

# **Dependent Care Professional Travel Grant Program for Postdocs**

**Empowering scholars. Advancing careers.**



# Challenge

The elusive work-life balance.



**Without support,**  
postdocs with families  
are:

**unlikely** to attend  
(18%), or unsure  
about attending  
(41%);


**unable** to stay for the  
full activity (65%);

**struggle** to 1) focus  
2) engage, and 3)  
minimize stress  
(83%)

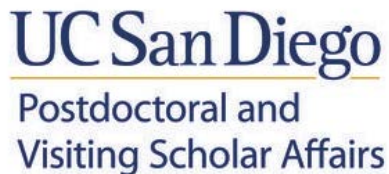
# Opportunity

A career incentive that **empowers** postdocs with families for **minimal cost** for UC San Diego with **high impact** potential for postdocs and the University.

**UC San Diego** is the **only university in the nation** to offer this type of travel funding to postdocs.



\$20,000/year  
≤\$600/postdoc



UC San Diego  
Postdoctoral and  
Visiting Scholar Affairs



UC San Diego  
Office for Equity, Diversity,  
and Inclusion



POST  
DOC  
ASSOCIATION





# Market size/Reach

Total # Postdocs = 1200

with dependent(s)  $\approx$  300

with professional development  
opportunity

awarded financial  
assistance = 30

\*based on 1-yr average

Postdocs  
represent >70  
departments and  
research units at  
UC San Diego.

Most  
conferences are  
2-3 days, up to  
one week.

Childcare in San  
Diego costs  
~\$20/hour.

# Accessible Platform

A website devoted to the description of the award with an easy-to-use application interface.

OFFICE OF POSTDOCTORAL & VISITING SCHOLAR AFFAIRS

UC San Diego

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## Dependent Care Professional Travel Grant

Professional meetings, conferences, workshops and other scholarly work are critical for career advancement. Expenses for dependent care present a major challenge for postdoctoral scholars (postdocs), both male and female, as most funding agencies and training funds do not allow for such expenses. Postdoctoral scholars, in particular, are in need of these travel opportunities given their temporary position as trainees on the cusp of entering the job market (the position being the last "step" in their training). This grant program seeks to alleviate expenses of child- and adult-dependent care costs incurred by postdocs during these vital professional development travel opportunities.

This program is supported in part by an Innovation Grant from the Vice Chancellor's [Office of Equity, Diversity and Inclusion](#). Alexandra Bortnick, Ph.D., former Chair of the UC San Diego Postdoctoral Association, served as Principal Investigator on this successful grant application. We would like to thank Dr. Bortnick for her continued support of her fellow scholars at UC San Diego.

The [Office of Postdoctoral and Visiting Scholar Affairs](#), [Postdoctoral Association](#) and the [Committee on the Status of Women](#) are also sponsors of this program.

+ Expand All

[► Eligibility](#)

