The Postdoc Academy:
Incorporating the Postdoc Voice into the Digital Content

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Postdoc Academy Programming

The goal of the Postdoc Academy is to build a supportive, inclusive community for postdocs on their journey to success. 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.

Incorporating the Postdoc Voice through Virtual Focus Groups

To ensure the evidence-based content is relevant and engaging for postdocs of all stages and disciplines, our team has facilitated 13 virtual focus groups. Each focus group was held on Zoom, lasted 2 hours, and averaged 6 postdocs per session. Focus group participants reviewed digital content, responded to live polls, participated in open discussions, and were compensated for their time. After the session, data were collected using a Qualtrics survey to assess the demographics, motivation, and experience of postdocs.
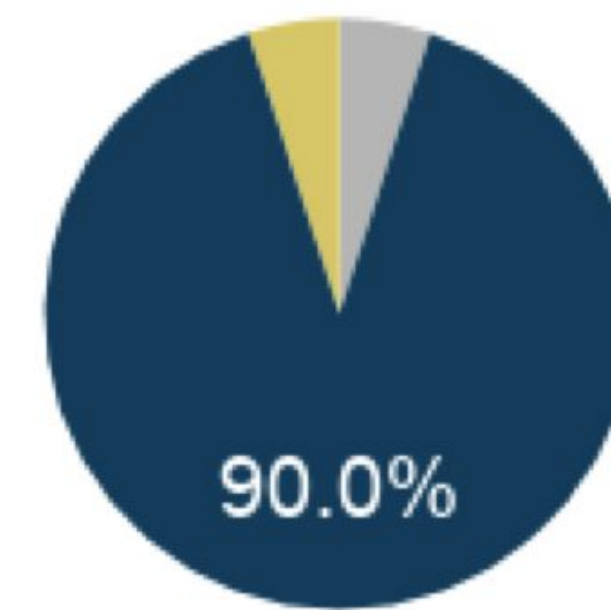
Participants at a Glance

82
Postdoctoral scholars participated

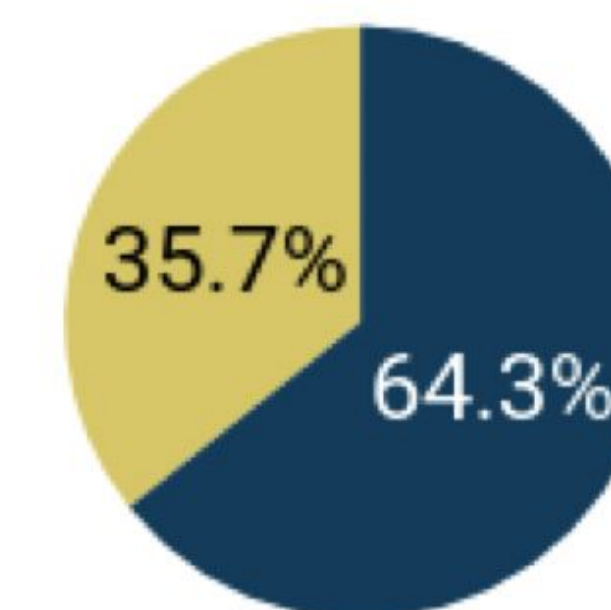|	
1.7 Average years as a postdoc	**73%** Work in a STEM field
30% International postdocs	**10** Attended 3 or more sessions
73% Are active in their postdoc association	**63%** Completed the post-session survey

Live Poll Feedback for "Finding Success as a Postdoc"

