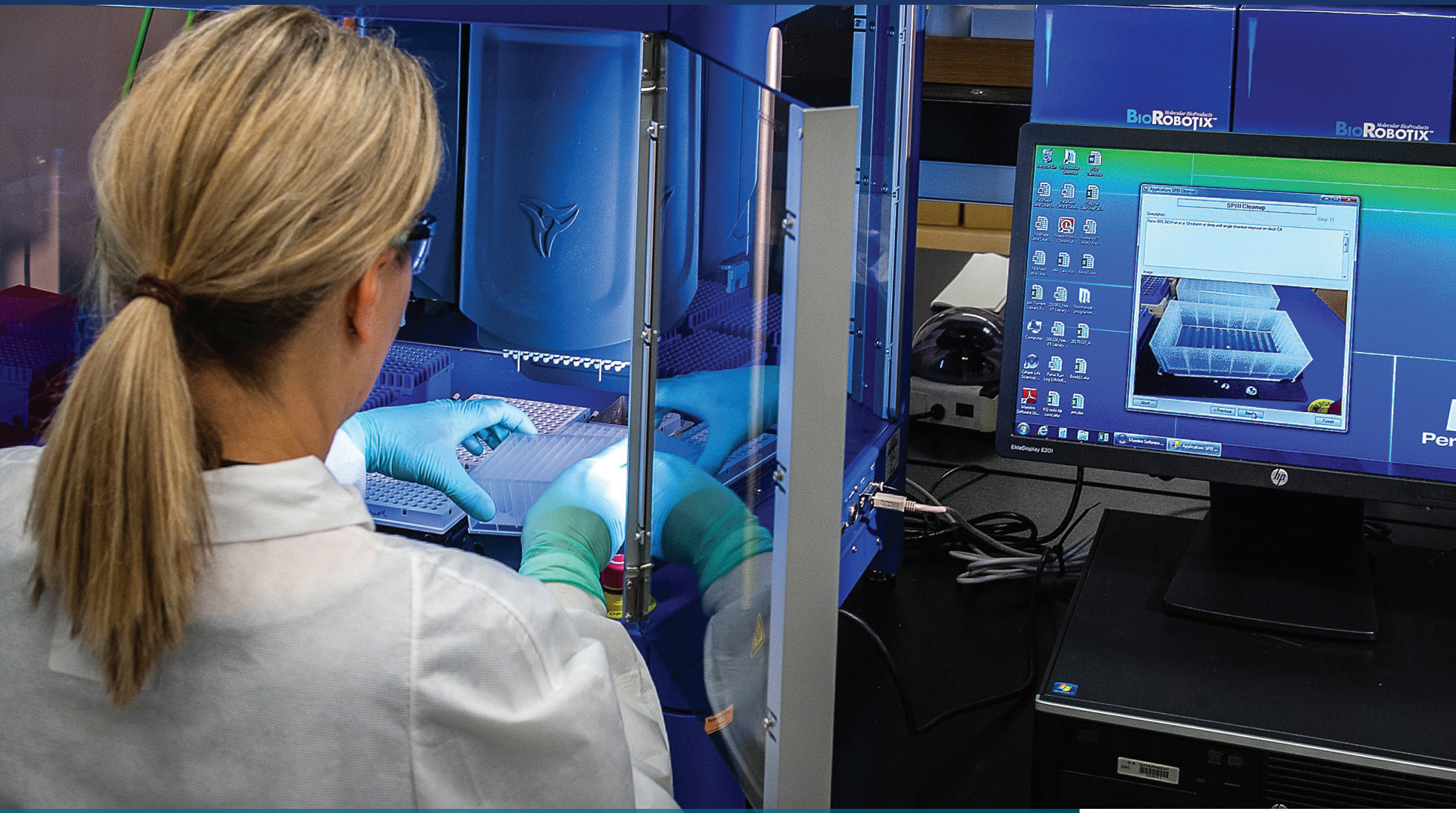
NATIONAL POSTDOCTORAL ASSOCIATION



2021 ANNUAL REPORT

NATIONAL POSTDOCTORAL ASSOCIATION

2021 IN REVIEW

- **NPA IMPACT Fellowship Program**
  The new NPA IMPACT Fellowship Program increases access to opportunities for marginalized early-career research trainees to build skills, to better understand their strengths and develop new networks. IMPACT provides participants with access to personal and career resources with a cohort of peers to strategically build upon existing skills, recognize opportunities, and advance in their careers. With six Fellows in its initial 2021-22 class, IMPACT is funded by the Columbia University Zuckerman Institute, University of Chicago, University of Illinois Chicago, LS-PAC MODELS Center and the Chan Zuckerberg Initiative.

- **National Postdoc Appreciation Week (NPAW)**
  2021 brought another virtual example of NPAW, with many universities across the country moving to online means to celebrate their postdocs. The NPA served again as the national voice of NPAW with opening remarks from NSF Director Sethuraman Panchanathan and a keynote address from Sigma Xi president Robert T. Pennock.

- **Gender Equity Summit**
  Collaborating closely with partners Association for Women in Science (AWIS), Association of American Medical Colleges (AAMC), Higher Education Recruitment Consortium (HERC) and Out to Innovate, the NPA offered an online forum to discuss the most pressing gender equity issues facing the postdoctoral community.

- **Virtual Annual Conference**
  For the first time, the NPA held its 19th 2021 Annual Conference online, moving its scheduled Philadelphia event to 2023. Breaking records for attendance with nearly 1,000 registrants, the conference structure allowed participants from across the country, including those without the means to travel or obligations making travel difficult.

