



NATIONAL
POSTDOCTORAL
ASSOCIATION

2016 ANNUAL REPORT



A YEAR IN REVIEW

The NPA went through many changes this year. First we hired a new Executive Director, Julie Fabsik-Swartz, MS, CFRE, CAP. Additionally, the NPA spread its wings and moved to its own offices in Rockville, Maryland. Also, Chantelle Ferland-Beckham, Ph.D., Tulia Bruno, Ph.D., and Andrew Bankston, Ph.D. have joined our Board of Directors.

Accomplishments included:

- A sold out annual meeting in Grand Rapids, MI! The highest attendance ever.
- Completed second round of data collection for the NPA Institutional Policy Database.
- Partnered with UC Hasting's Center for WorkLife Law on Title IX pregnancy accommodation survey.
- Resource Development of:
 1. Science beyond the laboratory; Developing skills to be an effective advocate for science
 2. Recommendations for completing the training plan for STEM OPT students form I-983
 3. Promoting Mental Health Wellness in the Postdoc Community

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NPA ACHIEVEMENTS IN 2016

This year has been transformative for the NPA and the postdoc community. In March we said goodbye to our Executive Director Belinda Huang, Ph.D., and we welcomed Julie Fabsik-Swarts, M.S., CFRE, CAP as our new ED in June. We also made the decision to move out of our home for the past 15 years, the American Association for the Advancement of Science (AAAS) building into new premises that will allow the NPA to grow and expand its offerings to members. The NPA will be forever grateful for the support given by AAAS and we look forward to continuing to collaborate when opportunities arise.

The most pivotal news for postdocs in 2016 was the update to the salary threshold for overtime eligibility by Department of Labor (DOL). These changes to the Fair Labor Standards Act (FLSA) led the National Institutes of Health (NIH) to increase the minimum stipend for the National Research Service Award (NRSA) to \$47,484. The NPA has long supported the fair treatment of postdocs and wages commensurate with their education, experience, and valuable contributions to society. The updated regulation has been subjected to intense scrutiny by Congress and its implementation delayed by a legal injunction, making it difficult to predict how this will affect postdocs across the country. Data from NPA's recent survey of institutional members will be used to identify key changes in salary levels in response to regulatory changes.

The NPA continued to host myPDO webinars on a variety of subjects with topics including Career Outcome Tracking of Postdocs, the FLSA, Resources and Programs for Humanities and Social Science Postdocs, and Understanding the NIH Rigor and Reproducibility Requirements. We look forward to expanding these efforts in 2017 to provide more resources for our sustaining member institutions.

In November, we hosted our first diversity webinar, registrations for which quickly reached capacity. The webinar which explained how a diverse postdoc workforce would enhance the creativity of science was exceptionally well received and a follow up is planned in the near future.

The NPA has continued its support of key educational and scientific partners, in particular the Council of Graduate Schools and the Ad Hoc Group for Medical Research (a coalition who supports enhancing the federal investment in research). We have a number of goals to improve the postdoctoral research experience and appreciate that it is often more effective to align with like minded groups with related missions.

As we look forward to 2017 we have many improvements that we wish to make. It is only with continued support that we will be able to proceed with these endeavors. Any donations will go towards helping the talented individuals who push scientific limits every day.

Sincerely,
Kate Sleeth, Ph.D.
 Chair of the Board

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