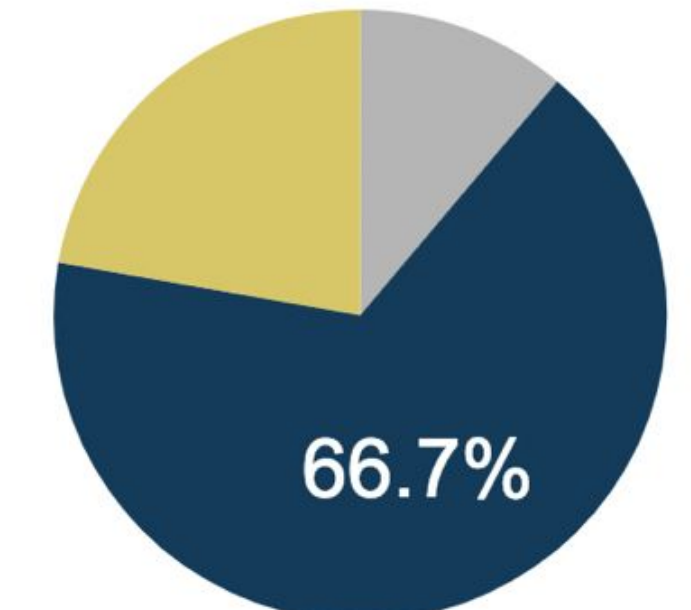
Length of the Activity
- Too short
- Just right
- Too long
90.0%

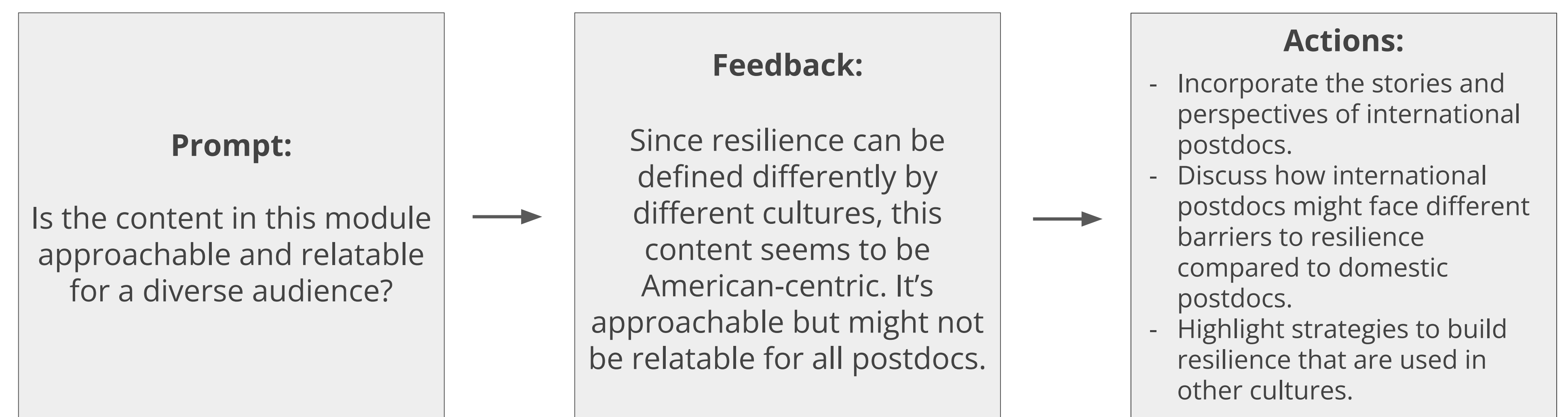Appearance of the Slides
- Appealing
- Unappealing
35.7% / 64.3%

