photo services office provides free professional portraits for all KSU employees. Walk-in times are posted on the Photo Services website and are available throughout the semester.

[Dual Career Network](#): The dual career assistance is available through the Office of Academic Personnel, via the Dual Career Network, which provides assistance to partners of faculty and staff members seeking employment at KSU. Generally, assistance is in the form of information, referrals, and networking.

[Policies and Procedures Manual](#): This site houses all formal policies and procedures for K-State, including public safety, employment procedures, sponsored research projects, and information technology.

[Office of Research and Sponsored Projects](#): This office promotes and facilitates the research, education and outreach missions of K-State by supporting and administering all activities involving extramurally sponsored programs. Preaward Services must be contacted prior to submitting any proposal for extramural funds, and reviews all proposals for compliance with university, state, federal, and programmatic guidelines. ORSP also offers numerous trainings and workshops on finding funding, writing proposals, developing budgets, managing funded projects.

[University Research Compliance Office](#): This office provides regulatory oversight and guidance for research on human subjects, laboratory animal care and use and recombinant DNA or biohazardous materials. It houses offices on Animal Care and Use (IACUC), Human Subjects Research (IRB), the Biosafety Committee, Export Controls Program, Responsible Conduct of Research, Confidential/Sensitive Research, and Financial Conflict of Interest.

[Environmental Health and Safety](#): This office provides services for removal and disposal of hazardous, radioactive, chemical, or medical waste and controlled substances on campus. It is also responsible for university compliance with occupational health and safety, radiation safety, fire safety, and environmental health. Training is available for topics relating to occupational safety and waste management. It also manages [K-State Alerts](#), the university emergency notification system. Employees can sign up for automated phone calls, emails, text messages in the event of a campus emergency.

[Lafene Health Center](#): The campus medical center is located at 1105 Sunset Avenue and offers K-State students and employees comprehensive, high quality, easily accessible, affordable outpatient care and serves as a resource and advocate for health education, promotion, and wellness.

[Recreation Services](#): The campus recreation center is located at 101 Peters Recreation Complex and houses facilities for indoor rock climbing, racquetball, squash, wallyball, basketball, volleyball, badminton, soccer, hockey, tennis, weight training, circuit and stretching, cardio, combatives training, video games, pool tables, foosball, darts, and two indoor tracks. Intramural teams and sport clubs exist for 28 different sports. Personal trainers and group fitness programs are also available. Outdoor recreational equipment is available for rent, including canoes, kayaks, life vests, tents and sleeping bags. While there is no swimming pool at the main recreation facility, employees can access the swimming pool at the natatorium located adjacent to Ahearn Field House. The natatorium houses two 25-yard pools with 3-meter and 1-meter diving boards.

## **Professional Resources Outside K-State**

[National Post-Doctoral Association](#): This group supports post-docs in the U.S. in all fields. Individuals and universities can be members. The NPDA sponsors a National Post-doc Appreciation Week held in mid September, coordinates an annual research conference, and



publishes two research journals focused on research by, for, and about post-doctoral researchers. At the last update of this manual, K-State is currently not a member of the NPDA, though numerous individual post-docs are.

[American Association of University Women](#): Founded in 1881, AAUW is the nation's leading voice promoting equity and education for women in girls through advocacy, education, philanthropy, and research. AAUW branches exist in 20 different cities in Kansas, including Manhattan. K-State is currently a university partner member of AAUW.

[Association for Women in Science](#): Founded in 1971, AWIS is the largest multi-disciplinary organization for women in STEM fields. AWIS provides professional development on mentoring, leadership, work/life satisfaction, and life transitions. They host advocacy and public engagement in policy issues and publish a magazine and online blog covering issues facing women in science. Currently, no chapter of AWIS exists in Kansas.

[Association for Women Geoscientists](#): AWG encourages and promotes participation and retention of women in the geosciences (primarily, but not limited to geology). Eastern Kansas is served by the [Osage Chapter](#), which is operated out of the Geology Department at the University of Kansas. The Osage Chapter provides annual research and travel scholarships to male and female geoscientists who support the AWG mission.

[Association for Women in Mathematics](#): AWM provides professional development, mentoring, research and travel funding and other support to women in math. K-State is currently an institutional member of AWM.

[Institute for Electrical and Electronics Engineers \(IEEE\) Women in Engineering](#): This organization facilitates the global recruitment and retention of women in technical disciplines. Currently, Kansas does not have a chapter of IEEE WIE, though other chapters exist in the Central USA Region.

[Society of Women Engineers](#): SWE provides scholarships, outreach opportunities, career opportunities, and professional development for women in all fields of engineering. K-State currently has an [active SWE chapter](#) with over 75 members.

[ScienceCareers](#): This site, managed by American Association for the Advancement of Science, houses an extensive jobs board, a career advice magazine, online networking, and the individual development plan described below.

