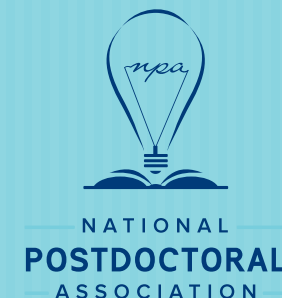


National Postdoctoral Association

Strategic Plan

2021 - 2024



From the Chair



The National Postdoctoral Association (NPA) is proud of its nearly 20-year reputation for building community among our nation's most talented and dedicated research scholars. In that time, our population moved beyond primarily postdoctoral bioscientists at academic

institutions to include scholars in myriad fields contributing their expertise to corporate and government discoveries and processes as well. The NPA grew along with its constituents, empowering and representing their voices through advocacy and resources for scholars and postdoc offices alike.

The pillars in our latest strategic plan represent the next logical steps in this growth – diversifying our research community, advocating for equity and opportunities within it, and maintaining the intentional, dependable service this important community deserves. Postdoctoral scholars and administrators are more creative and innovative than ever; our board members, staff, volunteers, and I are truly honored to lead the organization that champions them.

Stephanie Eberle, M.Ed.
NPA Board of Directors Chair



Mission

To improve the postdoctoral experience by supporting a culture of inclusive connection. At the individual, organizational, and national levels, we facilitate enhanced professional growth, raise awareness, and collaborate with stakeholders in the postdoctoral community.



Bader Al Alwan, Ph.D., Postdoctoral Research Fellow, King Abdullah International Medical Research Center, Riyadh, Saudi Arabia.



Photo courtesy of Chris Smith, Ph.D., North Carolina State University, NPA Board of Directors member.

Vision

We envision an inclusive community where all postdocs are empowered, valued, recognized, and supported in their current and future endeavors.

70
PERCENT

Nearly 70% of postdocs are very or extremely concerned about job prospects.

2020 NPA Postdoc Needs Assessment Survey

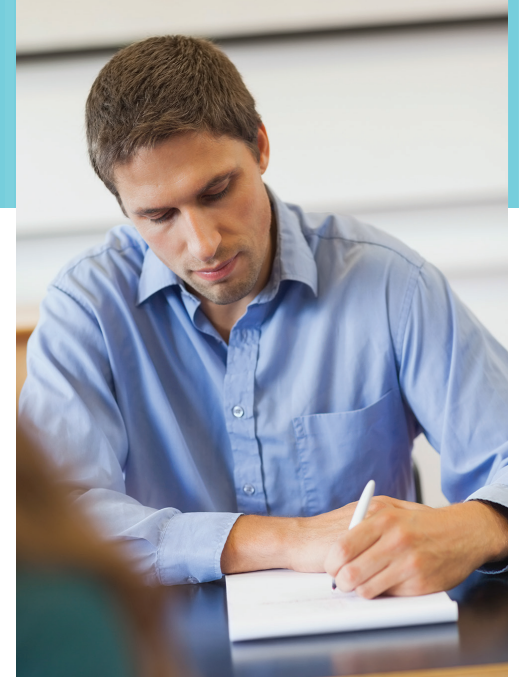
“Postdoctoral limbo is a very real thing; not students anymore but not faculty yet so postdocs often go officially ignored or underestimated. Joining peer-based organizations helped bring out the leader in me so now I can better fight for our voices to be heard.”

– Andrea S. Pereyra,
MD, Ph.D., Postdoctoral Scholar, East Carolina
University Brody School of Medicine,
NPA International Officer

Quote represents the personal views of the speaker, not their institution.

Core Values

- **A Spirit of Service:** We are member-centered: listening to needs, building tools for success, and acting with integrity, transparency, and excellence.
- **An Inclusive and Engaged Membership:** We believe in actively championing a diverse, equitable and inclusive member community through collaboration, dialogue and evidence-based practices.
- **A Thriving Postdoctoral Community:** We empower and educate the entire postdoctoral community as we elevate the importance of integrating meaningful work with healthy personal lives.



Postdoc
**MENTAL
HEALTH &
WELLNESS**

is the top concern of
PDO administrators”

- 2020 NPA PDO Needs
Assessment Survey

Strategic Pillars & Strategies

Pillar **1**



Advocate for Our Constituents (Advocacy)

STRATEGIES

1. Amplify the voices, and express the value of, postdocs
2. Advocate for preferred public policy that addresses national and local trends affecting membership
3. Develop research and reports to support postdoc and postdoc office advocacy efforts and member needs

“More than three-quarters of postdocs surveyed prioritize NPA advocating for public policy.”

– 2020 NPA Postdoc Needs Assessment Survey

Quote represents the personal views of the speaker, not their institution.

Pillar 2



Champion and Model Greater Diversity, Equity, & Inclusion (DEI)

STRATEGIES

1. Develop and promote greater NPA internal awareness, knowledge, and action toward diverse, equitable, and inclusive spaces
2. Promote systems and policies that embrace and enhance DEI in the postdoctoral community
3. Know and improve the DEI status of individuals within the NPA membership and constituency

“As higher education administrators dedicated to the holistic development of our trainees, diversity, equity, and inclusion is our responsibility. I am excited to create a community of belonging for all of our members and supporters.”

– Stephanie K. Eberle, M.Ed.,
Chair, Board of Directors, NPA

Quote represents the personal views of the speaker, not their institution.

Pillar 3



Promote Member Career & Professional Development (Member Development)

STRATEGIES

1. Reimagine the postdoc experience as intentional thought leaders
2. Publicize existing tools and create and share effective new resources
3. Create opportunities to explore expanded career pathways for postdocs

“Professional development resources for postdocs to learn about their interests and leverage, develop and strengthen their skills are instrumental to reach a wide range of fulfilling career options.”

– Natalia Martin, Ph.D., Program Manager, Continuing Education and Professional Growth Office, American Chemical Society; NPA Oversight Officer

Quote represents the personal views of the speaker, not their institution.

Pillar 4



Achieve NPA Operational Excellence (Operational Excellence)

STRATEGIES

1. Clarify and communicate the NPA value proposition
2. Improve NPA internal communication, structure, and roles
3. Fortify and diversify NPA revenue

“Our work is strengthened by the collaborative efforts of our staff and volunteers. It’s important they have the needed resources to support and provide value to NPA members.”

– Caleb McKinney, Ph.D., NPA Board of Directors and Treasurer

Quote represents the personal views of the speaker, not their institution.

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15800 Crabbs Branch Way
Suite 300
Rockville, MD 20855
301.984.4800

www.nationalpostdoc.org
contact@nationalpostdoc.org