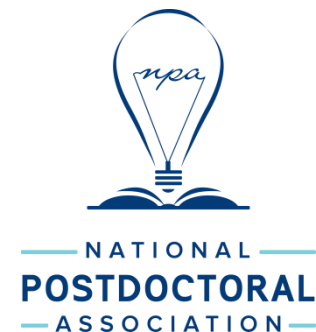


The changing research landscape and impacts on postdoctoral funding models: *Challenges and opportunities for generating innovative approaches to support the postdoctoral community*

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






NPA Strategic Priorities






THE MISSION OF THE NPA IS TO:

- 
Build culture of professional growth
- 
Enhance research training
- 
Improve postdoctoral experience




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

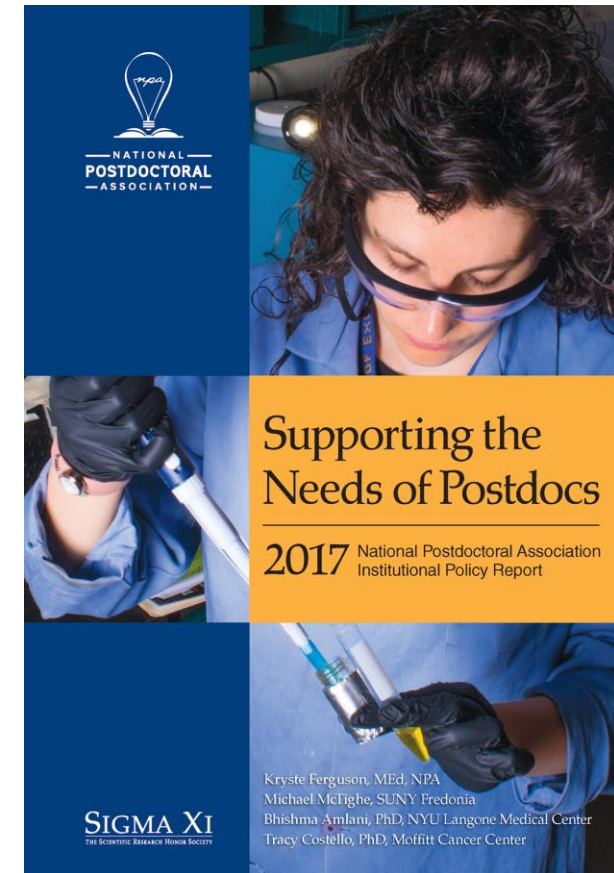
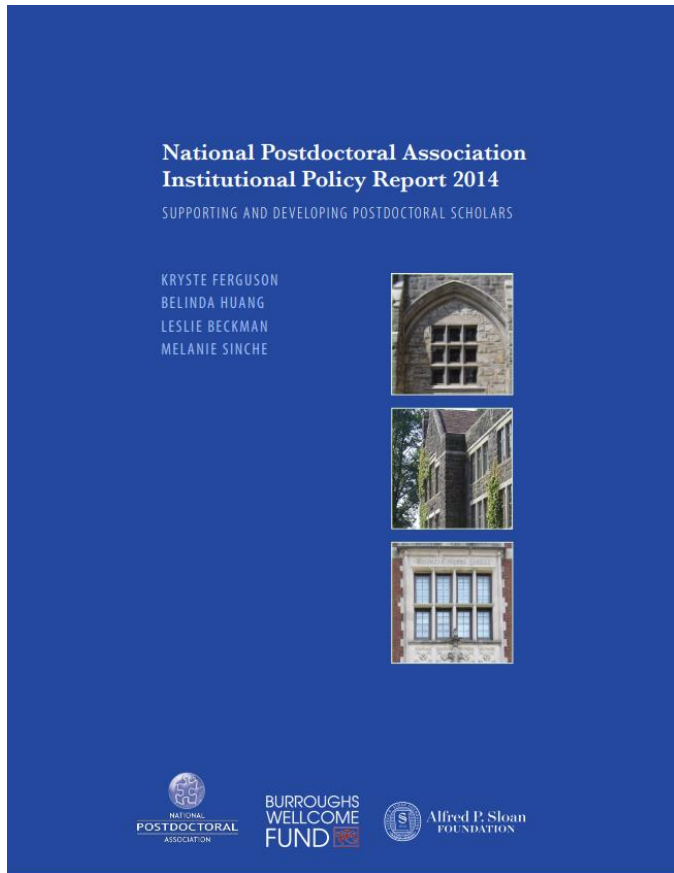
GOAL 2: BUILD THE NPA COMMUNITY