[Individual Development Plan](#): Managed by ScienceCareers, the IDP is both a document and a process. It is a process via the website, where you can view career descriptions that match your interests and expertise, and develop short-term goals for building new skills. The online portal offers two surveys to document your current expertise and interests and uses these to rank possible career paths that match your needs. In document form, it is an organized list of your professional goals for your given career stage (for instance, what you hope to accomplish at your current post-doc position). In this form, it helps formalize your goals with your current boss, focus your search for future opportunities, and maximize the

benefit of your job experiences. The IDP is designed to be upon the completion of your PhD and continue throughout your career.

[The Chronicle of Higher Education](#): Based in Washington, D.C., *The Chronicle* has more than 70 writers, editors, and international correspondents and is the leading source of news, information, and jobs for college and university faculty members and administrators. It houses articles, editorials, blogs and advice related to the academic world, and also includes a job board for academic listings.

[The Versatile PhD](#): Geared specifically towards non-academic career trajectories, the Versatile PhD offers descriptions and advice for numerous PhD level careers in social and natural sciences. To access many features, one must be affiliated with a member organization. K-State is currently not a subscribing member, though post-docs may be able to access content through their PhD-granting institution.

**Post-Doc Manuals at Other Institutions:** While K-State does not currently have an official manual or handbook for post-doctoral researchers, many other universities and institutions do, including the [University of Maryland](#), [Harvard](#), the [National Institutes of Health](#), the [University of Kansas](#), the [University of Chicago](#), [Stanford](#), [Tufts University](#), [Mount Sinai School of Medicine](#), [Columbia](#), [University of North Carolina](#), [University of Southern California School of Medicine](#), [Rockefeller University](#), [University of Nebraska Medical Center](#), [University of Tennessee](#), [Yale University](#), [New York University School of Medicine](#), [University of Virginia](#), [NASA](#), [Johns Hopkins University](#), [University of Alaska Fairbanks](#), [Einstein College of Medicine](#), [University of Texas](#), [University of Miami](#), [University of South Florida](#), [Penn State](#), [University of Central Florida](#), [California Institute of Technology](#), [Lawrence Livermore National Lab](#), [East Carolina University](#), [Carleton University](#), [Brown University](#), and the [University of Pennsylvania School of Medicine](#). Though these manuals are much more formal and geared specifically to the host institution, they may also be of interest or use to K-State post-docs.

## Local Points of Interest

[Sunset Zoo](#): Manhattan's Sunset Zoo is located at 2333 Oak St and houses numerous amphibians, birds, mammals, reptiles, and fish, as well as butterfly and hummingbird gardens. Numerous activities are held throughout the year, including such popular events as Wine in the Wild, and Brew at the Zoo.

[Flint Hills Discovery Center](#): Located at 315 S 3<sup>rd</sup> St, the Discovery Center hosts an immersive experience theater chronicling the life of the prairie. Permanent exhibits focus on Flint Hills geology, plants and animals of the prairie, underground prairie ecosystems, early human culture and society on the prairie, history and impact of farming and ranching, and child-friendly prairie themed play equipment. Temporary exhibits have included Ice Age Imperials (with fossils from North American fauna of the last ice age), and Flint Hills Forces (focusing on the impacts of national events from 1917-1963 on Kansas life and livelihoods).

[Aggieville](#): This heart of the Manhattan nightlife resides in the neighborhood between Bluemont and Fremont Streets, from Manhattan Ave to 11<sup>th</sup> St. The neighborhood includes numerous shops, restaurants and bars

[Konza Prairie](#): This remnant patch of tallgrass prairie is a research field station for K-State as well as a National Science Foundation Long-Term Ecological Research station. Though much of the prairie is off-limits to the public for research purposes, six miles of hiking trails are open to the public, with trailheads located just off McDowell Creek Road, near the Konza Prairie Headquarters. The trails wind through lowland forest, cross Kings Creek, climb over ancient limestone ledges and into native tallgrass prairie, providing spectacular views of the Flint Hills and Kansas River Valley.

[Tallgrass Prairie National Preserve](#): located approximately an hour south of Manhattan, along highway 177, this preserve protects one of the last remnants of the once vast tallgrass prairie. Activities include self- and cell phone-guided tours of the ranch headquarters and historic buildings, nature trails and backcountry hiking trails, junior ranger activities, and catch-and-release fishing. Unlike Konza Prairie, the hiking trails at Tallgrass take you into the buffalo grazing areas, putting you directly next to Kansas' most iconic wildlife.

[Manhattan City Pools](#): public pools are located at City Park (11<sup>th</sup> St and Poyntz Ave), Cico Park (Wreath and Kimball Aves), and Northview Park (Griffith Ave and Baker St). The main pool at City Park boasts a lazy river, two water slides, a children's wading pool, and private VIP pool. A splash park is located in the southeast corner of City Park, with free admission.

[City Park Ice Rink](#): the ice rink in City Park is open from November through February. The facility is also available to rent for private group parties.

[Manhattan Parks and Recreation Summer Leagues](#): Summer sporting leagues are available for all ages for numerous sports, theater and music, and arts.

