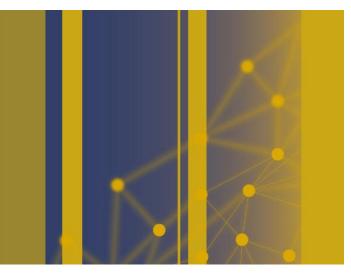
## Postdoc Congress 2025



Discussion Table topic	Purpose - possible outcomes/ impacts
Suggested host	
Table 1	What's in a name? Being 'a postdoc' in a university is a diverse role. In
(Re)defining 'postdoc'	this discussion, we want do gain your understanding of a what a
	postdoc does or should do within a university like this. What do
Host: Dr Anna Price (Head of Researcher Development)	postdocs want others at Queen Mary to know about being a postdoc?
Table 2	Most postdocs see themselves on the early-career academic track.
Postdocs as early-career researchers	This discussion wants to understand how the roles and needs of
	postdocs overlap and contrast with other researcher roles at Queen
Host: Emma-Marie Fry (Careers Consultant for	Mary. What makes postdocs feel included or excluded as early-career
Researchers)	researchers and academics?
Table 3	Postdocs are predominantly members of staff on research contracts.
Postdocs as staff	In this discussion we wish to understand what makes them feel
	included or excluded as staff members and how can the institution

	better communicate their policies, and reward and benefits
Host: Christopher Mullin (Recognition and Reward	programmes to postdocs.
Manager)	
Table 4	Entrepreneurship, innovation and engagement are embedded in our
Postdocs as entrepreneurs	research culture. What does it mean to be entrepreneurial and how is
	that relevant to you as a postdoc? This table seeks to foster
Host: Leah Thompson (Associate Director	discussion to encourage an entrepreneurial mindset amongst early-
Entrepreneurship)	carer academics, as well novel career possibilities to consider.
Table 6: Postdocs and research culture	Following on from the HE research sector update on people culture
	and environment, this table discussion examines how postdocs
	experience research culture in universities. What helps postdocs feel
Host suggestion: Lucy Newman (Research Culture	a part of the culture or community, and how should postdocs
Manager)	empower themselves to improve their own research cultures
Table 7	Following on from the presentation on featoring on inclusive
Fostering an inclusive workspace for disabled staff, staff	Following on from the presentation on fostering an inclusive workspace at Queen Mary for disabled staff, staff with long-term
with long-term health conditions and neurodivergent	health conditions and neurodivergent staff, the round table
staff.	discussions are an opportunity to discuss the shared responsibility for
Stan.	all staff (non-disabled staff and disabled staff). This will include
	practical steps everyone can take, as well as identifying challenges
	and sharing opportunities, within the post-doc workspaces and
Host: Eleanor McDavis (EDI Manager)	community.
Table 8: Postdocs as Developing Research Professionals	What should career and professional development (CPD) support look
	like for Postdocs and how should this be resourced, supported, and
	encouraged. Through this discussion, we hope to understand the
Host: Rui Pires Martins (Researcher Development	barriers to postdocs engaging in CPD and aim to better design our
Manager)	Researcher Development programme to better support postdocs.