

MIT CEE

Postdoc Survival & Success Guide

A community-driven guide created by postdocs, for postdocs.

Supported by the MIT CEE Communication Lab



**Civil and
Environmental
Engineering**
COMMUNICATION LAB

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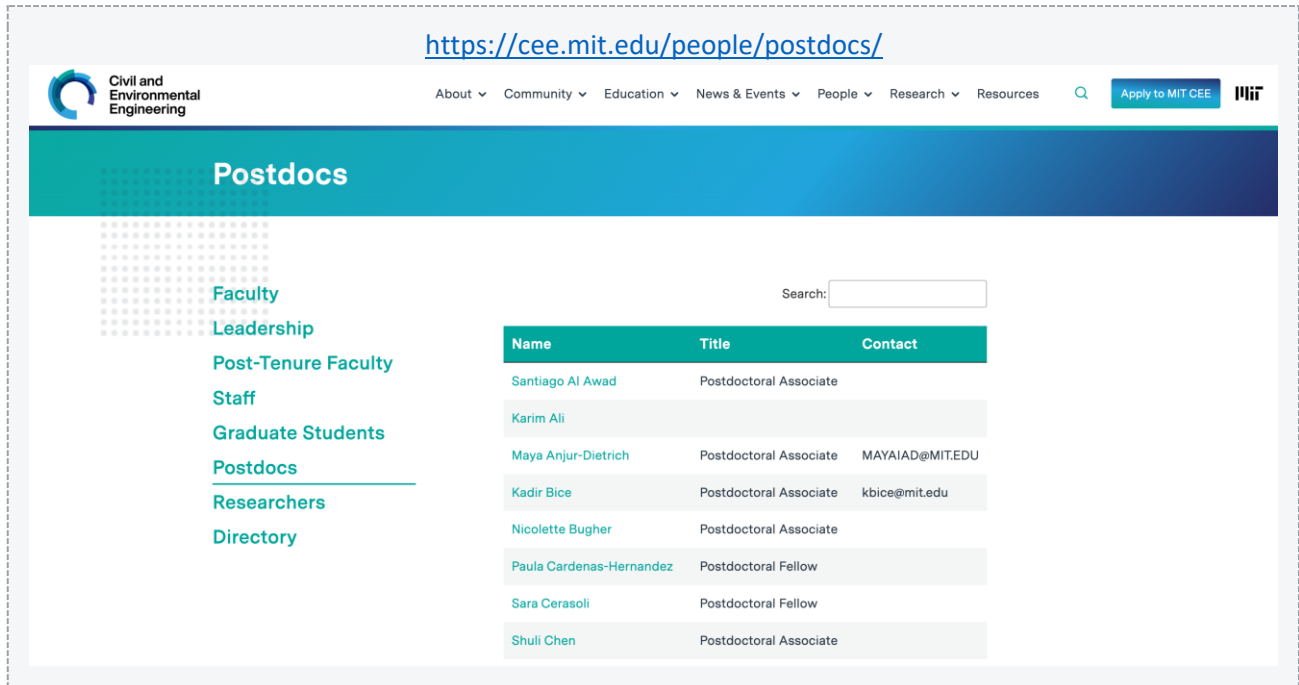
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Welcome

Starting a postdoc in the MIT Department of Civil and Environmental Engineering (CEE) is exciting, but it can also feel overwhelming. Between research expectations, career uncertainty, relocation, networking, and adapting to a new environment, there is often a steep learning curve that nobody formally explains.

