

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
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Incorporating Postdocs' Perspectives

Listen to Postdoc Voices

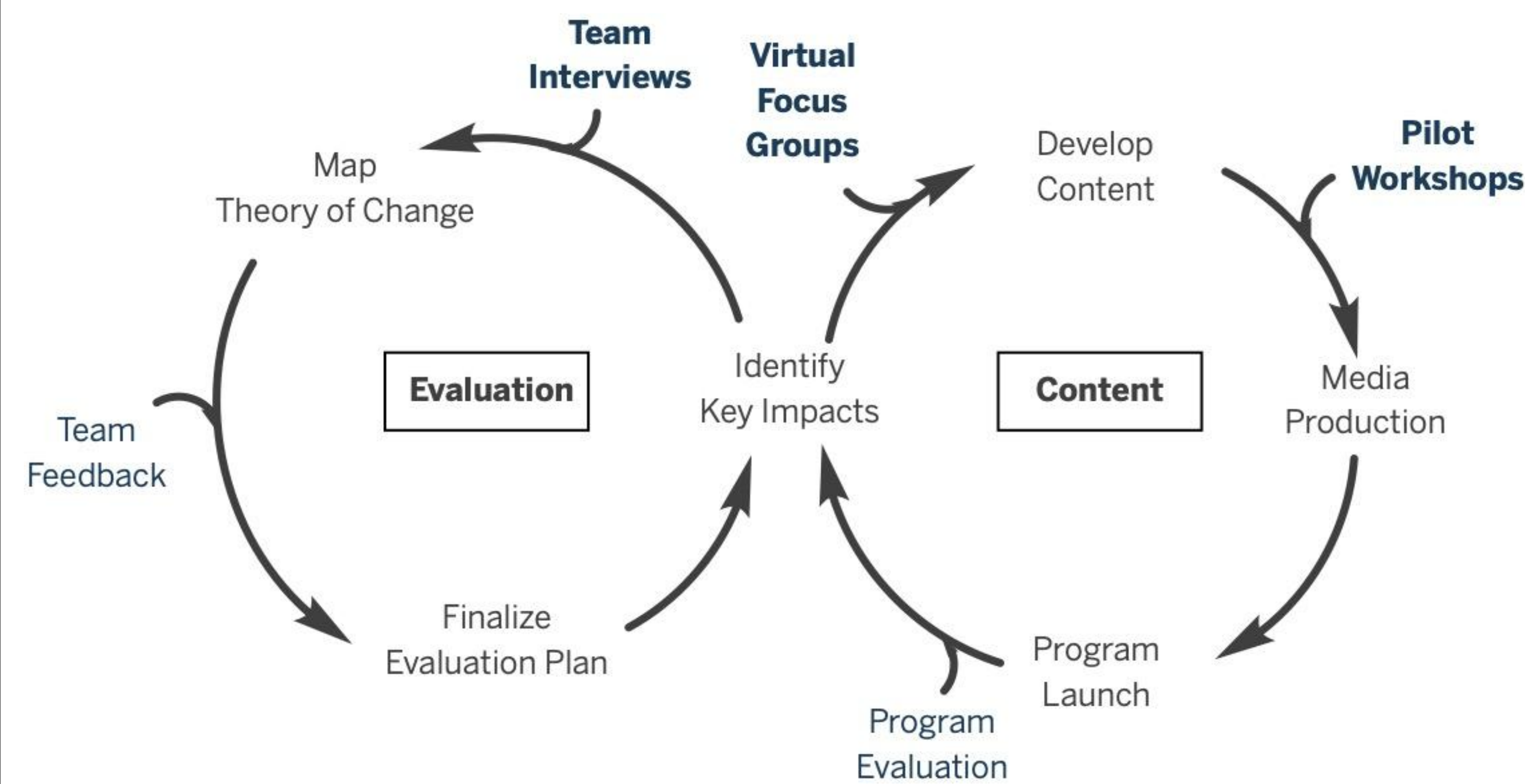




82 Virtual Focus Group Participants	101 In-Person Pilot Participants	22 Postdocs on Camera
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Program and Evaluation Design Rooted in Iterative Feedback

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."

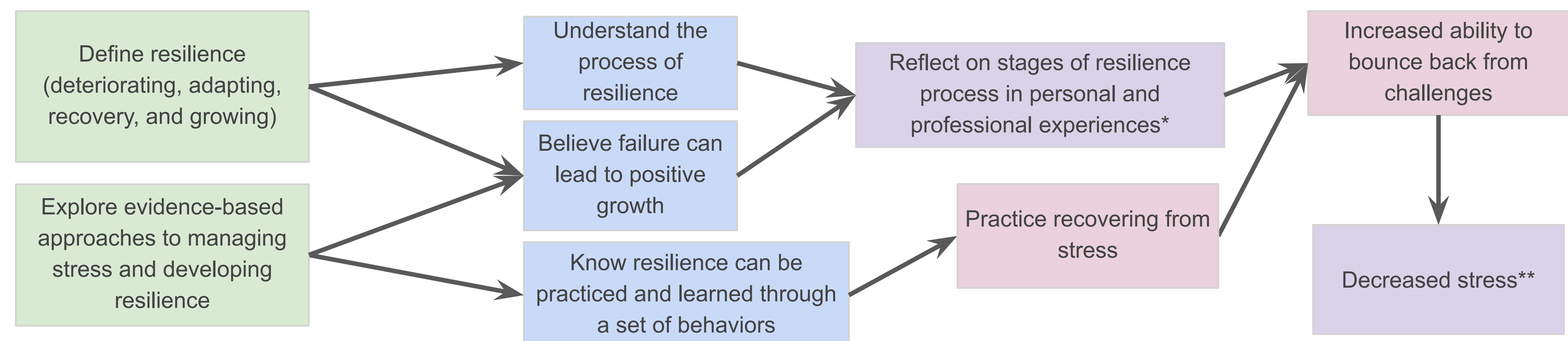
Virtual Focus Groups with Postdocs

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. Evaluated Using a 5 Point Likert Scale
 **I feel less stressed about current challenges I am facing.



Registration opens on November 20 for the course launching on edX January 13, 2020!

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