

appointments. Additionally, we strongly suggest that NIH investigate the unintended consequences of a five-year cap on international postdoctoral scholars, especially those on a J-1 visa who have a maximum of 5 years for their appointments. Although we have highlighted a few challenges, instilling a 5-year cap could be beneficial to postdoctoral scholars who want to expand on projects from their graduate training and hone on specific technical skills. However, a cap must be flexible for changing and unique circumstances.

1.3 Part 2 Recommendation: Develop funding mechanisms for postdoctoral offices

If the NIH moves forward with instilling a 5-year window for funding support, the agency should provide mechanisms for postdocs to learn the intricacies of starting and maintaining a lab in the academic research landscape. To do this, the society recommends that the NIH develop supplements to ease the transition of postdoctoral appointments to academic careers. The supplements should provide funding for additional mentorship outside of

In addition,

supplements should support professional development opportunities such as attending conferences and workshops. Moreover, to track the progress of postdoctoral scholars, the NIH should use similar tracking portals such as those used in the MARC and RISE programs. Lastly, to ensure that postdocs from lower resourced institutions receive support, the NIH should develop mechanisms for institutions without postdoctoral offices to develop them or provide services to support postdoctoral scholars.

2.2 Revise the K99/R00 mechanism to focus on ideas and creativity over productivity

The ASBMB would like to note that the society has been awarded the K99/R00 Maximizing

recommendation to promote professional development is to require [Individual Development Plans](#) giving postdocs a place to parse out their skills and relate them to different types of careers.

4.0 Part 2 Recommendation: Create training modules for postdoctoral offices and T32 awardees

The ASBMB agrees that career and professional development are critical to postdoctoral experience and that postdocs need adequate mentorship from their research advisors. To equip postdoctoral advisors with the skills needed to mentor postdocs, the NIH should require NIH-funded postdoctoral mentors and NRSA Institutional Postdoctoral Training Grant (T32) awardees to integrate professional and training development opportunities into mentorship plans similar to those in other training programs such as the Maximizing Access to Research Careers. Training workshops should include mentorship training for mentors and mentees, along with training to guide scholars into various careers in science. To ensure that postdocs receive sufficient training to facilitate the transition to independent careers, training should include topics such as research misconduct, conflict resolution, active listening, and bias training. Including these professional development opportunities will ensure postdocs stay and contribute to the broader research enterprise.