- 
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

- 
Increase awareness of NPA signature programs
- 
Develop new programs that address the needs of our members
- 
Ensure all resources fit within the Mission of the NPA

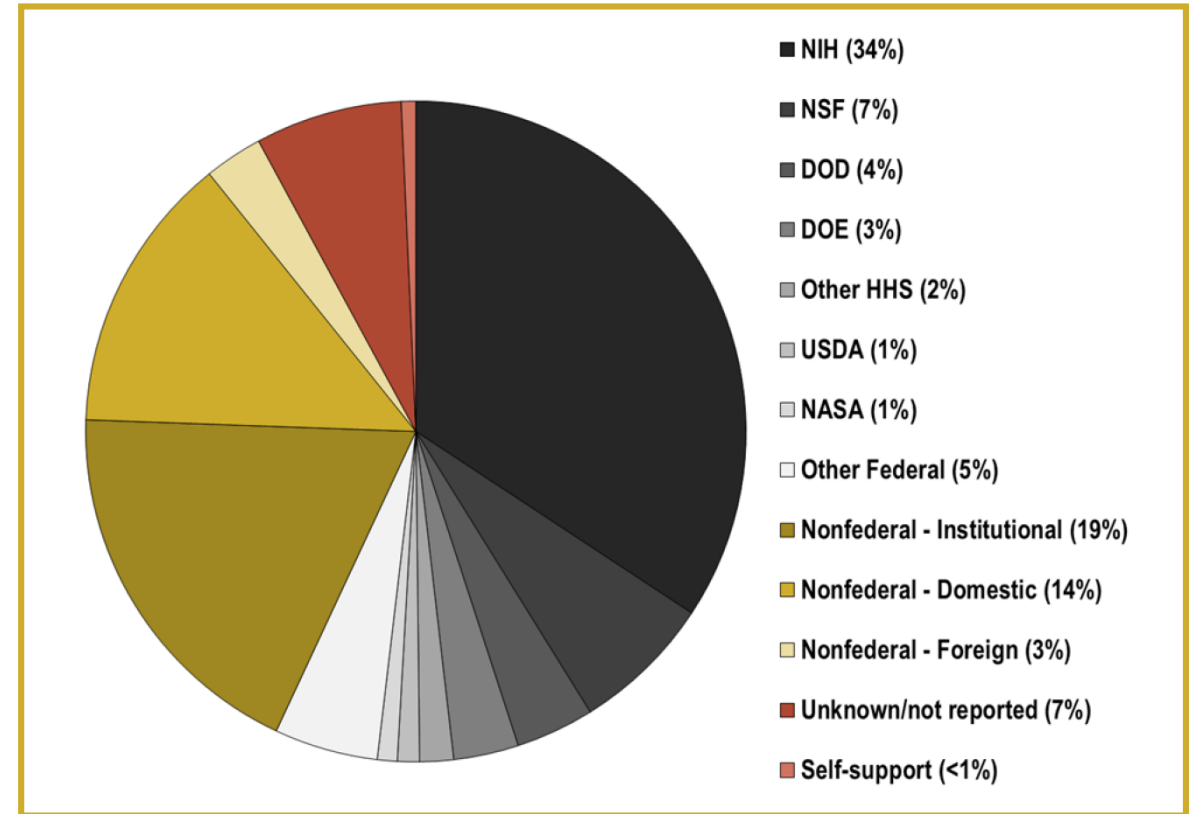
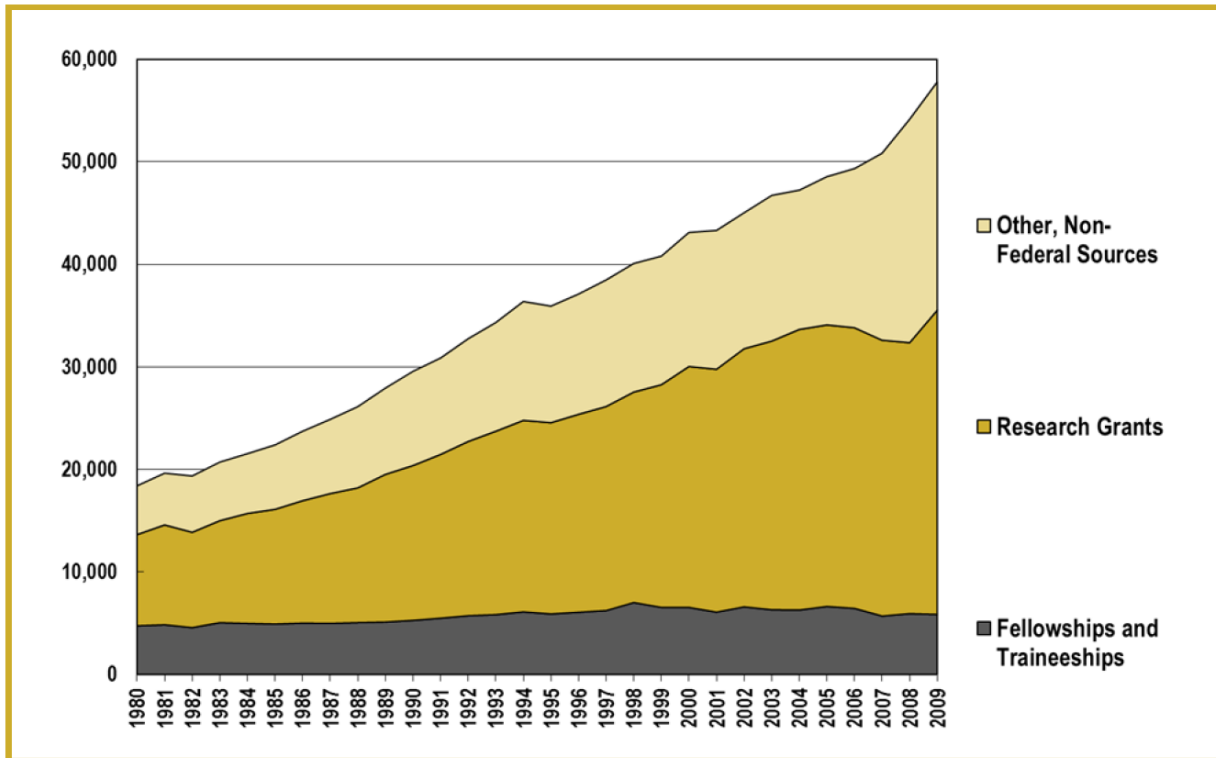
NPA Research Publications