A screenshot of the MIT CEE Postdocs page. The URL in the browser address bar is https://cee.mit.edu/people/postdocs/. The page features a teal header with the CEE logo and navigation links: About, Community, Education, News & Events, People, Research, Resources, a search icon, and an 'Apply to MIT CEE' button. The main content area has a teal background with the word 'Postdocs' in white. On the left, a sidebar lists navigation options: Faculty, Leadership, Post-Tenure Faculty, Staff, Graduate Students, Postdocs (highlighted with a red underline), Researchers, and Directory. On the right, there is a search bar and a table of postdocs. The table has three columns: Name, Title, and Contact. The data rows are: Santiago Al Awad (Postdoctoral Associate), Karim Ali (Postdoctoral Associate), Maya Anjur-Dietrich (Postdoctoral Associate, MAYAIAD@MIT.EDU), Kadir Bice (Postdoctoral Associate, kbice@mit.edu), Nicolette Bugher (Postdoctoral Associate), Paula Cardenas-Hernandez (Postdoctoral Fellow), Sara Cerasoli (Postdoctoral Fellow), and Shuli Chen (Postdoctoral Associate).

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CEE is a large and highly interdisciplinary department, and the postdoc experience can vary significantly depending on your research group and lab location. Some postdocs have offices in Building 1 (also known as the Pierce Laboratory) near the MIT Dome, while others work in labs such as Parsons Laboratory (Building 48).



This guide is designed to help incoming postdocs transition more smoothly into life at MIT and the broader Boston/Cambridge academic ecosystem. Unlike an official handbook, it is meant to be practical, honest, community-driven, and continuously updated by current postdocs — collecting both institutional resources and the lived experiences of postdocs who have already navigated the process.

Throughout this guide, you will see **Comm Lab Peer Advice** boxes. These share short, practical tips drawn from the [MIT CEE Communication Lab](https://whereis.mit.edu/) (CEE Comm Lab) and from postdocs who have already been through the transition. The Comm Lab is a free resource for the entire community of CEE undergraduates, graduate students, and postdocs at MIT. Trained PhD student and postdoc Communication Fellows offer individual [coaching sessions](#) (in-person or Zoom), workshops, class visits, and online resources designed specifically for CEE students and researchers.

Comm Lab Peer Advice: The MIT interactive campus map is invaluable for finding buildings, offices, and meeting spots (<https://whereis.mit.edu/>). Because research groups are distributed across different buildings and communities, it helps to actively explore the department and connect with people outside your immediate lab. You'll want to bookmark the link to this map.

How to Use This Guide

This guide has two parts:

- **Part I — Essential Starter Guide:** A curated onboarding guide with key information, resources, and practical advice for your first months. It is organized in two parts — Transition into MIT (getting here and your first weeks) and Living at MIT (research, career, wellbeing, and funding).
- **Part II — Community Contributions:** A living section where current and former postdocs share advice, add recommendations, describe challenges and solutions, contribute templates, and suggest updates for future postdocs.

Part I — Essential Starter Guide

Transition into MIT

1. Before You Arrive

Mental Preparation

Starting a postdoc is a major life transition. While this new stage is full of opportunity, it is completely normal to experience uncertainty, stress, pressure, or mixed emotions about the future. Many incoming postdocs are simultaneously excited about joining MIT and starting new research, adapting to a new city or country, navigating career uncertainty, and feeling pressure to perform well immediately. Leaving behind previous support systems while trying to establish a new social and professional community can be challenging.

These feelings are common, especially during the first several months. One important thing to remember is that you do not need to figure everything out immediately. Approaches that help include:

- Giving yourself time to adapt
- Talking with other postdocs about shared experiences
- Seeking mentorship early
- Maintaining routines and interests outside of work
- Asking for help when you need it

Comm Lab Peer Advice: *Your postdoc is not only about productivity — it is also a period of personal growth, exploration, and transition.*

Administrative Checklist

- Accept your appointment and review your contract
- Complete visa and immigration paperwork
- Obtain MIT credentials and email access
- Set up direct deposit and payroll information
- Review your health insurance options
- Register for orientation sessions

Housing

Boston and Cambridge housing can be competitive and expensive. Most postdocs find off-campus housing; on-campus (non-student) housing is very challenging to secure but not impossible.

Neighborhoods commonly used by postdocs include Cambridge, Somerville, Allston, Brighton, Medford, and Quincy. Common ways to get around include the MBTA subway and buses, the commuter rail, Bluebikes, walking, and driving (which requires parking permits).

Helpful links: [MBTA \(subway, bus & commuter rail\)](#) and [MIT Transportation & commuter benefits](#).

