



## Creating The Postdoc Academy: A Digital Professional Development Program for Postdocs

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### Postdoc Academy Vision

The Postdoc Academy aims to build a supportive, inclusive community for postdocs on their journey to success. Acknowledging postdocs' busy schedules, our program provides flexible professional development: postdocs nationwide can participate entirely online and asynchronously, or join a blended (online with in-person meetings) learning community. Topics include:

- Finding Success as a Postdoc
- Building an Actionable Career Plan
- Working in an Intercultural Environment
- Developing Resilience

### The Postdoc Academy Team



Experts in educational development, graduate education, postdoc professional development, and learning and teaching.

11

Team Members

7

Disciplines

4

Institutions

### Incorporating Postdocs' Perspectives



Listen to Postdoc Voices



82

Virtual Focus Group Participants

101

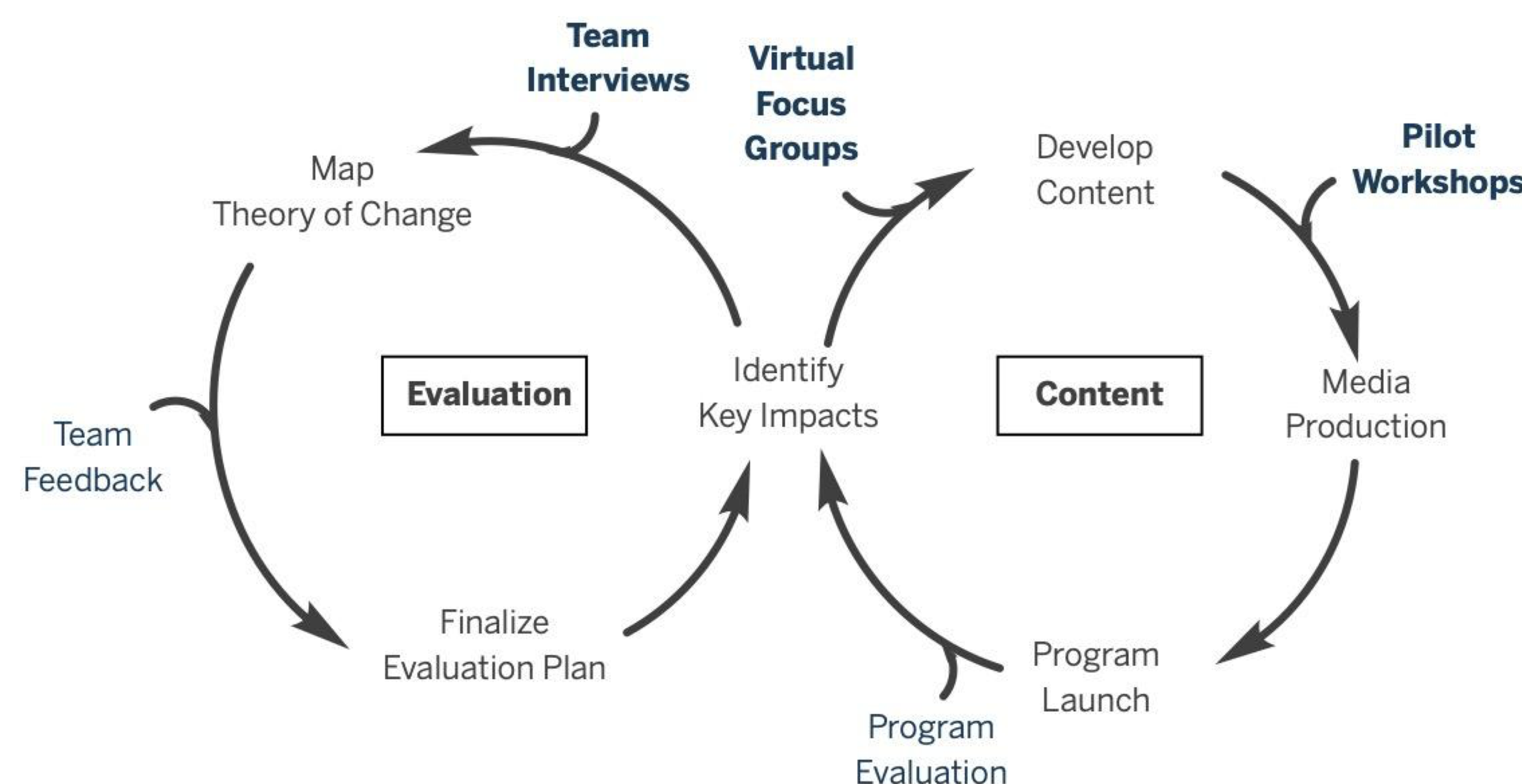
In-Person Pilot Participants

22

Postdocs on Camera

### Program and Evaluation Design Rooted in Iterative Feedback

Continuous feedback from both our team of experts and our intended audience has included thematically analyzed interviews, virtual focus groups, and in-person pilot workshops. Content and evaluation development were informed by this feedback at multiple stages, ensuring alignment with key impacts.



#### Team Interviews

"...not only a program that provides postdocs with tools to have what they would consider a successful postdoc, but also to equip them with the support and sense of community that is lacking in a lot of postdocs."

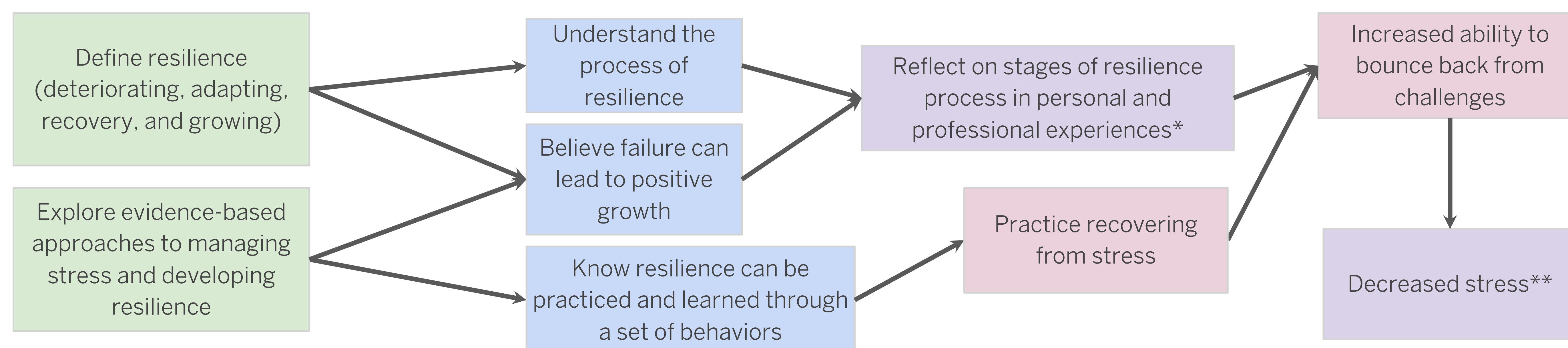
#### Virtual Focus Groups with Postdocs

Resilience can be defined differently by different cultures, this content is approachable but might not be relatable for all postdocs.

#### Pilot Workshops with Postdocs

"It helped me to acknowledge the barriers I need to overcome..."

### Using Theory of Change to Construct Program Evaluation



#### Selected Evaluation Measures

\*I recognize the effective resilience strategies I have used in the past.

\*\*I feel less stressed about current challenges I am facing.

Evaluated Using a 5 Point Likert Scale

