

PERSPECTIVES FROM POSTDOCTORAL RESEARCHERS

**National Academies of Sciences, Engineering, and Medicine
Revitalizing Graduate STEM Education for the 21st Century
Next Generation Researchers Initiative
September 14, 2017**

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National Postdoctoral Association, Board Member**



NATIONAL POSTDOCTORAL ASSOCIATION MISSION & VISION

Mission: To ***improve the postdoctoral experience*** by enhancing training and the professional environment to benefit scholarship and innovation.

Vision: Working in collaboration with the entire research community, the NPA envisions ***changing the culture*** of those individuals and institutions engaged in the U.S. research enterprise so that the contributions of postdoctoral scholars are fully recognized.

***“Supporting Postdocs,
Promoting Discovery”***





HOW ARE WE ACHIEVING OUR MISSION & VISION?

National Postdoctoral Association
 15 years of Enhancing the Postdoctoral Experience
 2003-2017

About Us
 The National Postdoctoral Association (NPA) is a member-driven, 501(c)3 nonprofit organization that provides a unique, national voice for postdoctoral scholars. Since 2003, we have taken on the ambitious agenda to enhance the quality of the postdoctoral experience. We have assumed a leadership role in addressing the many issues confronting the postdoctoral community that are national in scope and requiring action beyond the local level.

By the Numbers

- 79K** Estimated number of postdocs, see NPA Institutional Policy Report
- 200+** Leaders developed: Board and Committee Leaders
- 150+** Institutions adopting the NPA's Recommendations for Postdoctoral Policies and Practices
- 350+** NPAW events in 2016. Started in 2009 with Congressional recognition since 2010.
- 135** Postdoc offices established. 75 new offices since our founding in 2003.

Selected Resources from the NPA

- 6** Core Competencies
- Family-Friendly Resources
- International Postdoc Survival Guide
- Responsible Conduct of Research Toolkit
- Diversity Programs and Resources
- Institutional Policy Database and Reports

Collaborative Advocacy Efforts

- 4 increases in NIH NRSA Stipend
- NIH and NSF Adopt Uniform Definition of Postdocs in 2007
- National Summit on Gender and the Postdoctorate
- Proposed the Follow-up NAS Report: "The Postdoctoral Experience Revisited"
- Establishment of NIH Pathways to Independence Awards

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NATIONAL POSTDOCTORAL ASSOCIATION INSTITUTIONAL POLICY SURVEY

Acknowledgements

- Burroughs Wellcome Foundation for their **generous support of this project since 2012**
- The Institutional Policy Survey & Report Taskforce
- All member institutions who responded to the survey



