



NATIONAL POSTDOCTORAL ASSOCIATION

Fifth Annual Meeting
March 30 - April 1, 2007
Berkeley, CA



AGENDA AT A GLANCE

Friday, March 30, 2007

Time	Activity	Location
7:30 – 8:30 AM	Pre-Meeting Registration	Krutch Foyer
8:30 – 9:30 AM	Postdoc Leadership Mentoring Breakfast	Great Hall, Kerr Center
9:30 AM – 3:00 PM	Postdoc Association Leadership Session	Garden Room
	Postdoc Office Administrators Session	Krutch Theater
3:00 – 4:30 PM	Joint Session: Postdoc Office/Association Leaders	Krutch Theater
4:00 – 6:00 PM	Main Meeting Registration	Great Hall,
5:30 – 7:00 PM	Opening Reception	Bancroft Hotel

Saturday, March 31, 2007

8:00 – 9:00 AM	Main Meeting Registration & Continental Breakfast	Krutch Foyer
9:00 – 9:15 AM	Welcome and Overview	Krutch Theater
9:15–10:00 AM	Session I Plenary - Back to the Future...	Krutch Theater
10:00–10:20 A	BREAK: <i>Sponsored by Current Protocols</i>	Krutch Foyer
10:20–11:35AM	Session II Plenary - Evolution of Postdoc Fellowships...	Krutch Theater
11:40 – 1:00 PM	Luncheon and Distinguished Service Awards Ceremony	Great Hall, Kerr
1:00 – 2:15 PM	Session III Plenary - Trends Affecting the Future...	Krutch Theater
2:20 – 3:20 PM	Session IV Plenary - Keynote Address: Elias Zerhouni	Krutch Theater
3:20 – 3:45 PM	BREAK	Krutch Foyer
3:45 – 5:00 PM	Session V: Concurrent Leadership Development Workshops	
	Building a case for mentoring programs...	Room 104
	How to get a tenure-track position at a PUI...	Room 204
	Know Your Kangaroo (K99-R00)	Krutch Theater
	Perspectives in Diversity...	Room 203
	Build Your Dream Team	Room 102
5:00 – 6:00 PM	Social Hour and Poster Session	Garden Room
7:00 PM	Optional Dine Around	Berkeley

Sunday, April 1, 2007

7:30 – 9:00 AM	Continental Breakfast	Krutch Foyer
8:00 – 9:00 AM	Session VI Plenary: Business Meeting/Member Forum	Krutch Theater
9:05–10:20 AM	Session VII: Concurrent Leadership Workshops	
	Best Practices for Enhancing the Postdoc Experience...	Room 102
	Creating a Dynamic Program on RCR...	Krutch Theater
	Retirement Benefits for Postdocs	Room 104
	What's Stress Got to Do with It?	Room 203
	Strategies for Improving Support for Int'l Postdocs	Room 204
10:20–10:35 AM	BREAK	Krutch Foyer
10:35AM – 12:05PM	Session VIII Plenary: Ensuring Dynamic Leadership...	Krutch Theater



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DETAILED AGENDA

Friday, March 30, 2007



Pre-Meeting Sessions

7:30 – 8:30 AM
Registration

8:30 – 9:30 AM
Postdoc Leadership Mentoring Breakfast

Speaker: Kathleen Flint, Project Manager, National Postdoctoral Association

This breakfast meeting will provide an opportunity for project participants to connect with their mentors/mentees, and learn more about the major components of the project. All meeting registrants are welcome to attend.

Postdoc Office Administrators Track

OVERVIEW: Ideally, one goal of a postdoc office is to offer programs to prepare postdocs for the workforce in academia, industry and beyond. In order to develop and offer better training programs, postdoc offices and administrators need to know both the workforce requirements and what postdocs are lacking. The goal of the PDO pre-meeting session is to identify trends and issues that postdoc administrators encounter and to share best practices to better prepare postdocs for their career transitions.

9:30 – 10:45 AM
Session I—Survey 101: Benchmark Survey

Speakers: John LeViathan, Human Resources Manager and Postdoctoral Advisor, The J. David Gladstone Institutes; and Ryan Wheeler, Manager, Postdoctoral Services Office, The Scripps Research

Institute.

This session will use a sample survey to highlight trends of services offered by various postdoc offices. We will conduct a survey of a small sample of NPA members who are institutional administrators and present an overview of the survey responses as discussion points. Discussions will include cross comparisons of how well institution programs are functioning.

10:45 – 11:00 AM

Session II—Survey 102: Conducting Surveys and Interpreting Results

Speakers: John LeViathan and Ryan Wheeler

This session will highlight best practices and guidelines on how to collect postdoc data. We will include discussion of methods for collecting and analyzing postdoc data, how to get useful feedback, and how administrators can use the data to develop training programs and adopt institutional policy changes.