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**

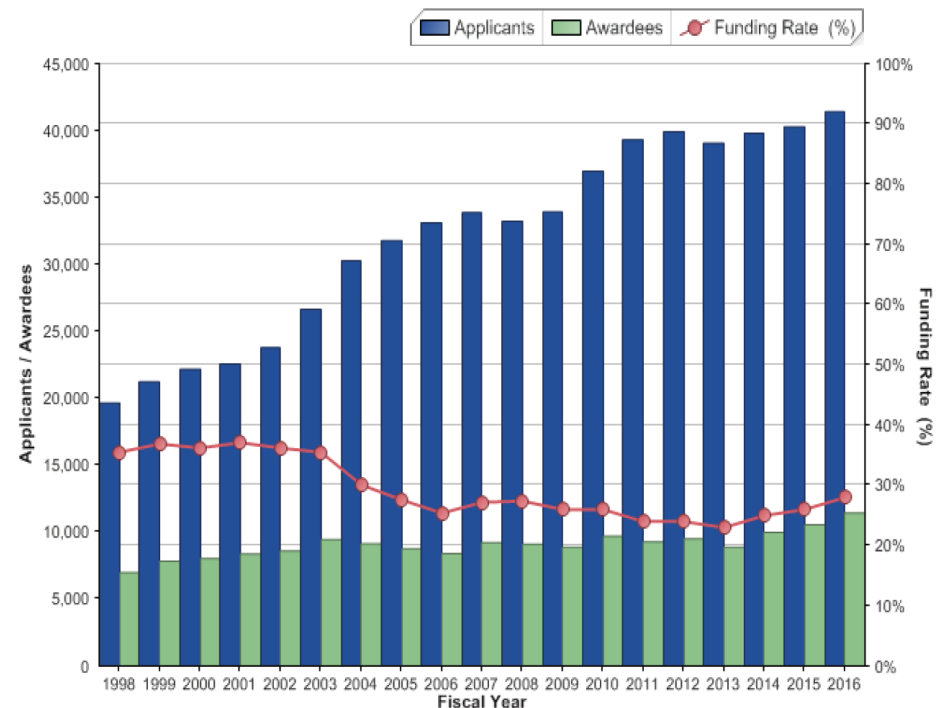
Mechanisms of support for postdoc training