- **Institutional Policy Report**
  After extensive research, the NPA released the third edition of its institutional policy report, Growing Progress in Supporting Postdocs. The groundbreaking report showed changes and trends in policies affecting postdocs across institutions that support postdocs, and expanded its reach to provide an analysis and clearer understanding of the various ways postdoc offices can be successfully structured and supported.

2021 Distinguished Service Award Winner

Julie Tetzlaff, Ph.D., Medical College of Wisconsin

2021 Gallagher Mentor Award Winner

Sreekanth Chalasani, Ph.D., Salk Institute

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LETTER FROM THE BOARD CHAIR

Fellow members, thank you for making 2021 a year of connection, despite the continued hurdles presented by COVID-19. From your feedback on our strategic plan, to the participation in our myriad events, you helped create a more inclusive community wherein postdocs are "empowered, valued, recognized, and supported in their current and future endeavors," as our vision promises.

Core to our success this year and beyond is our new three-year strategic plan informed by member feedback and national trends. The plan's four pillars: advocacy; diversity, equity, and inclusion; member development; and operational excellence aim to bridge the activist roots from which we started with improved processes and increased opportunities for visibility of our community members.

Visibility begins with ensuring our most vulnerable populations receive the equitable recognition and inclusive support they need to thrive. We created the new IMPACT Fellowship Program to achieve exactly that. The program brought together six postdoctoral fellows from across the country to immerse in peer mentorship practice, glean insights from guest speakers, and impact their home communities through defined projects. Generous financial and in-kind support made this program possible; the energy and commitment of our six Fellows made it successful.

Board and staff members know that our achievements stem directly from relationships with key partners and members like you. Our first Gender Equity Summit this year, in partnership with the Association for Women in Science (AWIS), the Association of American Medical Colleges (AAMC), Higher Education Recruitment Consortium (HERC), and Out to Innovate, was a prime example of the power of collaboration. Throughout the summit, leaders in myriad sectors discussed the factors impeding gender equity in today's training and work environments, with 250 registrants engaged. We look forward to continuing these important conversations in 2022.

Historically, we relied on at least one opportunity per year to meet and greet in person. COVID-19 required us to pivot this year and move our Annual Conference to a virtual space. Doing so still allowed us to connect with postdocs and postdoc office leaders from across the country, many of whom never attended before. The ability of members to build strong ties during this tumultuous time, speaks to the strength and resilience of our community.

The National Postdoctoral Association hopes to share our community's stories more broadly, with policymakers, leaders in industry and academia, and the general public through our "What's a Postdoc" campaign. By sharing experiences, quotes, and/or lessons learned from your postdoctoral experience, you help bring visibility and a deeper understanding of the valuable contributions our postdocs make every day. You may share here: www.nationalpostdoc.org/page/WhatsAPostdoc; we look forward to learning more about you!

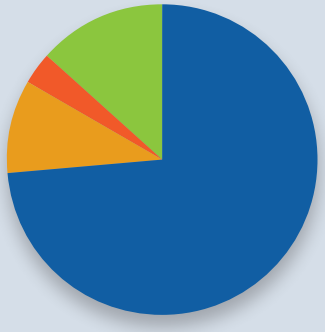
Our partnerships and collaboration this year put into motion plans for growth, advocacy, and innovative approaches for connection. Board members, staff, volunteers, and I are truly honored to lead these initiatives and to create a culture of inclusive community with you; thank you.

Stephanie K. Eberle

Stephanie Eberle, M.Ed.
2021 NPA Chair of the Board

2021 NPA FINANCIALS

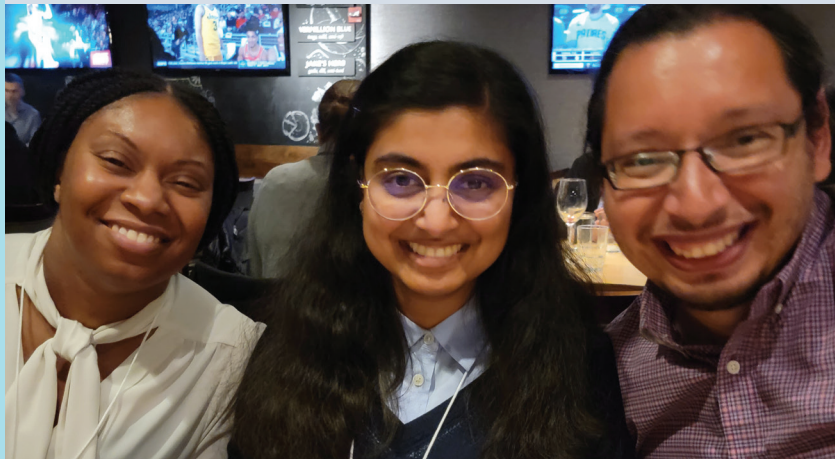
EXPENSES



Expense	Amount
Personnel	$ 337,931
Annual Conference	44,691
Professional Fees	15,302
Miscellaneous/Other	60,651
Total Expenses	$458,575

REVENUE

Revenue	Amount
Membership Dues	$ 221,151
Annual Conference	155,182
Federal Assistance	73,800
NPA Partnerships	66,000
NPA Career Center	51,922
Advertising	23,705
Miscellaneous/Other	24,191
Total Revenue	$615,951



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