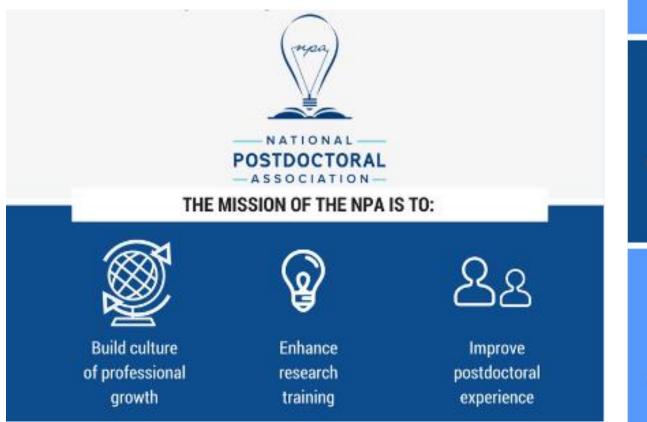
The changing research landscape and impacts on postdoctoral funding models: *Challenges and opportunities for generating innovative* 

approaches to support the postdoctoral community

JULIE FABSIK-SWARTS, MS, CFRE, CAP EXECUTIVE DIRECTOR



### **NPA Strategic Priorities**



#### **GOAL 1: ADVOCATE FOR THE POSTDOCTORAL COMMUNITY**







Shape conversation on fair compensation and benefits

Be a leader on diversity and international issues Create opportunities for career advancement

#### **GOAL 2: BUILD THE NPA COMMUNITY**







Further development of partnerships

**Provide leadership** opportunities for NPA members

Create opportunities for dual membership with partner organizations

#### **GOAL 3: PROVIDE RESOURCES FOR OUR MEMBERS**







**Develop new programs** 

that address the

needs of our members



Ensure all resources fit within the Mission of the NPA

Increase awareness of NPA signature programs

#### **NPA Research Publications**

National Postdoctoral Association Institutional Policy Report 2014

SUPPORTING AND DEVELOPING POSTDOCTORAL SCHOLARS

KRYSTE FERGUSON BELINDA HUANG LESLIE BECKMAN MELANIE SINCHE

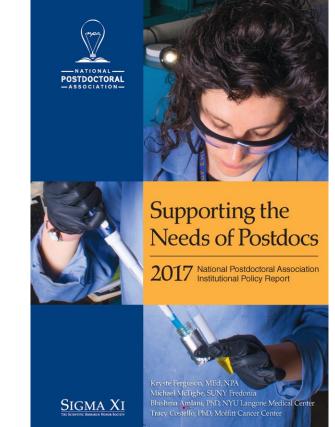








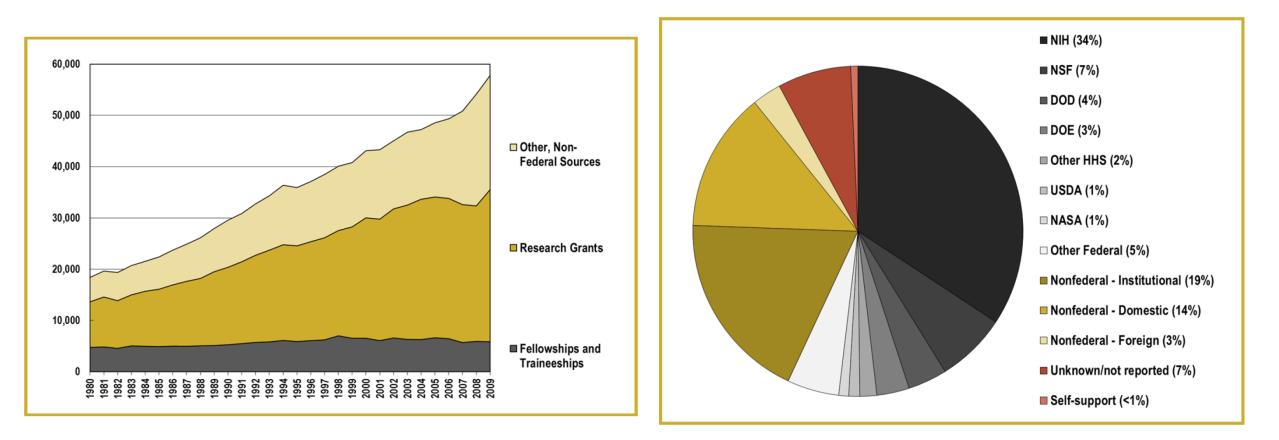




### Sources of funding for postdoc training

- Individual Training Fellowships e.g. NRSA F32, NIH Pathway to Independence K99/R00
- Cohort Training Grants e.g. T32 Training Grants
- National Science Foundation (NSF) Postdoctoral Fellowships
- Foundation Postdoctoral Fellowships
- Nonprofit Fellowships (e.g. Fulbright Postdoctoral/Early Career grants)
- Institutional Funding
- Industry Funding
- R01