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

Longer time to research
project completion

Postdoctoral scholar
classification system

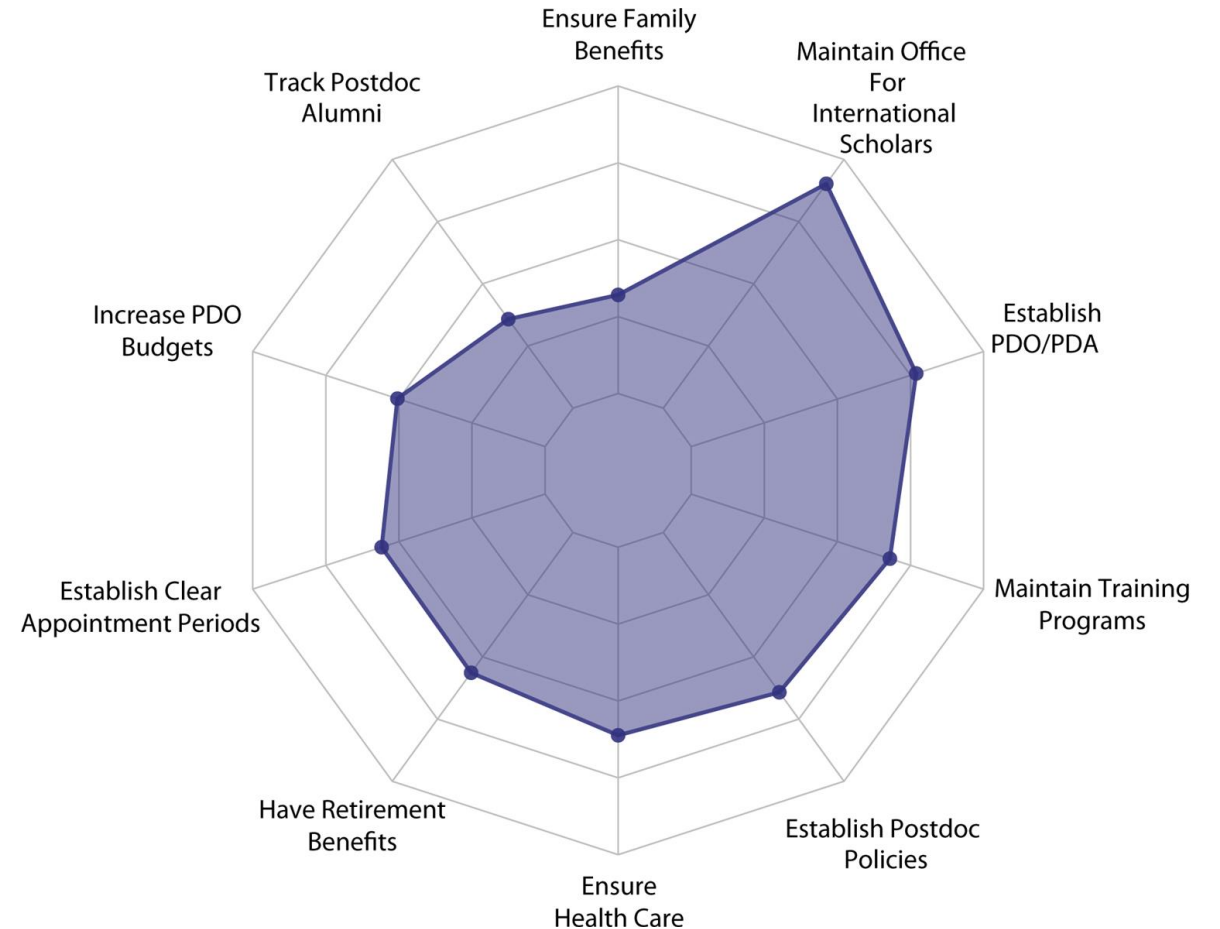
Work/Life/Family Balance

