



2017 in Review

The NPA continued to grow and evolve in 2017! Some accomplishments include:

- Moved out of the AAAS offices, further establishing our self-sufficiency.
- In partnership with UC Hastings School of Law, published “Parents in the Pipeline,” a comprehensive look at parenting challenges and recommendations for postdoctoral researchers and the organizations that hire them.
- Conducted a survey on sexual harassment among postdocs and presented the results at the National Academies.
- Partnered with Sigma Xi, National Research Mentoring Network, National Organization of Research Development Professionals, Canadian Association of Postdoctoral Scholars. These partnerships have resulted in partner webinars and mutual resource development.
- Hosted the largest Annual Conference in NPA history in San Francisco, CA.
- Launched a career center with specific focus on the postdoctoral community.
- Developed a new logo for the organization.
- New Board of Directors members elected in 2017: Stephanie Eberle, MEd, Shakira Nelson, PhD, and Kristen Scott, PhD. Re-elected were Josh Henkin, PhD and Barbara Natalizio, PhD.

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NPA Achievements in 2017

This has been an extremely busy year for the NPA and the postdoc community. Three large-scale surveys and reports were completed this year. In partnership with University of California Hastings College of the Law, the "Parents in the Pipeline – Retaining Postdoctoral Researchers with Families" report incorporated data from our membership regarding their experiences while pregnant and also maternity/paternity leave, and provides guidance to improve the experience of both expectant and new mothers and fathers. Earlier this year, NPA issued a survey to postdoctoral members to collect information regarding experiences with sexual harassment, a report will be published soon. The second institutional policy survey report was published in concert with Sigma Xi in the January/February issue of the *American Scientist*. On behalf of the Board of Directors, I would like to thank those individual and institutional members who participated in the surveys and provided critical support to these important initiatives.

Throughout the year, we've had many opportunities to reiterate NPA's commitment to diversity and inclusion. With general unrest across the U.S. and around the world, it is important to us that the entire postdoc population feels valued and supported, regardless of race, ethnicity, sex, disability, national origin, socio-economic status, religion, sexual orientation, or gender identity. The U.S. is a multicultural society which thrives when it harnesses the full potential that diversity provides. The NPA has highlighted achievements of scientists during Black History month, National Hispanic Heritage Month and LGBT History Month on our social media platforms and looks forward to expanding these efforts.

Three members of the Board of Directors were invited to present to key committees of the National Academies of Science, Engineering, and Medicine. Dr. Marina Ramon presented data to the Next Generation Researchers Initiative Committee while Dr. Kate Sleeth presented our sexual harassment survey data to the Committee on the Impacts of Sexual Harassment in Academia.

The NPA hosted three separate webinar series in 2017. The myPDO webinars highlighted a variety of subjects, with topics including "The BEST Awards: A look at programs established, outcomes, challenges and what's next" and "Enhancing Your PDO's/PDA's Advocacy Efforts." Building upon the success of myPDO, we introduced myPostdoc, a webinar series specifically focused on providing advice to our postdoc members. Topics covered included, "Think Beyond Compensation and Job Title," "Mentoring Up: Learning to Proactively Manage Your Relationship with your Research Mentor," and "Finding Time for Professional Development on a Postdoc's Schedule." The second webinar in our diversity series, "Diversity: Implicit Bias – An Obstacle to Achieving Diversity," was popular and well received. We look forward to expanding these efforts in 2018 to provide more resources for our sustaining member institutions and individual postdoc members.

The NPA has continued collaborations with key educational and scientific partners, and we are pleased to have established or reaffirmed relationships with Sigma Xi, Canadian Association of Postdoctoral Scholars (CAPS), New Scientist and National Research Mentoring Network (NRMN). We have a number of goals to improve the postdoctoral research experience and appreciate that it is often more effective to partner with like-minded groups with related missions.

We look forward to introducing several new improvements in 2018, including a new logo and a refresh of our website to ensure ready access to NPA's numerous resources. 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 research limits every day.

With Regards,
 Kate Sleeth, Ph.D.
 Chair of the Board

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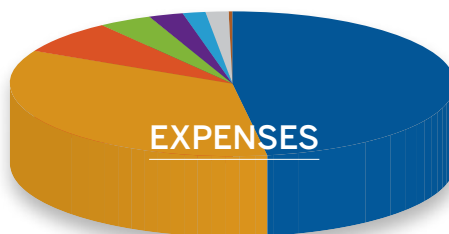
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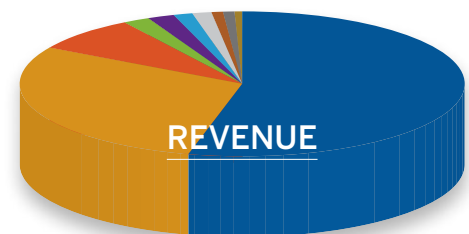
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Expense	Amount
General and Administrative	\$ 305,817
Annual Meeting	225,547
Reserves	47,312
Travel	25,527
Professional Fees	16,584
Volunteer support	11,331
Publications	9,673
Promotional Expenses	1,085
	\$ 642,876



Revenue	Amount
Annual Meeting	\$ 346,679
Sustaining Membership	189,161
Marketing Agreements	50,681
Advertising & Merchandise	12,714
Individual Membership	11,696
Career Center	9,590
Consulting	8,403
Donations	5,705
Restricted Grants	5,000
Miscellaneous	3,247
	\$ 642,876