ABOUT THE NATIONAL POSTDOCTORAL ASSOCIATION

The National Postdoctoral Association (NPA) was established in 2003 with the goal of fostering improvements to the postdoctoral community in the United States.

Today, the membership of the NPA has grown to more than 23,000 postdoctoral scholars and 230 research institutions.

Operating under its mission to "improve the postdoctoral experience by supporting a culture of inclusive connection," the NPA formulated a 2021-2024 Strategic Plan.

Central to the plan is a pillar to champion and model greater diversity, equity, & inclusion. It is in this spirit that the NPA launched the pilot class of the IMPACT Fellowship Program.
**PROGRAM DESCRIPTION**

The **IMPACT Fellowship Program** ("IMPACT") increases access to opportunities for marginalized early-career research trainees to build skills, understand strengths and develop networks. Through a six-month, interactive fellowship that uses a variety of tools, IMPACT empowered participants to strategically build upon existing skills, recognize opportunities, and advance more confidently in their careers.

Program components include **Power of Peers (POP) Circles**, mentoring, a lunchtime speaker series, **CliftonStrengths** assessments, individual project development, and Annual Conference attendance.

IMPACT Fellows were expected to use the knowledge, tools, and resources they gain from the program to implement activities or initiatives at their institutions to contribute back to their communities.

**LEARNING OUTCOMES**

- **Inclusivity**: Fellows gain a new inclusive space and feeling of belonging
- **Mentoring**: Fellows engage with mentors outside their current field
- **Peers**: Fellows gain peers as mentors in relationships lasting beyond the fellowship
- **Awareness**: Fellows gain self-awareness to identify strengths and qualifications
- **Connection**: Fellows connect and share lessons with others from marginalized backgrounds & institutions outside the program
- **Transition**: Fellows gain direction and confidence to take the next steps in their careers
IMPACT TASKFORCE

MATTHEW AGGUIRE, PH.D.
NPA DIVERSITY OFFICER

STEPHANIE EBERLE, M.ED.
CHAIR, NPA BOARD OF DIRECTORS

TOM KIMBIS, J.D.
NPA EXECUTIVE DIRECTOR & CEO

CALEB MCKINNEY, PH.D.
TREASURER, NPA BOARD OF DIRECTORS

VIPUL SHARMA, PH.D.
NPA DIVERSITY OFFICER

AMY WILSON
NPA OFFICE & MARKETING MANAGER
# Program Timeline

<table>
<thead>
<tr>
<th>Task</th>
<th>Date</th>
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<tbody>
<tr>
<td>Program Announced</td>
<td>June 2021</td>
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<tr>
<td>The NPA announced the pilot impact program</td>
<td></td>
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<tr>
<td>Application Submission Period</td>
<td>July 2021</td>
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<tr>
<td>A total of 74 applications were received</td>
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<tr>
<td>Application Review</td>
<td>August 2021</td>
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<tr>
<td>The taskforce reviewed the applicant pool</td>
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<tr>
<td>Announcement of Fellows</td>
<td>September 2021</td>
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<tr>
<td>The NPA announced six fellows for the '21-'22 pilot class</td>
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# Program Timeline

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<tr>
<td><strong>Kickoff Retreat</strong></td>
<td>October 2021</td>
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<tr>
<td>Introduction of Program to Fellows</td>
<td></td>
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<tr>
<td><strong>Power of Peer (POP) Circles</strong></td>
<td>November &amp; December 2021</td>
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<td>Focuses on academic and career goal setting,</td>
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<td>mutual accountability, and resource connection.</td>
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<tr>
<td><strong>Professional Development Workshops</strong></td>
<td>January - March 2022</td>
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<td>Topics include leadership, career development</td>
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<td>&amp; more</td>
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<tr>
<td><strong>Individual Project Kickoff</strong></td>
<td>January 2022</td>
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<td>Fellows present their initial project ideas</td>
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<td>and solicit feedback from peers and leaders</td>
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'21-'22 IMPACT FELLOWS

BRIENNA ANDERSON-COUGHLIN, PH.D.
UNIVERSITY OF DELAWARE

KIMIKO KRIEGER, PH.D.
BAYLOR COLLEGE OF MEDICINE

TANYA M. PAES, PH.D.
Purdue University

RAUL RODRIGUEZ, PH.D.
UNIVERSITY OF CALIFORNIA, BERKELEY

Anaïs Tallon, PH.D.
University of Wisconsin Madison

Z Yan Wang, PH.D.
Princeton University
On March 31, 2022, the IMPACT Fellows along with four National Science Foundation (NSF) PRFB Fellows met in Chicago for a one-day event proceeding the 2022 NPA Annual Conference.

Fellows participated in discussions facilitated by Helen Hsu, Psy.D., and Diana Mendez, M.S., M.A. Also in attendance were the IMPACT Taskforce, IMPACT sponsors and mentors, and two program officers from the NSF.

"By joining the IMPACT fellowship, you'll get rid of the feeling that you're alone."
- IMPACT Fellow
**POST-CONFERENCE FEEDBACK**

**Agree**
I feel comfortable exploring various career paths

**Agree**
I can explain how to aim my personal strengths toward a goal

**Agree**
How confident are you in applying the following competencies?

- Communicating value to employers (100%)
- Managing conflict (100%)
- Managing a professional network (100%)

**Agree**
I am confident in my ability to transition into my post-training career

**Agree**
I can describe a plan for taking what I learn in IMPACT back to my community

**Agree**
How confident are you in applying the following competencies?

- Aligning skills with career options (100%)
- Negotiating for something I want (75%)
- Leading a group of my peers (100%)
'21-'22 IMPACT SPONSORS

TITLE SPONSOR
Chan Zuckerberg Initiative

SEAT SPONSORS
Columbia Zuckerman Institute
LS-PAC MODELS Center
The University of Chicago
University of Illinois Chicago

CONFERENCE SPONSOR
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