Housing Resources

- MIT on-campus housing for postdocs: <https://postdocs.mit.edu/campus-services-and-resources/housing>
- MIT off-campus housing service: <http://mitoffcampus.com>

Community housing groups (not sponsored by MIT) — most websites live on Facebook and Slack. A few active ones are listed below, and the MIT off-campus housing office links to more:

- Boston Housing Network: <https://www.facebook.com/groups/2216354758/>
- Boston Housing, Rooms, Apartments, Sublets: <https://www.facebook.com/groups/673389662794979/>
- Cambridge Housing, Rooms, Apartments, Sublets, Roommates: <https://www.facebook.com/groups/321849372127744>
- MIT Housing: <https://www.facebook.com/groups/242159406951482>
- Harvard Housing: <https://www.facebook.com/groups/harvardhousing/>
- Harvard/MIT Housing: <https://www.facebook.com/groups/HarvardMITHousing/>

General listing sites such as Zillow, Apartments.com, and Craigslist are also widely used.

Comm Lab Peer Advice: *Living near a Red Line stop makes commuting to campus much easier, since MIT/Kendall is a Red Line stop. Be aware of any scams on housing groups.*

2. Your First Month at MIT

Get Set Up Early

- Get your MIT ID card
- Arrange office, lab, and building access permissions
- Meet your lab members
- Schedule meetings with your PI and collaborators
- Learn the reimbursement and purchasing systems
- Set up your computing and software access

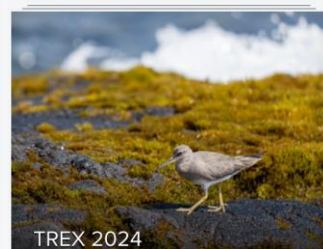
Understand Expectations

Topics worth discussing with your advisor early include:

- Publication expectations
- Conference travel support
- Working style and meeting frequency
- Mentoring opportunities
- Collaboration expectations
- Career development support

Explore the CEE Community & Build Your Support Network

CEE spans many research areas, including structures, materials, environmental engineering, transportation, computation, data science, mechanics, sensing, and climate-related research. Because of this breadth, many postdocs find valuable collaborations and friendships outside their immediate research group. Do not limit yourself to only your lab — try to connect with other postdocs, graduate students, department staff, faculty outside your lab, and the MIT Postdoctoral Association.



Comm Lab Peer Advice: Walk around the department, attend seminars and events outside your area, and introduce yourself to people in neighboring labs. MIT becomes much smaller once you start recognizing familiar faces.

Key Resources

- Information for New Postdocs (MIT VP for Research):
<https://postdocs.mit.edu/about/information-new-postdocs>
- MIT Postdoctoral Association: <https://pda.mit.edu/>
- Key Administrative Contacts for Postdocs: <https://postdocs.mit.edu/about/key-administrative-contacts-postdocs>
- IS&T — free software for MIT affiliates, including the Adobe Creative Cloud suite:
<https://ist.mit.edu/for-faculty-staff>

3. Sample Onboarding Timeline

Every postdoc's start is different, but this timeline gives you a realistic sense of what to prioritize and when. Treat it as a checklist to adapt, not a rigid schedule. Items marked for international scholars apply if you are arriving on a visa.