[Manhattan City Parks](#): The city boasts 21 parks, totaling 1,000 acres scattered throughout the community. Amenities include numerous picnic shelters and grills, ball fields, tennis courts, basketball courts, the hiking and jogging trails, disc golf courses, and playgrounds.

[Manhattan Arts Center](#): MAC offers live theater and musicals, as well as art showings, symphonies and concerts, and public education courses on theater, music, clay, painting/drawing, and mixed media. Galleries and exhibits highlight local artists and have included water color, oils, and photography.

[Beech Museum of Art](#): The K-State art museum boasts over 7,000 objects in its full collection, focusing on art of Kansas and the surrounding region. Traveling exhibits are common, with past showings including objects from the World's Fairs, works by John Steuart Curry on the Great Plains, print and papermaking techniques by John Boyd, and the ceramic art of Yoshiro Ikeda, among many others.

[McCain Performance Series](#): This theater hosts a variety of entertainers. Recent events have included musical performances in blues, jazz, country, and classical as well as ballet, live theater, Lakota Sioux dance theater, an evening with Garrison Keillor, comedy by Larry the Cable Guy, taiko drummers, magicians, vaudeville acts, and professional dance competitions. Many performances are in conjunction with the K-State departments of Theater, Music, and Dance.

[K-State Insect Zoo](#): the campus insect zoo houses an observation beehive, numerous species of tropics insects, tarantulas and spiders, scorpions, a tropical nighthouse (cave) and a flooded Amazonian rainforest.

[K-State Gardens](#): the campus gardens are currently in development and when completed with total a 19-acre garden designed to show hardscape and tested ornamental plant material in various aesthetic settings. Currently open to the public are the Conservatory Gardens of daylily, iris, and rose collections, the Historic Conservatory greenhouse collection, Butterfly Gardens, Native/Adaptive Plant Gardens, and a Children's Garden.

[Tuttle Creek Lake](#): Less than 10 miles north of Manhattan lies Tuttle Creek Lake, managed by the US Army Corps of Engineers. Recreation at the lake includes multiple day-use park areas, a marina (with watercraft rentals available), hiking/biking trails, equestrian trails, off-road vehicle areas, disc golf course, swimming beach, boating, fishing, and hunting. *Guns and Gear* magazine named Tuttle Creek Lake one of the top five places to hunt white tailed deer in the United States. Numerous campgrounds are open during the summer months, with amenities for tent camping, RV hookups, group camp areas, and cabins.

## Frequently Asked Questions:

### How do I order a parking permit?

You can order a parking permit and a pass for the parking garage through the HRIS [online portal](#). Sign in, then select 'Employee Self Service'. Under 'Payroll and Compensation,' select 'Order Parking Permit.' Parking permit costs are pro-rated based on employee salary levels, and pro-rated for the portion of year the pass is active. Once you have ordered the pass, you can pick it up after 1:00 pm the next business day in the Parking Services office located in the parking garage at 17<sup>th</sup> and Anderson. Campus parking maps can be viewed [here](#).

## Job Boards

[The Chronicle of Higher Education](#): This board hosts faculty, research, and non-academic jobs for all fields.

[ScienceCareers](#): Managed by the American Association for the Advancement of Science this page houses a jobs board for all levels of STEM fields in and out of academia.

[Ecological Society of America, Physiological Ecology Section](#): Though hosted by the physiological ecology section, this board houses a rather broad ecological job listing. Advertisements are available for undergraduate, graduate, staff/technician, seasonal/temporary, postdoctoral, and faculty positions. Some non-academic jobs are listed as well, though the focus is on academia.

[Ecological Society of America, Rangeland Ecology Section](#): this board lists undergraduate, graduate, staff/technician, seasonal/temporary, postdoctoral, and faculty positions in rangeland ecology. Some non-academic jobs are listed, though the focus is on academia.

[Ecological Society of America](#): More general than the specific section listings is the general ESA jobs board.

[American Fisheries Society](#)

[American Society of Plant Biologists](#)

[Science Societies Career Center](#): this jobs board is hosted by the American Society of Agronomy, the Crop Science Society of America, and the Soil Science Society of America

[Past Global Changes \(PAGES\)](#): given its rather specific focus, this jobs board is not extensive, but provides options for researchers focused on paleo research.

[Earth Sciences Email List Serv](#): called es\_jobs, this list serv sends automatic emails of available openings in the earth sciences.

[Climate Change Policy and Practice](#): this board focuses on climate change jobs, in and out of academia.

[Environmental Careers Organization](#)

[Warnell School of Forestry and Natural Resources](#): this board focuses on forestry and natural resources jobs in academia.

[GIS Careers](#): this board focuses on geographic information systems (GIS)-based careers, primarily outside of academia.

[Ornithological Societies of North America](#): hosted by six different ornithological societies, this group posting houses academic jobs available in bird research.

[Society for Conservation Biology](#)

[Society for Integrative and Comparative Biology](#)

[The Wildlife Society](#)