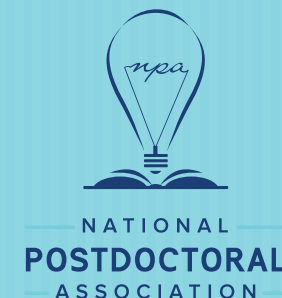


# National Postdoctoral Association

# Strategic Plan

## 2025 - 2027





# From the Chair



The National Postdoctoral Association (NPA) is committed to elevating and supporting the postdoctoral experience in the United States. Since our founding in 2003, we have contributed significantly to national conversations centered around improving postdoc working conditions and institutional environments.

We help our postdoc members develop important skills to launch their careers through our programming, resources, and volunteer opportunities. We also provide critical information and insights to our organizational members to help them deliver impactful programming and supportive environments for the postdocs they serve.

In 2021 we launched an ambitious strategic plan for the NPA and are focused on making continued progress aligned with its four pillars over the coming years: 1) Advocate for our constituents; 2) Champion and model great diversity, equity, and inclusion; 3) Promote member career and professional development; 4) Achieve operational excellence.

A recent NPA product that illustrates our organization's commitment to improving the postdoc experience is our 2024 revision to the [NPA Recommended Postdoctoral Policies and Practices \(RPPP\)](#). This critical framework articulates a bold vision for what the postdoc experience can be and we look forward to working across the NPA's committees and engaging our various stakeholders in achieving many of the goals outlined in the RPPP in the coming years. Through efforts like the RPPP and the additional projects and initiatives taking place in our organization the NPA will continue to work to deliver on our mission to improve the postdoc experience.

I want to close by thanking our dedicated staff, volunteers, committee leaders, board members, and supporters, past and present, who have helped the NPA achieve so much over the past 20+ years and look forward to seeing what we can accomplish in the years to come.

Chris Smith, Ph.D.  
*NPA Board of Directors Chair*





# Mission

To improve the postdoctoral experience by supporting a culture of inclusive connection. At the individual, organizational, and national levels, we facilitate enhanced professional growth, raise awareness, and collaborate with stakeholders in the postdoctoral community.



*Photo courtesy of Alabastro Photography*



*Photo courtesy of Alabastro Photography*

# Vision

We envision an inclusive community where all postdocs are empowered, valued, recognized, and supported in their current and future endeavors.

# #1

## Fair postdoc salary and compensation

is the top concern of postdocs today

2025 NPA Postdoc Needs Assessment Report

*“Postdoctoral limbo is a very real thing; not students anymore but not faculty yet so postdocs often go officially ignored or underestimated. Joining peer-based organizations helped bring out the leader in me so now I can better fight for our voices to be heard.”*

– Andrea S. Pereyra, MD, Ph.D.,  
Assistant Director of Postdoctoral  
Life Design, Johns Hopkins University,  
NPA Board of Directors

Quote represents the personal views of the speaker, not their institution.

# Core Values

- **A Spirit of Service:** We are member-centered: listening to needs, building tools for success, and acting with integrity, transparency, and excellence.
- **An Inclusive and Engaged Membership:** We believe in actively championing a diverse, equitable and inclusive member community through collaboration, dialogue and evidence-based practices.
- **A Thriving Postdoctoral Community:** We empower and educate the entire postdoctoral community as we elevate the importance of integrating meaningful work with healthy personal lives.



*“Providing timely, effective resources are key to supporting a vibrant postdoc community. For example, through the NPA’s SmartSkills program postdocs develop and practice skills to support them in a range of career pathways.”*

– Erin Heckler, Ph.D., Associate Provost for Postdoctoral Affairs, Yale University,  
NPA Board of Directors



# Strategic Pillars & Strategies

## Pillar **1**



### *Advocate for Our Constituents (Advocacy)*

#### STRATEGIES

1. Amplify the voices of postdocs and express the value of the postdoctoral experience
2. Advocate for preferred public policy that addresses national and local trends affecting membership
3. Develop research and reports to support postdoc and postdoc office advocacy efforts and member needs

*“The NPA works to build resources to help faculty and administrators advocate for an improved postdoc experience at the institutional level.”*

– Chris Smith, Ph.D., Postdoctoral Affairs Program Administrator, Office of Research and Innovation, Virginia Tech, NPA Board of Directors

Quote represents the personal views of the speaker, not their institution.

## Pillar 2



## *Champion and Model Greater Diversity, Equity, Inclusion and Belonging (DEIB)*

### STRATEGIES

1. Develop and promote greater NPA internal awareness, knowledge, and action toward diverse, equitable, and inclusive spaces
2. Promote systems and policies that embrace and enhance DEIB in the postdoctoral community
3. Support individuals from diverse backgrounds in pursuing and leveraging the postdoc experience to launch their careers

*“Diversity, equity, inclusion, and belonging is woven throughout our organization’s work and is foundational for a thriving NPA community where all members feel support and connection.”*

– Caleb M. McKinney, Ph.D.,  
Associate Dean, Graduate and Postdoctoral  
Training & Development for Biomedical Graduate  
Education, Georgetown University,  
NPA Board of Directors

Quote represents the personal views of the speaker, not their institution.

## Pillar 3



## Promote Member Career & Professional Development (Member Development)

### STRATEGIES

1. Lead engagement of members and partners to promote a more sustainable postdoc experience
2. Publicize existing tools and create and share effective new resources
3. Create opportunities for postdocs to explore broad career pathways and build skills to advance their careers

*“Invest in your growth, embrace every opportunity, and build a career that inspires—professional development is the bridge between today’s postdoc and tomorrow’s leader.”*

– Madhumita Joshi, Ph.D., Director of Postdoctoral Success, The University of Texas at San Antonio, NPA Board of Directors

Quote represents the personal views of the speaker, not their institution.



## Pillar 4



## Achieve NPA Operational Excellence (Operational Excellence)

### STRATEGIES

1. Promote the NPA value proposition for members, volunteers, partners, and sponsors
2. Improve NPA internal communication, structure, and roles
3. Fortify and diversify NPA revenue

*“The NPA is propelled by a highly-engaged volunteer force that works with staff to drive our mission. Volunteers hone leadership, management, and communication skills while building professional networks.”*

– Thomas P. Kimbis, J.D.,  
Executive Director & CEO, NPA

Quote represents the personal views of the speaker, not their institution.

Platinum Partner



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Platinum Partner



Gold Partner



Silver Partner



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