Timeframe	Focus & Key Tasks
Before you arrive	• Accept your appointment and review your contract and start date • Complete visa and immigration paperwork with the ISO (international scholars) • Begin your housing search and join community housing groups • Contact the Work-Life Center if relocating with children (waitlists are long) • Confirm your first-day logistics and point of contact with your PI or admin
Week 1	• Get your MIT ID card and building/lab access • Set up MIT email, Kerberos credentials, and computing access • Complete payroll, direct deposit, and benefits enrollment • Meet your lab members and tour your building • Attend any scheduled new-postdoc or department orientation
First month	• Hold an expectations meeting with your PI (goals, authorship, meeting cadence) • Learn the reimbursement and purchasing systems • Open a local bank account and start SSN/tax paperwork (international scholars) • Join the MIT Postdoctoral Association and relevant mailing lists • Attend at least one seminar outside your immediate research area
Months 2–3	• Draft a first version of your Individual Development Plan (IDP) • Set 6- and 12-month research goals with your advisor • Identify target grants and fellowships and note their deadlines • Visit the Comm Lab before your first major talk or proposal • Begin building your network across CEE and neighboring departments
Months 4–6	• Review progress against your IDP and adjust goals • Submit at least one fellowship or grant application if eligible • Seek out teaching, mentoring, or leadership opportunities • Schedule informational interviews in career paths that interest you • Update your CV, website, Google Scholar, and ORCID
Ongoing / annually	• Revisit your IDP every six months with your advisor • Maintain a weekly progress log and publication pipeline • Track conference deadlines and submit regularly • Reassess career direction and adjust your skill-building plan • Mentor newer postdocs and contribute back to this guide

4. Research, Productivity & Peer Support

Navigating Challenges with the Comm Lab

Many postdocs experience imposter syndrome, unclear expectations, publication pressure, difficulty balancing multiple projects, communication challenges, and career uncertainty. These experiences are common and worth discussing openly.

One of the most valuable resources at MIT is the **CEE Communication Lab (“Comm Lab”)**, which supports communication-related challenges commonly faced by undergraduates, graduate students and postdocs. The Comm Fellows can help you with research presentations, conference talks, scholarly writing, fellowship applications, faculty job talks, industry interviews, poster design, slide organization, scientific storytelling, online profiles, and even important emails.



You can book a free one-on-one appointment (in-person or Zoom) with a CEE Communication Fellow — a trained peer who can review your writing, slides, or talk. Schedule through the CEE Comm Lab site: <https://mitcommlab.mit.edu/cee/make-an-appointment/>.

When to visit: *Many postdocs find the Comm Lab especially useful before major presentations, faculty interviews, proposal submissions, or conference deadlines.*

5. Career Development & Skill Building

A postdoc is not only research training, it is also career preparation. The most common mistake postdocs make is treating career planning as something to start in the final months of their appointment. Begin early: clarifying your direction in your first year gives you time to build the right skills, relationships, and track record before you go on the market.

Explore Career Paths Early

A CEE postdoc can lead to many destinations. It helps to learn the skills, experience, and evidence each path looks for so you can shape your postdoc accordingly.

Career Path	What it typically looks for
Academia (research faculty)	A strong first-author publication record, evidence of independence, teaching experience, and the beginnings of a fundable research vision.
Teaching-focused positions	Demonstrated teaching ability, a teaching philosophy, and mentoring experience — valued over publication volume.
Industry R&D	Applied results, the ability to work in teams, and concrete technical skills (modeling, sensing, data pipelines, prototyping).
Startups & entrepreneurship	Initiative, breadth, and the ability to translate research into a product or service.
Government labs & policy	Technical depth alongside the ability to communicate with non-specialist stakeholders.
Consulting, data science & AI	Structured problem-solving, quantitative skills, and clear communication under time pressure.

Comm Lab Articles to Help Your Application Journey

- Faculty Application insights from Dr. Jasmina Burek:
<https://mitcommlab.mit.edu/cee/2022/03/30/shedding-light-on-faculty-applications-insights-from-assistant-professor-dr-jasmina-burek/>
- Teaching Statements for faculty applications:
<https://mitcommlab.mit.edu/cee/commkit/faculty-applications-teaching-statements/>
- Research Statements for faculty applications:
<https://mitcommlab.mit.edu/cee/commkit/faculty-applications-research-statement/>
- Industry Job Talks: <https://mitcommlab.mit.edu/be/commkit/industry-job-talks/>
- Building a Network: Digital and In-Person Strategies:
<https://mitcommlab.mit.edu/cee/commkit/building-a-network/>

Comm Lab Peer Advice: *Talk to people who hold the jobs you are curious about before you commit. A 30-minute informational interview teaches you more about a path than weeks of reading job ads.*

