

Leiden University Postdoc Assembly (LUPA)

A supportive, community-building ecosystem for postdocs at Leiden University

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Postdocs are a young, independent, valuable working force at universities tasked to advance science while, at the same time, having to build their careers and settle in new environments often pressured about future uncertainty. Although academia has several structural problems, Leiden University wants to contribute to start doing things differently.

The Leiden University Postdoc Assembly (LUPA) is a supportive, community-building ecosystem for postdoctoral researchers at Leiden University. The name alludes to the *Lupa Capitolina*, who nurtured and sheltered the twins Romulus and Remus before Faustulus raised them and, years later, founded Rome. Similarly, Leiden University wants to support postdocs in their pursuit of a bright future.

LUPA has the overarching goal of understanding and leveraging postdoctoral researchers' impact and potential and become a hub for forward-thinkers, learners, and future splendid academics.

Goals and focus areas

The Leiden University Postdoc Assembly (LUPA) brings together postdocs and gives them the tools and strength to navigate their current and future steps within the University and beyond. The assembly works actively to unite the postdoctoral researchers at Leiden University and raise their visibility within the postdocs' ecosystem, including faculties and the executive board. LUPA also connects postdocs with career counseling services at the University and facilitates social and scientific activities.

LUPA has different goals:

- Establish a supportive, community-building ecosystem among postdoctoral researchers
- Shed some light on postdocs' uncertain future with a constructive, open, clear career development plan
- Encourage postdocs to forge fruitful and positive relationships among them organizing scientific events, retreats, and leisure activities
- Be of liaison to faculties and research group representatives, policies, and the executive board

Assembly *primum inter pares*

Dr. Eduard Fosch Villaronga