Postdoc Congress 2025

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

Host: Christopher Mullin (Recognition and Reward Manager)	better communicate their policies, and reward and benefits programmes to postdocs.
Table 4 **Postdocs as entrepreneurs** **Host: Leah Thompson (Associate Director Entrepreneurship)**	Entrepreneurship, innovation and engagement are embedded in our research culture. What does it mean to be entrepreneurial and how is that relevant to you as a postdoc? This table seeks to foster discussion to encourage an entrepreneurial mindset amongst early-carer academics, as well novel career possibilities to consider.
Table 6: Postdocs and research culture **Host suggestion: Lucy Newman (Research Culture Manager)**	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 a part of the culture or community, and how should postdocs empower themselves to improve their own research cultures
Table 7 **Fostering an inclusive workspace for disabled staff, staff with long-term health conditions and neurodivergent staff.** **Host: Eleanor McDavis (EDI Manager)**	Following on from the presentation on fostering an inclusive workspace at Queen Mary for disabled staff, staff with long-term health conditions and neurodivergent staff, the round table discussions are an opportunity to discuss the shared responsibility for 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 community.
Table 8: Postdocs as Developing Research Professionals **Host: Rui Pires Martins (Researcher Development Manager)**	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 barriers to postdocs engaging in CPD and aim to better design our Researcher Development programme to better support postdocs.