THE CASE:
Sarah will be defending her doctoral thesis in about 9 months and has contacted you because much of her work is based on your prior publications. She wants to work with your group and receive mentorship from you, with the ultimate goal of securing a faculty appointment at UCSF.

After several conversations, and an in-person meeting during a national conference, you see substantial potential, both for Sarah to benefit from working in your group as a postdoctoral fellow, and for your group to benefit from Sarah’s insights.

THE PROBLEM:
You have no funding for postdocs in your budget and there are no appropriate UCSF postdoctoral fellowships for Sarah.

THE QUESTIONS:
What are the available options for junior investigators like Sarah? What are the pros/cons for each option?
Option #1: Hire Sarah as a Project Director on one of your studies

**PROS**
- Sarah has the opportunity to work with your group, gain experience in academia and become familiar with UCSF
- You have the opportunity to learn from Sarah’s insights and decide if she is a good match for your group, which could potentially lead to your support of a future faculty appointment for her

**CONS**
- No dedicated time for Sarah to publish or develop new ideas for future research
- Many UCSF resources for career development are limited to official post doctoral fellows
- If Sarah dedicates time to developing her thesis work, your project may suffer
- Sarah may have neither the appropriate experience nor the enthusiasm for this type of work