Build a Career Development Plan

An Individual Development Plan (IDP) is a simple, living document that maps your goals to concrete steps. Revisit your IDP every six months and share a version with your advisor so expectations stay aligned:

- Define one or two target career paths and identify the skills each requires.
- List your current strengths and the gaps you need to close.
- Set specific goals for the next 6 and 12 months (papers, skills, talks, applications).
- Identify the mentors, courses, and experiences that will get you there.
- Schedule a recurring check-in with your advisor to review progress.
- myIDP — free online IDP tool for scientists (Science Careers):
<https://capd.mit.edu/resources/myidp/>

Recommended MIT Resources

Career Services

MIT Career Advising & Professional Development (CAPD) offers career advising, resume and CV reviews, interview preparation, salary-negotiation guidance, networking workshops, and industry recruiting events open to postdocs.

- MIT Career Advising & Professional Development (CAPD):
<https://capd.mit.edu/channels/postdocs/>
- Grad & Postdoc Professional Development Resource Directory:
<https://mitgradpostdocpd.notion.site/Grad-Postdoc-Professional-Development-Resource-Directory-1bbfedb292964076a05939e100bd4059>

Communication (Comm Lab)

Communication underpins every career transition — writing, job talks, proposals, and interviews. See Section 4 for what the Comm Lab offers and how to book a free one-on-one appointment with a Communication Fellow.

Leadership & Mentoring

As you move toward independence, the ability to lead and mentor becomes as important as your technical work. Look for support with:

- Mentoring students and junior researchers
- Team leadership and delegation
- Conflict management and giving feedback
- Project and time management
- Mentoring undergraduate researchers through the Undergraduate Research Opportunities Program (UROP): <https://urop.mit.edu/>
- CAPD's Research Mentoring Certificate: <https://capd.mit.edu/channels/postdocs/>

Teaching

CEE offers few formal lecturing opportunities for postdocs, but you can still build a strong teaching and mentoring record. Here are some options:

- Supervise a UROP student: <https://urop.mit.edu/mentors/>
- Guest-lecture in a group member's course
- Design and teach a workshop (CEE Communication Fellows do exactly this)

If you are aiming for a faculty or teaching-focused path, start early through MIT's teaching and learning resources:

- Developing a teaching statement and portfolio
- Pedagogy and course-design workshops
- Classroom and inclusive-teaching communication
- MIT Teaching + Learning Lab: <https://tll.mit.edu/>

Research & Technical Skills

Strengthen the underlying research skills that many career paths value:

- Proposal and grant writing
- Data management and research computing
- Open science and reproducibility
- Statistics, programming, and domain-specific tools
- Enroll in the Research Mentoring Certificate course: <https://capd.mit.edu/pd-certificates/>

Networking & Visibility

Opportunities often come through people, not job postings. A few simple habits pay off steadily over the course of a postdoc:

- Maintain an up-to-date website, Google Scholar, ORCID, and LinkedIn profile.
- Present at conferences and volunteer for sessions, panels, or reviewing.
- Schedule informational interviews across the paths that interest you.
- Stay in touch with collaborators, visiting speakers, and alumni from your group.
- Check out this Comm Lab guide to building an in-person and digital network: <https://mitcommlab.mit.edu/cee/commkit/building-a-network/>

Comm Lab Peer Advice: *Practice your job talk or interview with a Comm Fellow well before the real thing. The first time you tell your story out loud should not be in front of a hiring committee.*

6. Work-Life Balance, Wellbeing & Life in Boston/Cambridge

Protect Your Time & Mental Health

Academic environments can easily consume all available time. It is normal to face periods of stress, uncertainty, or burnout. Strategies that help include:

- Setting boundaries around work hours
- Taking your vacation time
- Maintaining hobbies outside research
- Exercising regularly
- Building social connections outside the lab

Potential support resources include MIT mental health resources, employee assistance programs, peer support groups, and international scholar support.

