Rethinking Postdoctoral Education and Workforce Preparation

Earnestine Psalmonds Easter
Division of Graduate Education
National Science Foundation
Discussion Outline

- NSF Education and Human Resources Directorate STEM Professional Workforce R&D Core
- Issues for Future Investments in Postdoctoral Education
- Considerations for Future Directions
GOALS

- Advance the knowledge about STEM workforce preparation and build communities of practice.
- Develop a strategic roadmap for EHR investments in STEM professional workforce development.
- Prepare a theoretical and evidence-based framework linked to NSF priorities.
Professional STEM Workforce Development Continuum

Input: Workforce Needs and Priorities

PK-12 - Elementary Middle High School

Undergraduate Two-Year Four-year

Graduate - Master’s Ph.D.

Post doc

Workforce

K-12 Teacher Professional Development

Teacher preparation, Faculty, Research, Capacity Building

Scholarships, Fellowships, Traineeships

Fellowships, Research, Mentoring

Research, Faculty and Research Career Development

Converging goals, portfolio, and investment strategies

Output: Diverse, Globally Prepared Workforce

"Connecting..."
Issues for Postdoctoral Training

- Interdisciplinary, global, and collaborative nature of science
- Emphasis on alternative STEM career pathways
- Lure of non-STEM jobs
- Role of postdoctoral training in STEM workforce preparation, innovation, and research
Discussion – Considerations for Future Directions

- How can the NSF enhance the postdoctoral experience?
- How can we document the impact of postdoctoral training?
- What do you see as challenges to attracting and retaining persons from underrepresented groups (women, minorities, persons with disabilities)?