History

2013 - First round of data collection

2014 - Release of the NPA Institutional Policy Report

2016 - Second round of data collection



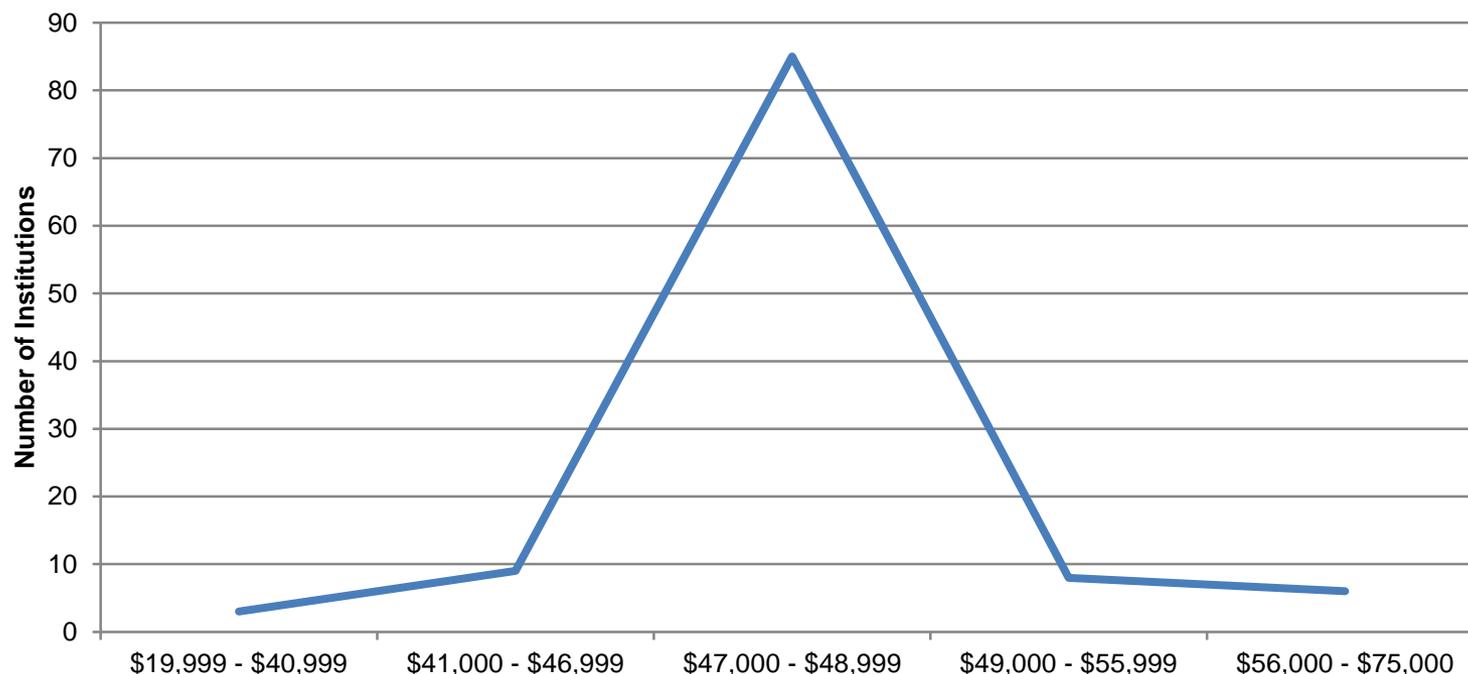
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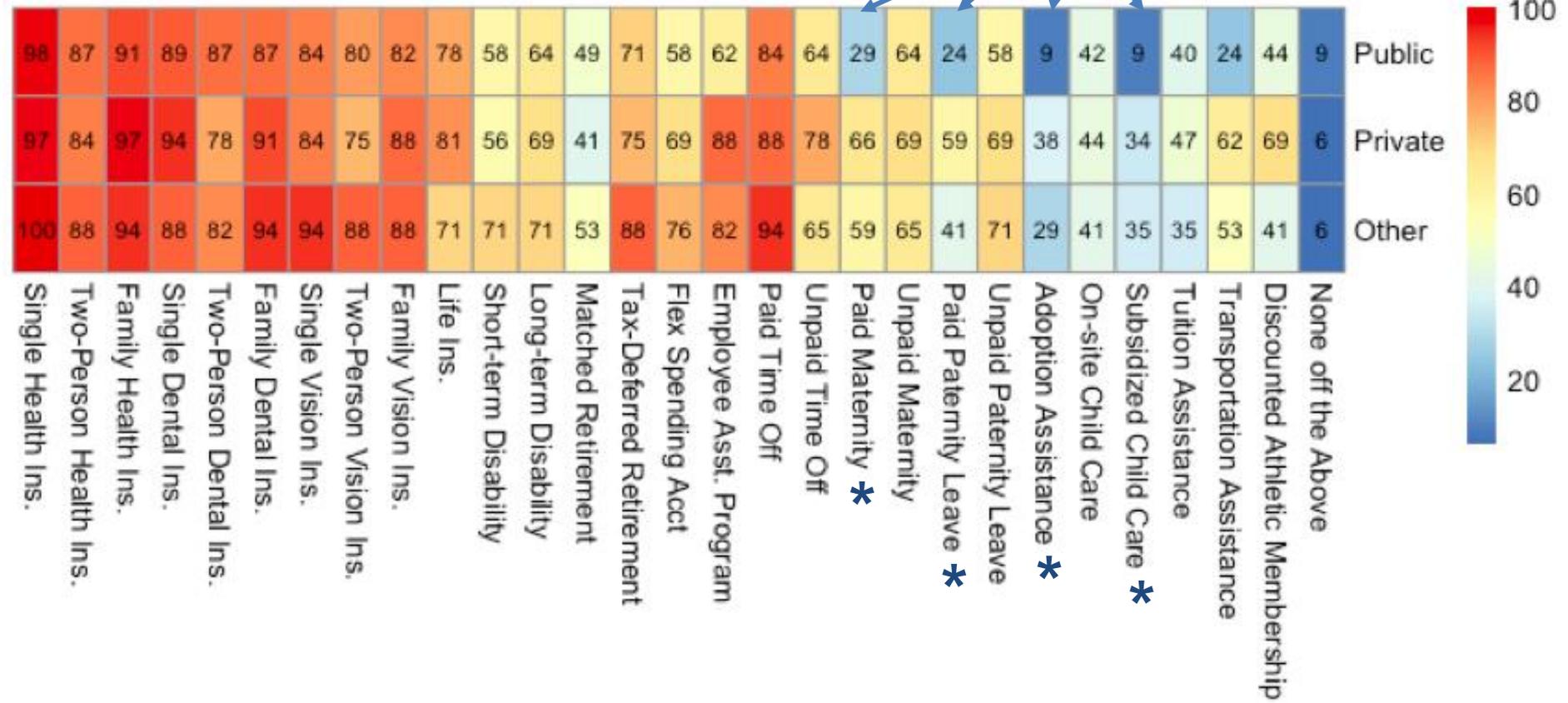
Postdoc Minimum Stipends



Note: \$47,000-48,999 includes 85 institutions that responded to 2016 survey and post-FLSA survey in Feb 2017

Public academic institutions lack parent and family benefits including paid parental leave, subsidized child care and adoption assistance

Institution Type (Benefits)





RECOMMENDATIONS AND MOVING FORWARD

- NPA's 6 Core Competencies
- Continue to Advocate for the implementation of using the NRSA stipend scale
- Fair benefits for the postdoctoral community
- Protected time, sufficient resources, and effective mentors to help individuals prepare for their career of choice
- Emerging diversity and international issues
- Further develop partnerships



NPA CORE COMPETENCIES

1. Discipline-specific conceptual knowledge
2. Research skill development
3. Communication skills
4. Professionalism
5. Leadership and Management skills
6. Responsible conduct of research