Key Resources

- MIT Health: <https://health.mit.edu/>
- MyLife Services: <https://hr.mit.edu/worklife/mylifeservices>
- MIT Office of Religious, Spiritual, and Ethical Life: <https://studentlife.mit.edu/wellbeing-support/religious-spiritual-and-ethical-life/>

Living in Boston / Cambridge

Cost of Living

The Boston area is expensive. Common advice is to budget early, consider roommates initially, track recurring subscriptions and expenses, and take advantage of MIT discounts and resources. Many MIT discounts (attractions, events, travel) are listed on MITAC: <https://mitac.mit.edu>.

Food & Community

Seek out affordable grocery stores, international food options, coffee shops good for working, weekend activities, and social communities and clubs. MIT runs a free grocery shuttle to stores such as Trader Joe's, Whole Foods, Market Basket, and Costco:

<https://web.mit.edu/facilities/transportation/shuttles/grocery.html>

Weather

New England winters can be challenging if you are new to the region. Suggested preparation includes a warm winter coat, waterproof boots, layered clothing, and attention to Vitamin D and exercise during the winter months.



International Postdoc Resources

International postdocs may need additional support with visa processes, banking and taxes, Social Security numbers, driver's licenses, healthcare navigation, and cultural adjustment. Helpful first steps include opening a bank account early, understanding your tax obligations, building local community connections, learning the public transportation systems, and asking experienced postdocs for practical tips.

- MIT International Students Office (ISO): <https://iso.mit.edu/>
- MIT International Scholars Office (IScho): <https://ischo.mit.edu/>

Childcare, Family & Partner Support

Relocating with a family or partner adds another layer to the postdoc transition. MIT offers several resources, and starting early — especially for childcare — is essential, as waitlists can be long.

Childcare. MIT operates four on-campus and affiliated Technology Childcare Centers (managed with Bright Horizons) and offers subsidized backup childcare and referral services through MyLife Services. Waitlists can be long, so join as soon as you accept your appointment.

- MIT Work-Life Center (childcare, eldercare, family support): <https://hr.mit.edu/worklife>
- MIT Childcare & Technology Childcare Centers: <https://hr.mit.edu/worklife/child-care>

- Apply to the Technology Childcare Centers: <https://childcare.mit.edu/>

Partner & spouse support. Partners of international scholars should confirm their visa category and work-authorization rules with the ISO. MIT's Work-Life Center and Graduate Family Support resources help newcomers and families build community and navigate the move. (Note: the MIT Spouses & Partners Connect program was wound down in 2025; the Work-Life Center is the current point of contact.)

- MIT International Students Office — dependents & families: <https://iso.mit.edu/>
- MIT Graduate Assistance & Information Network (GAIN): <https://hr.mit.edu/worklife>

Family leave & benefits. Review parental and family-leave policies and health-insurance enrollment for dependents through MIT HR early, since enrollment windows are time-limited.

- MIT HR — benefits & leave: <https://hr.mit.edu/benefits>

Finances. For banking, many postdocs use the MIT Federal Credit Union (MITFCU), which is used to working with new international arrivals: <https://www.mitfcu.org/>

Comm Lab Peer Advice: *If you are moving with children, contact the Work-Life Center before you arrive. Childcare waitlists in Cambridge are long, and a few weeks' head start can make a real difference.*

7. Grant & Fellowship Database

Securing your own funding strengthens every career path and is often expected for academic positions. Start early. Many fellowships have annual deadlines and citizenship or career-stage restrictions, so confirm eligibility well in advance. The programs below are a starting point relevant to CEE postdocs, but always check the official page for current deadlines and terms.

Major External Fellowships & Grants

Many of these are well suited to civil, environmental, and computational research. Eligibility (citizenship, years since PhD, field) varies. Read each program's rules carefully.