Developing a network of
supportive mentors and
sponsors

Career and professional
development

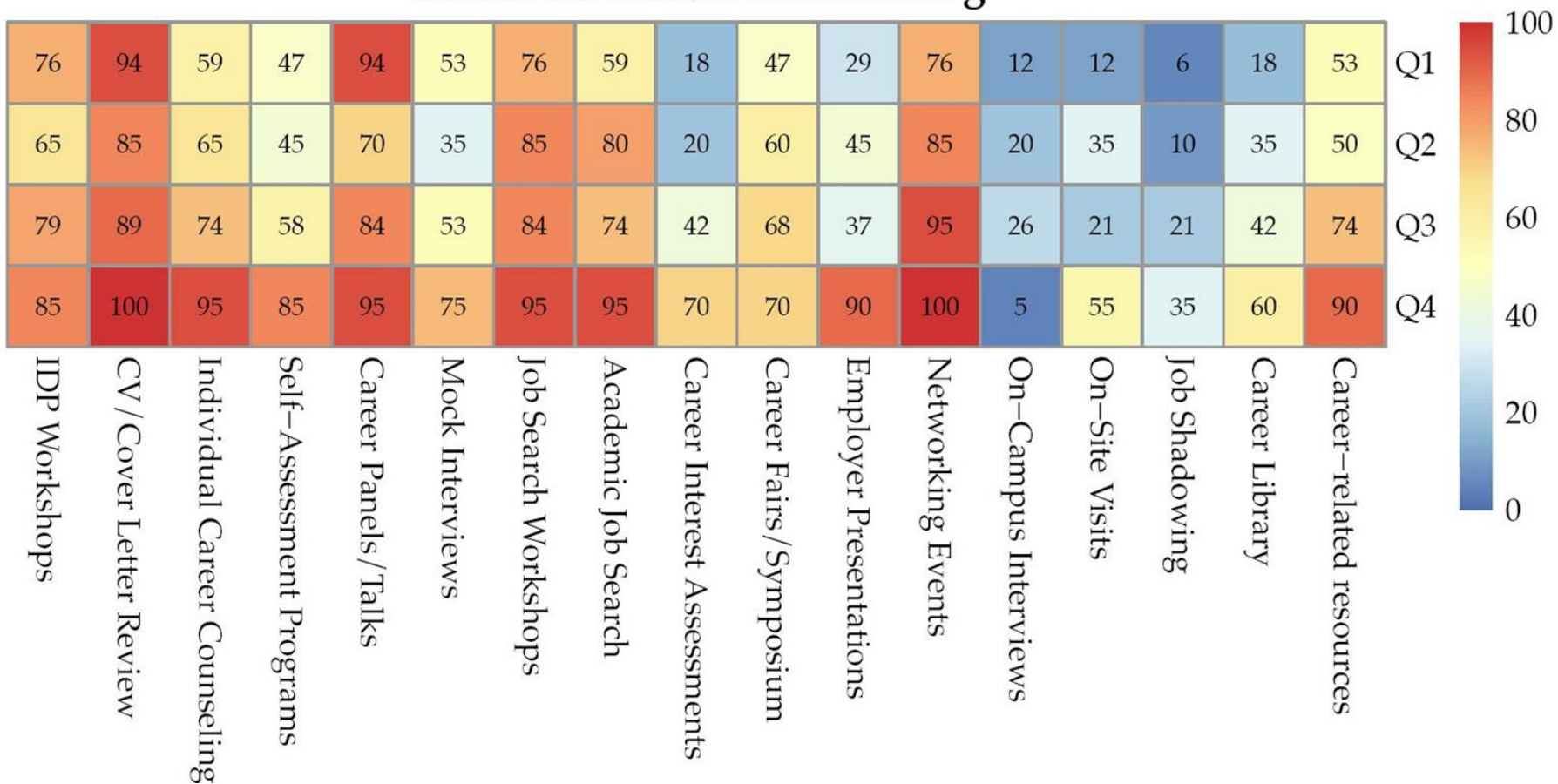
Visa Status

Challenges and opportunities



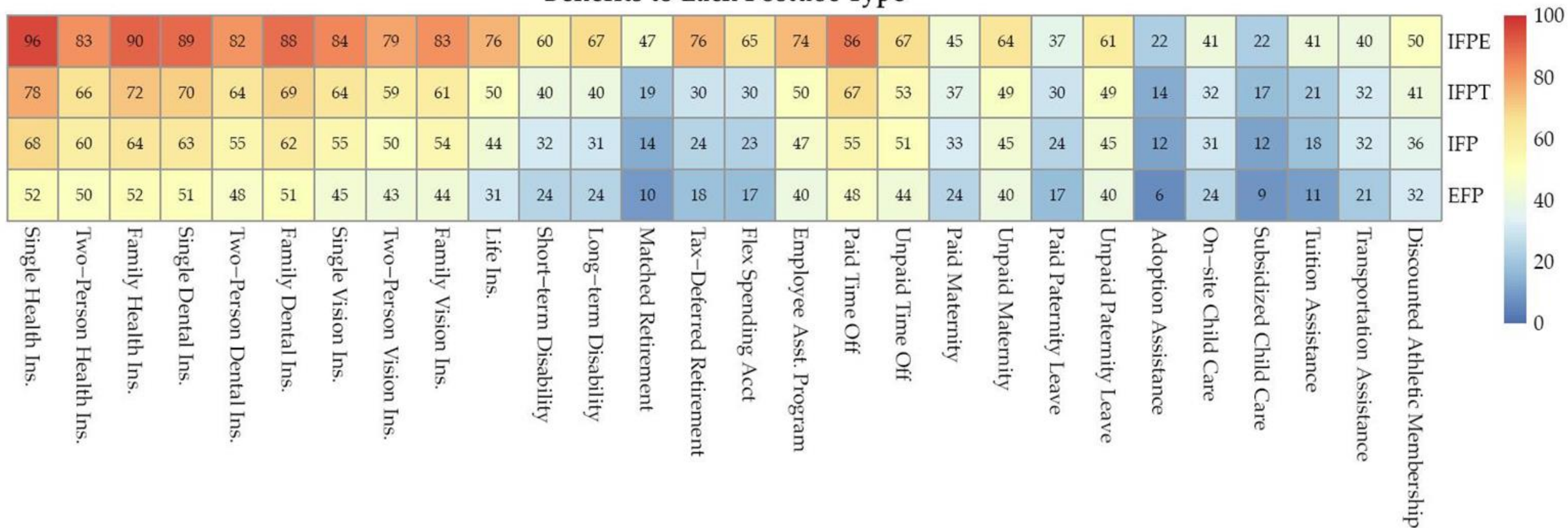