Who would you like to see in this video?
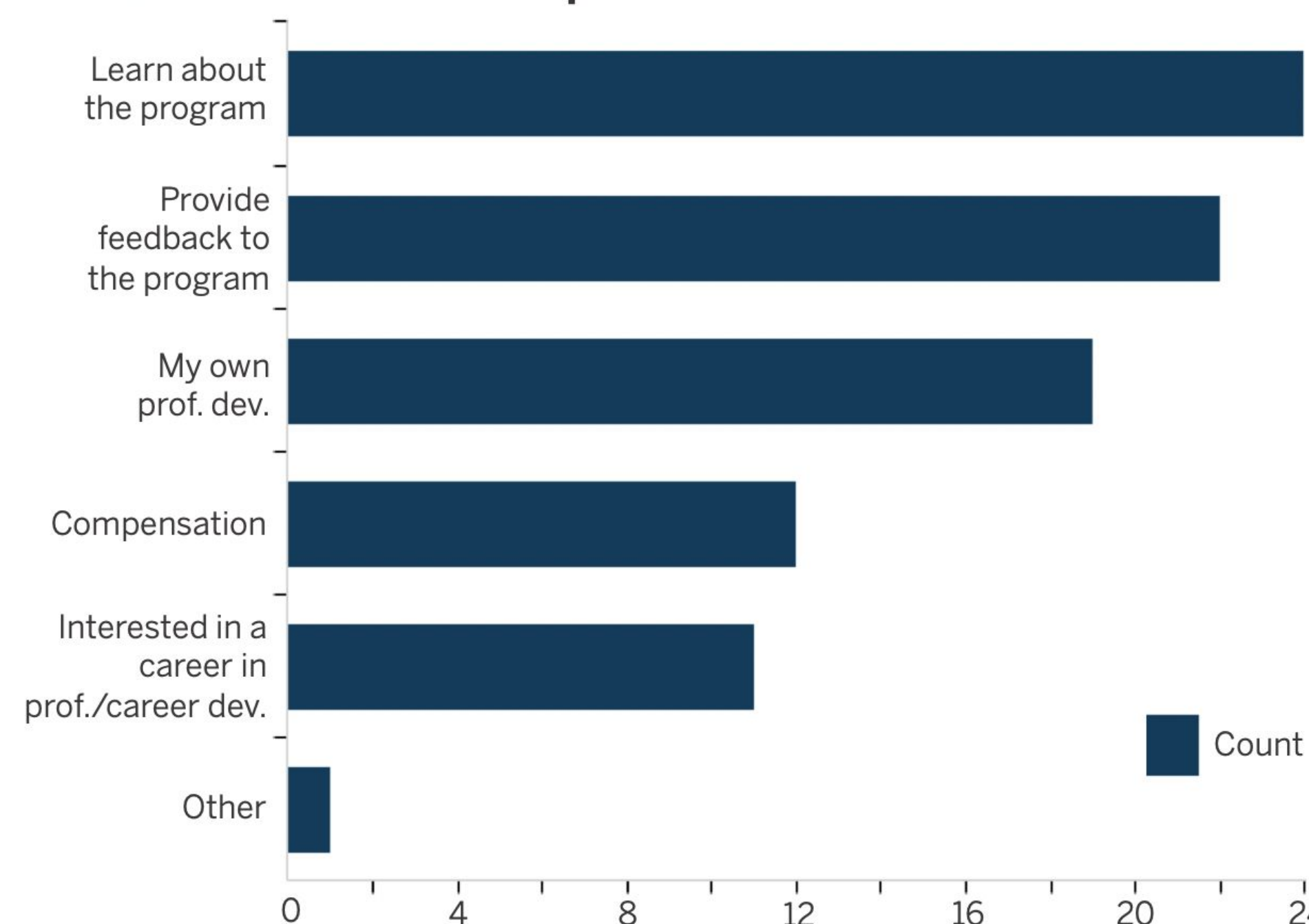- 2 Postdocs
- 1 Postdoc/1 team member
- 2 Team members
66.7%
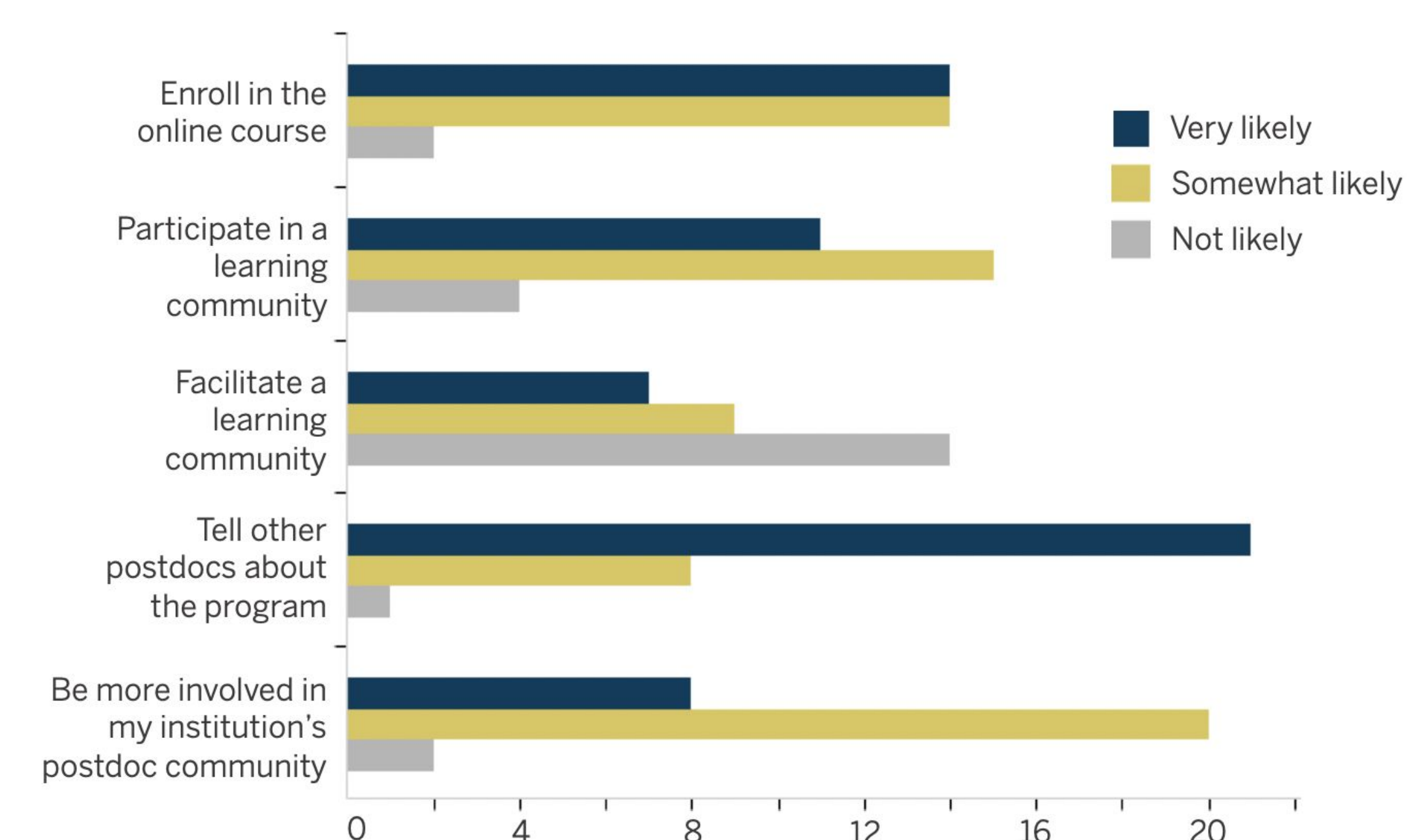
Open Response Feedback for "Developing Resilience"

Prompt:
Is the content in this module approachable and relatable for a diverse audience?

→

Feedback:
Since resilience can be defined differently by different cultures, this content seems to be American-centric. It's approachable but might not be relatable for all postdocs.

→

Actions:
- Incorporate the stories and perspectives of international postdocs.
- Discuss how international postdocs might face different barriers to resilience compared to domestic postdocs.
- Highlight strategies to build resilience that are used in other cultures.

Motivation and Experience of Focus Group Participants

Motivation for Participation

After participating in these sessions, how likely are you to:
- Very likely
- Somewhat likely
- Not likely

Outcomes of the Focus Groups
All participants felt that their contributions to the discussion were valued, and that the final content was suitable for people from different cultural backgrounds.

Postdoc Voices in Programming
In addition to incorporating the voice of postdocs through focus groups, our team interviewed 20 postdocs on camera, filmed content with 6 additional postdocs, and piloted the content in-person.

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