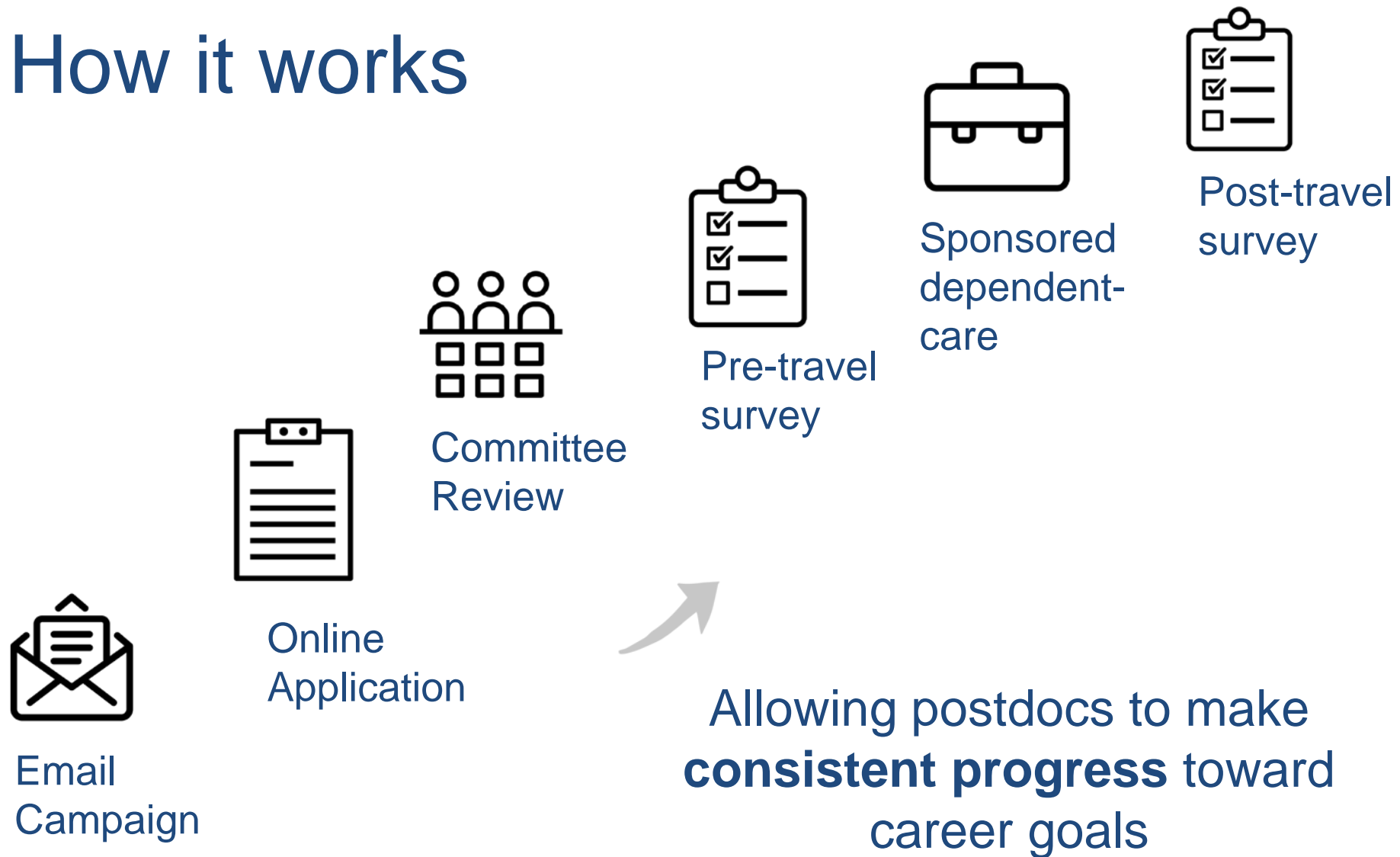
[► Submission Periods and Award Application](#)

[► Selection Process](#)

[► Award Distribution](#)

[► Examples of Fundable Travel](#)

