NPA Strategic Planning
March 2012
Historical Goals of the NPA

- Advocate for positive policies
- Provide resources to the community
- Build a strong organization
Advised AAU on postdoc survey
Submitted first white paper to NIH
Worked with Sigma Xi to survey the postdoc population
Published NPA Policies and Practices Recommendations
Advocacy leads to NIH Pathways to Independence award
American COMPETES act has provisions for postdoc policies
NIH and NSF define postdoctoral scholar
Partners with Kaufman Foundation
NRSA stipend increase
NPAW Recognition
NSF starts data collection project
NRSA stipend increase
COSEPUP examines postdocs again
NRSA stipend increase
First NPA Annual Meeting
Published First Postdocket
Developed Postdoc Association and Offices ToolKits
Wrote International Postdoc Survival Guide
Started NPA team visits to encourage new PDA/PDOs
Institutional Policy Database
Wrote Quick Guide to Visas
Publish Core Competencies
Toolkit and seminars for RCR
First National Postdoc Appreciation Day
Kaufman Fnd. entrepreneurship award
Toolkit for N PAW
National Summit on Gender
Published Family Friendly Policies
Steering Committee Formed
Support and Sponsorship secured from Sloan Foundation and AAAS
Hired First Executive Director and administrative support
Ratified Constitution and Bylaws

Created a Strategic Positioning Committee
Expanded Executive Board

Incorporated as a Non-profit and received 501c3 status
Created annual strategic operating plan

Hired Program Manager
Created annual strategic operating plan

Hired 2nd Executive Director
Five year Strategic plan

Started Raising our Voice Campaign

Hired Membership manager
Mission:
- The NPA’s mission is to improve the postdoctoral experience by enhancing training and the professional environment to benefit scholarship and innovation

- Supporting Postdocs, Promoting Discovery
Goals for 2013–2017

- Serve as the Leader in National Policy Development and Advocacy for Postdoctoral Scholars
- Strengthen the Postdoc Community
- Build Organizational Capacity
Policy Development and Advocacy

- Promote improvements in the training
- Promote enhanced career pipelines
- Promote mentorship
- Develop and foster key relationships
- Provide information and encourage data collection
Strengthening the Postdoc Community

- Provide an Annual Meeting
- Postdoc Appreciation Week
- Information and resources
- NPA Web site
- Increase member benefits
- Engage membership
Build Organizational Capacity

- Develop and implement a sustainable revenue model
- Continue organizational growth
- Improve the awareness of NPA
- Write and maintain a history of the NPA