Program / Source	Focus & Link
NSF Programs	Research grants across engineering and environmental science; postdocs often contribute to or co-develop proposals. nsf.gov/funding
NSF Postdoctoral Fellowships	Field-specific postdoctoral fellowships (e.g., EAR, math, computing) for early-career researchers. nsf.gov
NIH / NRSA (F32, K99/R00)	Postdoctoral fellowships and career-transition awards for health- and environment-related research. grants.nih.gov
DOE Office of Science	Energy, climate, and computational research funding and fellowships. energy.gov/science
EPA Research Grants	Environmental engineering, water, and air-quality research funding. epa.gov/research-grants
Ford Foundation Fellowships	Dissertation and postdoctoral fellowships supporting diversity in academia. nationalacademies.org
Schmidt Science Fellows	Interdisciplinary postdoctoral fellowship for early-career scientists. schmidtsciencefellows.org
Marie Skłodowska-Curie Actions	EU postdoctoral fellowships, including global and incoming options. marie-sklodowska-curie-actions.ec.europa.eu

Comm Lab Peer Advice: Schedule a Comm Lab appointment to receive feedback on any fellowship application before you submit. A reviewer may only spend minutes on your proposal, so clear framing and a compelling first page matter as much as the science. The CEE Comm Lab can help!

Contributions welcome: if you know of a fellowship or grant that helped you, add it here for future postdocs (see Part II).

Part II — Community Contributions

This guide is built on the idea that postdoctoral training is strengthened through community knowledge-sharing. We encourage contributions from all current and former postdocs.

8. How to Contribute

You can contribute by:

- Adding practical advice
- Sharing resources
- Correcting outdated information
- Contributing templates and examples
- Suggesting new sections

Contribution Principles

- Be constructive
- Respect privacy and confidentiality
- Avoid personal criticism
- Focus on actionable advice
- Keep information concise and practical

9. Advice From Current Postdocs

“Things I Wish I Knew Earlier”

Prompts to get you started:

- What surprised you most?
- What would you do differently?
- What helped you succeed?
- What mistakes should new postdocs avoid?

Start the funding conversation in month one. I assumed my PI would tell me when to apply for fellowships. By the time I asked, I had already missed two deadlines. Map out your target grants in your first few weeks and put every deadline on your calendar.

It is okay to feel behind. Everyone around you looks like they have it figured out. They do not. Give yourself a full semester before you judge how things are going.

Boston Area Survival Tips

For example: best neighborhoods for commuting, cheap grocery stores, winter preparation tips, best cafés and workspaces, transportation hacks, and weekend trip ideas.

Buy a real winter coat before December. Do not wait for the first storm. A coat rated for genuine cold, waterproof boots, and warm layers make the winter completely manageable instead of miserable.

Live near the Red Line if you can. A spot near Central, Kendall, Davis, or Porter is worth the small rent premium — your commute becomes a short, reliable ride.

You do not need a car for weekends. The commuter rail reaches Rockport, Salem, and Concord; buses run to the White Mountains and Portland. Bluebikes is great in the warmer months and MIT sometimes subsidizes the membership.

Career Transition Experiences

Contributors may share experiences related to faculty job applications, industry interviews, consulting recruiting, visa transitions, networking strategies, and resume/CV preparation.

Faculty applications: start six months out. I began my research and teaching statements half a year ahead and still felt rushed. Draft early, get Comm Lab feedback on the framing, and confirm your letter writers by late summer.

Industry interviews: practice the two-minute version. Being able to explain your research to a smart non-expert in two minutes mattered more in the first round than any technical depth. Rehearse it out loud until it is natural.

Visa timelines can affect your start date. If you are on a visa, talk to the International Students Office before you accept any offer. The transition between statuses takes planning, and it can shift when you are able to begin.

Consulting recruiting: start a case-prep group. Case interviews take months of practice. A few of us formed a weekly practice group with other postdocs and it made all the difference — both for skills and for morale.

Acknowledgments

Special thanks to all postdocs, staff, and mentors who contribute advice and support for future researchers.

Contact & Contribution Information

If you have anything to share or contribute, please add it to this guide for your future fellow postdocs through the contribution form: <https://forms.gle/FZ3fTngemFqfcfx7>.

You are also welcome to reach out directly. Contact me, Xukai Zhang, at xukai@mit.edu, or get in touch with any of the MIT CEE Comm Lab Fellows: <https://mitcommlab.mit.edu/cee/fellows-staff/>.