# How it works



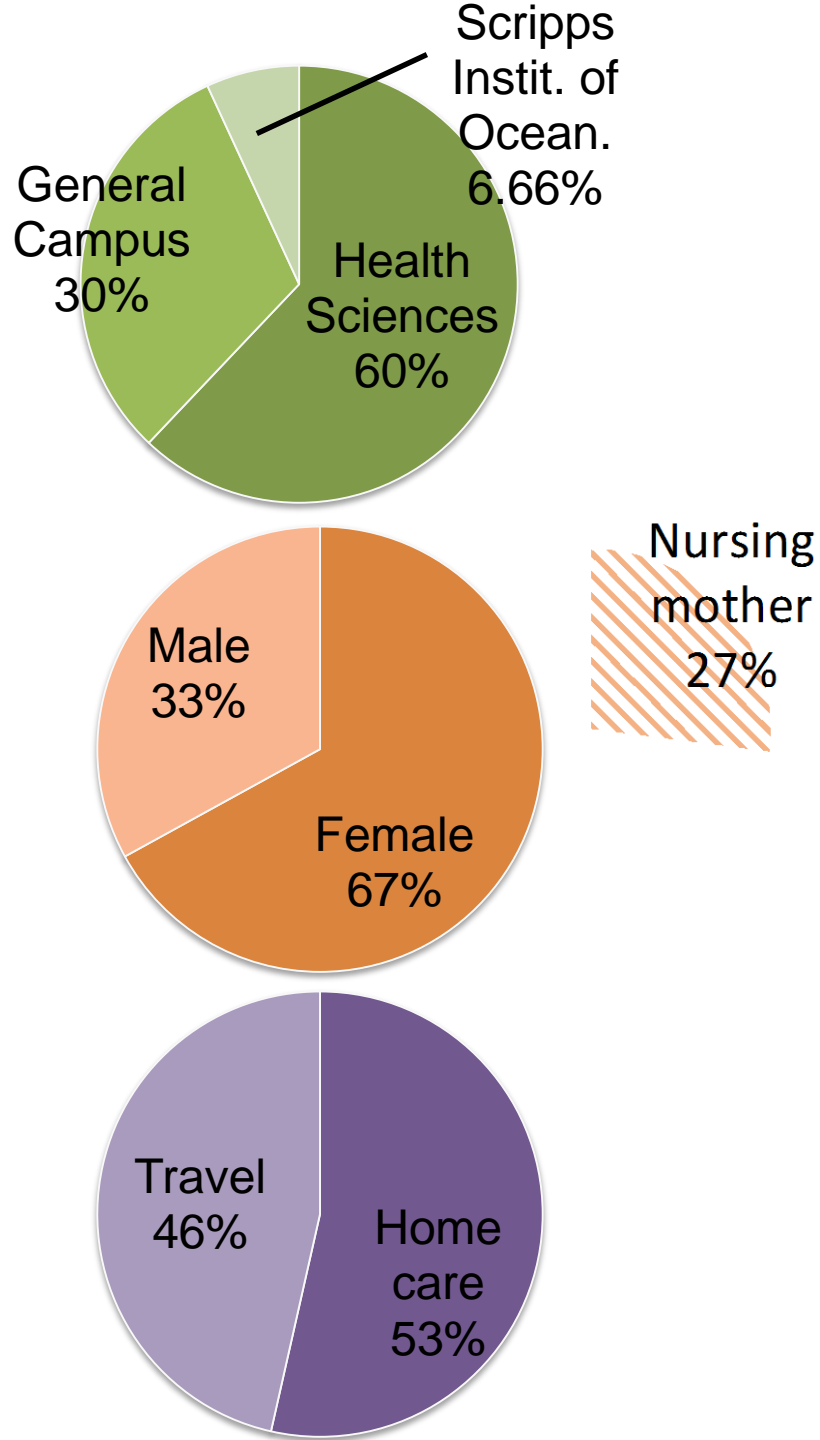
# Diverse Demographics

3 application periods

48 applicants; 30 awardees

>90% attending professional conferences

>86% presenting research



# Successful Outcomes

**\$490**

average per  
awardee

=

> 92% made progress on academic work

100% expanded or maintained professional network

100% increase visibility for professional development

>85% facilitate new or existing collaborations

>85% developed new project ideas and received **direct** opportunities such as:

- invited speaker to national meeting
- job interview

\* data collected from post-travel survey



# Enthusiastic Testimonials



“This grant **boosts my confidence** that I can have a scientific career that won’t come at the expense of my baby’s needs.”



“This grant **encourages me** to continue along the trajectory of becoming a professor.”



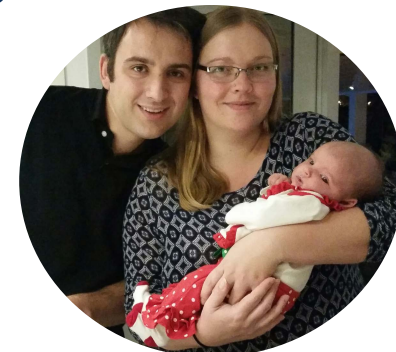
“I am a single mother... it is hard for me to express how **much easier financially, mentally, and organizationally** this conference will be.”



“I feel **hopeful about UCSD** as a place that **supports its community members** who have family responsibilities.”



“This family-friendly grant **enabled me** to avoid making a choice between my daughter and my career.”



# Future Steps

Assess the long-term impacts of this grant on postdoc career decisions and transition times.

**Establish long-term institutional support**

Increase award amount appropriate to travel needs





# Project Team



**Alexandra Bortnick**, Postdoctoral Scholar



**Ginger Hazen**, Professional Development  
Coordinator



**Jennifer Oh**, Director Academic Research Scholar Affairs



**Mark Lawson**, Professor and Faculty Director



# **Thank you and Q&A**

**Office of Equity, Diversity, and  
Inclusion**

**Becky Petitt**

**Frank Silva**

**Chancellor's Advisory  
Committee for the Status of  
Women**

**Christine Williams, Chair of  
Family-Friendly Policies  
Working Group**

**“I am sincerely grateful for this grant  
and hope that this award program will  
continue to support postdoc scholars  
with families.”**