Preparing trainees for the future

Career Services: NIH Funding



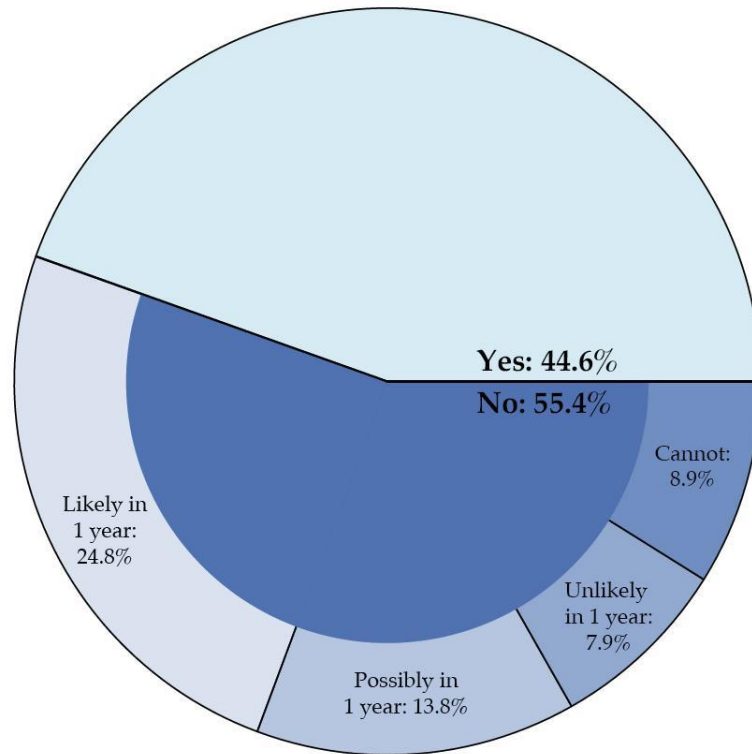
Funding and benefits

Benefits to Each Postdoc Type

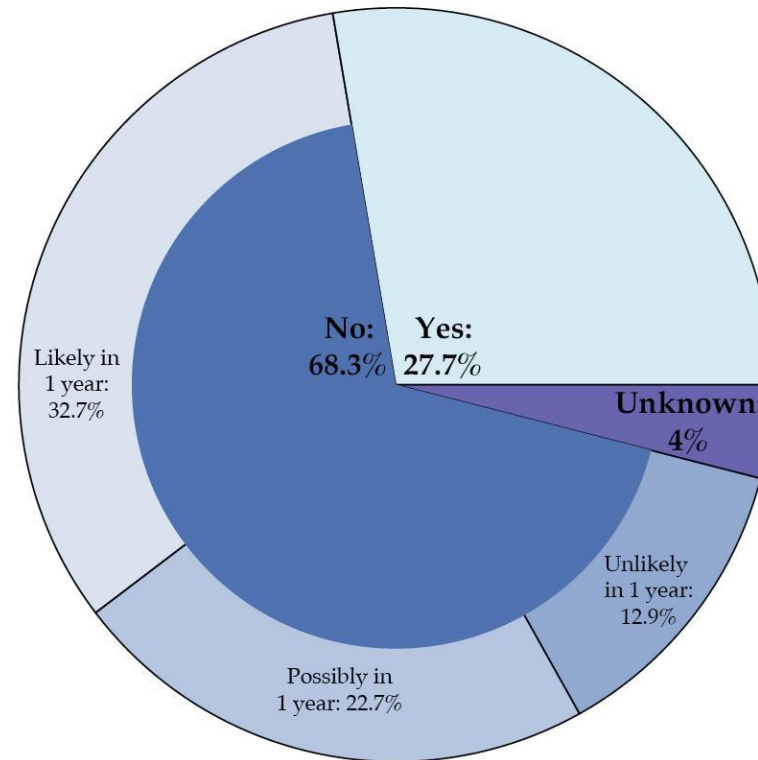


Opportunities for evaluation

Exit Survey



Tracking Alumni



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!



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— ASSOCIATION —

www.nationalpostdoc.org