

Ann, Canadian in her mid-thirties, completed her PhD in 2009 in another country before returning to Canada with her partner for a 3-year post-doc position - though her partner, also a researcher, had difficulty finding full-time employment. Ann originally undertook a PhD in order to increase her knowledge and advance in the field, and joined this study in 2010 during her second year of post-doc work. As a post-doc, Ann worked in a large lab and initially considered a career in academia before deciding to pursue work in clinical trials and patents. She and her partner welcomed their first child near the end of her post-doc. What struck us about Ann's story was:

	h partner being able to Lack ork and birth of child (personal)	Lack of supervision and opportunities to collaborate (work experience)	Gradual disinterest in academia (career thinking)
Year	Personal	Work experience	Career Thinking
Post PhD Year 2	Partner, also academic, was not employed for first 18 months of her post-doc, but eventually took temporary part-time position in the same lab; lack of full-time job caused financial concerns	Spent time trouble-shooting experiment, and received little help/encouragement from supervisor. Attended seminar where speaker mentioned research that Ann was involved in, which made her realize that her work had impact. Grant application rejected and was unsure what to do next. Had trouble finding the time to read and write. Did majority of work alone due to lack of interaction and meetings in the lab, and was frustrated due to isolation and failed experiments.	Uncertain whether she wanted to work in academia, and explored work in patents or industry.
Post PhD Year 3	Completed Iron Man triathlon, which was "lots of work, but an amazing experience". Partner continued to work part-time in lab, while looking for work in the industry. Seriously considering returning to partner's home country, where postdocs are paid more and partner can work.	Worked with a volunteer and a student in the lab on work that had not been finished the previous year. Grant application rejected again, but was ranked higher than last year. Paper from PhD work published. Worked with another post-doc to learn how to use new computer tool. Started looking for new positions due to tension with supervisor, and dissatisfaction with the lab. Frustrated that she has not been able to present at conferences, which "leaves a binhole" in her CV; supervisor concerned someone might "steal" data.	Continued to consider academic positions, but also interested in research positions in other contexts.
Post PhD Year 4	On maternity leave, but no intention to return to post-doc position: "Mom, job hunter and occasionally working in the lab to finish off my paper". Very positive about parenting: "If I had known it would be so much fun, I think I would have done it sooner". Partner still job hunting.	Worked in lab every other week to finish paper. Turned down offer to work as research associate (5 year contract), as salary wa low and "it's time to make that career-typ move and this isn't that". Offered and accepted a Technology Analy position at a university-linked research commercialization company in a city when she and her partner had previously lived.	choice to leave academia "cause like this is what [she had] been training for and preparing for". New position "could turn into a long term job" but limited opportunity for advancement. 1 yr later: "I know that I made the right decision to try something
What struck us	Partner's job issues, birth of child.	Lack of supervision and opportunities to collaborate.	Gradual disinterest in academia





