



NATIONAL
POSTDOCTORAL
ASSOCIATION

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National Postdoctoral Association (NPA) Strategic Plan 2018-2020

The Strategic Plan 2018-2020 sets priorities, focuses energy and resources, strengthens operations, and ensures that all stakeholders are working toward a common direction within a constantly changing environment. The plan shapes and guides our work with a continuous focus on the future of the postdoctoral community. The National Postdoctoral Association (NPA) recognizes that our postdoctoral community is comprised of postdoctoral scholars, postdoctoral program administrators, graduate students considering postdoctoral research positions, faculty, and anyone with a vested interest in postdoctoral researchers. The plan centers on the following Strategic Imperatives, each of which is equally important to the successful fulfillment of the plan. The goals under each initiative are listed in the order in which they will be prioritized.

Strategic Imperative 1: Advocate for the postdoctoral community on critically important issues

Goal 1: Be a leader in shaping the conversation on postdoctoral issues by taking a proactive, strategic stance. Key issues include:

- a) Ensuring that members of the postdoctoral community have protected time, sufficient resources, and effective mentors to help prepare for their career of choice
- b) Supporting the career advancement of the NPA membership by adopting an inclusive approach to promoting diverse careers
- c) Fair compensation and benefits for the postdoctoral community
- d) Emerging diversity and international issues
- e) Advocating for funding opportunities for early career researchers

Goal 2: Create and implement a unified communication strategy to disseminate the NPA's message to the NPA's stakeholders and the general public.

Strategic Imperative 2: Build the NPA's community and provide resources for our members

Providing a national voice and seeking positive change for postdoctoral scholars
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Goal 1: Continue to develop programs and resources that fit within the NPA's mission.

- a) Increase the awareness and usage of current NPA signature programs, publications, and resources
- b) Develop new resources to address the current and future needs of the NPA's members

Goal 2: Develop and implement an action plan to build the NPA's capacity.

- a) Provide leadership opportunities for NPA members and grow the NPA's member base
- b) Further develop partnerships with postdoc offices, postdoctoral associations, professional societies, and industry and government partners
- c) Pursue opportunities to diversify the NPA's funding streams
- d) Evaluate the NPA's organizational structure to successfully achieve the imperatives and goals outlined in this strategic plan

Goal 3: Increase the number of individuals and organizations who identify the NPA as one of their membership organizations of choice.

- a) Develop and implement an action plan to reach more potential NPA affiliate members
- b) Develop a plan to increase faculty awareness of NPA resources and increase engagement
- c) Pursue opportunities for additional dual membership options with partner organizations
- d) Assess and determine opportunities for the NPA to engage within the international landscape