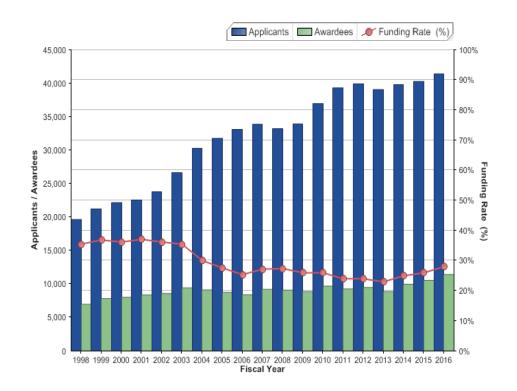
#### Mechanisms of support for postdoc training



The National Academies of Sciences, Engineering, and Medicine. 2014. The Postdoctoral Experience Revisited.

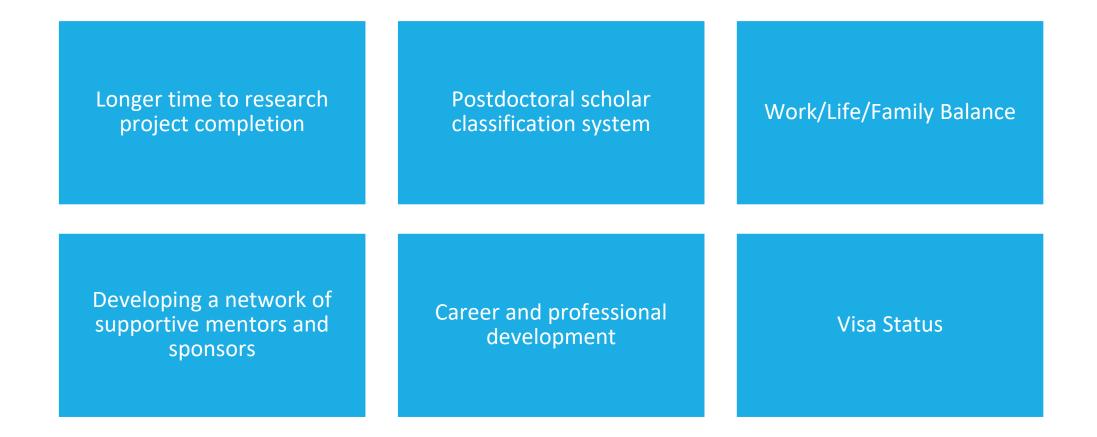
### Trends in postdoc fellowships (NIH F32)

- Increasing rate of application
- Increasing rate of award
- Increasing NIH budget (more funding available for early career researchers)
- Overall funding rate is decreasing

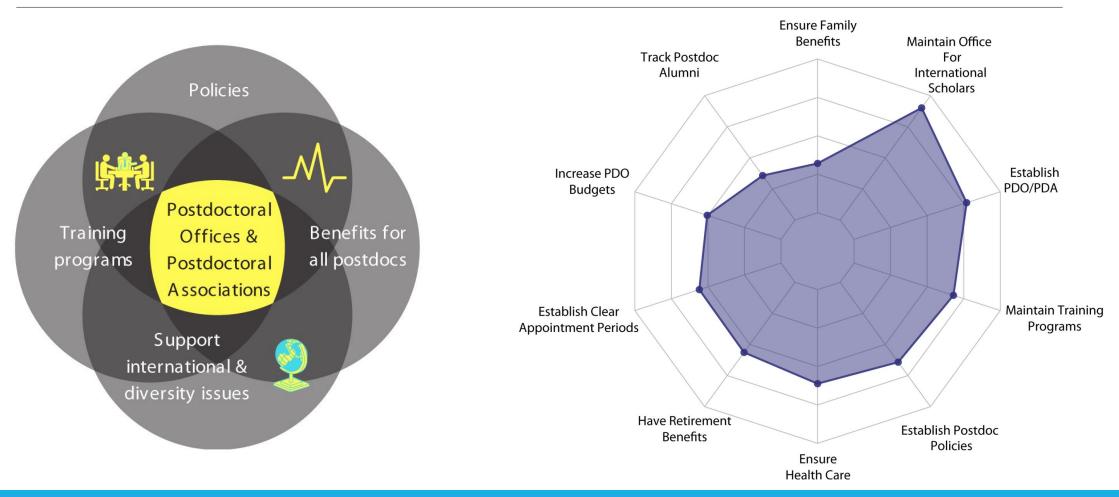


National Academies of Sciences, Engineering, and Medicine. 2018. The Next Generation Biomedical and Behavioral Sciences Researchers: Breaking Through.

#### Challenges and opportunities



#### Challenges and opportunities



## Preparing trainees for the future

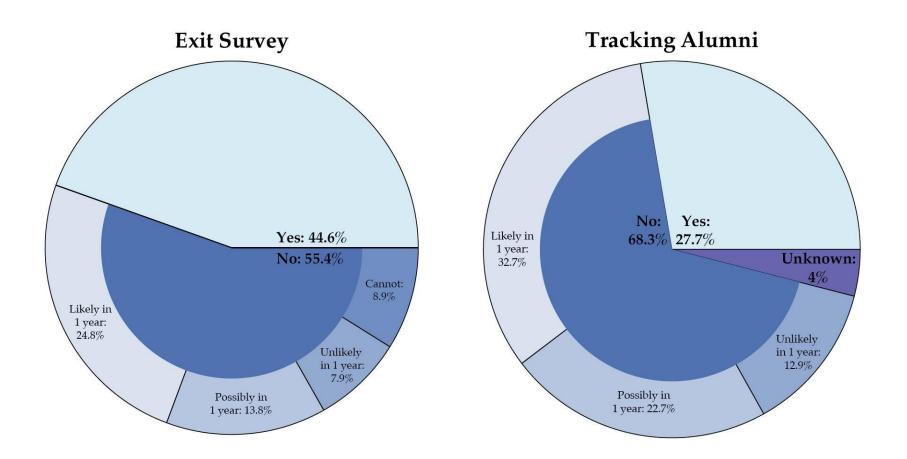
Career Services: NIH Funding

Career Services: NIII Funding																		
76	94	59	47	94	53	76	59	18	47	29	76	12	12	6	18	53	Q1	100
65	85	65	45	70	35	85	80	20	60	45	85	20	35	10	35	50	Q2	80
79	89	74	58	84	53	84	74	42	68	37	95	26	21	21	42	74	Q3	60
85	100	95	85	95	75	95	95	70	70	90	100	5	55	35	60	90	Q4	40
IDP Workshops	CV/Cover Letter Review	Individual Career Counseling	Self-Assessment Programs	Career Panels/Talks	Mock Interviews	Job Search Workshops	Academic Job Search	Career Interest Assessments	Career Fairs/Symposium	<b>Employer</b> Presentations	Networking Events	On-Campus Interviews	On-Site Visits	Job Shadowing	Career Library	Career-related resources		20 0

### Funding and benefits

**Benefits to Each Postdoc Type** IFPE IFPT IFP EFP Family Single Health Ins Family Long Flex Paid Single Vision Ins On-Two–Person Health Ins. Single Dental Ins Two-Person Dental Ins Two-Person Vision Ins Family Vision Ins Life Ins Short-term Disability Matched Retirement Employee Asst. Program Paid Time Off Unpaid Time Off Paid Maternity Unpaid Maternity Unpaid Paternity Leave Subsidized Child Care Tuition Assistance Transportation Discounted Athletic Membership Tax-Deferred Retirement Adoption Assistance -site Spending Acc Paternity Leave -term Health Ins Dental Ins Child Care Disability Assistance

#### **Opportunities for evaluation**



# Recommendations for building sustainable and progressive postdoctoral fellowship models

Evaluation and Assessment of Current Postdoctoral Fellowship Models	Practices that support Diversity, Equity, and Inclusion	Competitive funding and benefits
Facilitating a necessary Culture Shift in Higher Ed to encourage and support better mentoring practices	Professional development that prepares postdocs for diversity of career options	Collaborative Science is our Future: Support for cross-disciplinary partnerships

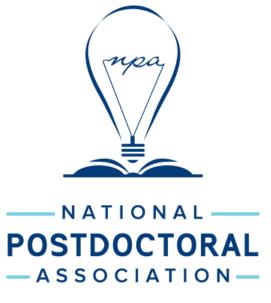
#### Implementation: Creating best practices

How would you use this information to update your funding models?

- Does your grantmaking approach align with your organizational values?
- It's about *stewardship, accountability, and responsibility* 
  - Both to your organization and to the scientists you are supporting
- It's about *research*, but it's also about *long-term trajectory of early-career scientists*
- It's in everyone's best interest to support, advocate, and encourage postdocs

#### Are we supporting postdocs in the best way possible?

#### Thank you!



www.nationalpostdoc.org