11:00 – 11:15 AM **Break**

11:15 AM – 12:30 PM

Session III—International Issues 201: Issues and Awareness

Moderator: Huong Huynh, Program Coordinator, Office of Postdoctoral and Graduate Training, Burnham Institute for Medical Research

Speakers: Janet Thelen-Lockwood, Director of Services to International Students and Scholars (SISS), University of California, San Francisco; Rose Mary Valencia, Director, Office of International

Affairs, The University of Texas Health Science Center at Houston and The University of Texas M.D. Anderson Cancer Center; and Steve Springer, Assistant Director of International Student and Scholar Services, University of Texas at Austin.

Postdoc policies vary from universities to medical and private research institutions. At many research institutions, international postdocs make up more than half of the postdoc population and policies regarding tax treaties are as varied as the postdoc population. In this session, we hope to discuss how a postdoc office can help international postdocs address immigration and taxation issues.

12:30 – 1:30 PM **Networking Lunch**

1:30 – 2:45 PM

Session IV—Careers 301: Preparing Postdocs for Future Careers

Moderator: Robert Tillman, Postdoctoral Program Coordinator, NYU School of Medicine

Speakers: Cynthia Furhman, Program Director for Academic Career Development, Office of Career and Professional Development (OCPD), University of California, San Francisco; Angeline Judex, Assistant Director for Communications and Programs, Center for Biotechnology, SUNY Stony Brook

A goal and purpose of a postdoc office is to provide career and professional development programs for postdocs. To operate an effective postdoc office, administrators should know about job prospects so that they can offer appropriate training programs. This session will share good practices of successful training programs and highlight collaborative programs between universities and industry. We hope to discuss ways in which academic administrators can help prepare postdocs for future careers.

2:45 – 3:00 **Break**

3:00 – 4:30 **Joint PDO – PDA discussion (see next page)**

POSTDOCTORAL ASSOCIATION LEADERS TRACK

OVERVIEW: To provide a forum in which current and/or prospective PDA leaders can share information and successful strategies for addressing needs of constituent postdocs, while learning more about the NPA's resources and services for postdoctoral associations.

9:30 to 11:30 AM

Session I—Building and Growth of a Postdoctoral Association (PDA)

Moderator: Joseph Marx, Senior Fellow, Department of Biochemistry, University of Washington

Panelists: Brenda Timmons, Postdoctoral Fellow, Department of Obstetrics and Gynecology, UT Southwestern (UTSW) Medical Center; Stacy L. Gelhaus, Postdoctoral Researcher, School of Medicine, University of Pennsylvania; Ivone G. Bruno, Postdoctoral Fellow, Department of Biochemistry and Molecular Biology, The University of Texas M. D. Anderson Cancer Center

ABSTRACT: What is a “successful” PDA? While there are many answers to this question, particularly with respect to institution type, successful PDAs share similar key competencies, such as leadership, negotiation, and communication skills. This session will focus on identifying these key competencies and illustrating how they contribute to a successful postdoctoral association. The session will comprise two parts. The first section will be a case study comparing the needs and goals of a new PDA, a recently established PDA, and an established PDA. The second section will bring groups together to examine resources for developing leadership, negotiation, and communication skills, including online resources and the NPA's “PDA Toolkit” to develop an “ideal” PDA.

11:30 AM to 2:30 PM

Session II—Effective PDA Practices and Brainstorming New Practices

Moderator: Andy Arsham, President, University of Minnesota Postdoctoral Association

NOTE: There will be a twenty minute break at 12:30 to pick up a box lunch and return to the session.

ABSTRACT: This session is designed to share successful strategies for accomplishing common PDA goals and to brainstorm new PDA practices. Postdoctoral associations have been established at research institutions across North America and Europe, developing innovative strategies that address goals common to all PDAs, such as identifying postdocs, conducting need assessment surveys, and assisting in institutional policy change. Each specific institution presents unique challenges and opportunities for its postdoctoral community, requiring individualistic approaches for PDA strategic planning. This session will use a facilitation technique called “Open Space Technology” (OST) to allow workshop participants to generate their own agendas, specific to postdoctoral needs at their home institution. OST will ensure that the issues most important to participants are addressed, and that participants leave with executable strategies to accomplish their highest priority PDA goals. Prior to the meeting, workshop registrants will be emailed the NPA database of known PDAs and their practices, plus information about OST, how it works, and how to come prepared to best utilize this session.

2:30 – 3:00 PM *Break*

3:00 to 4:30 PM
**Postdoc Association & Offices Joint Session:
Working Together: Successful Collaborations
between PDOs and PDAs**

*Moderator: Marianne Poxleitner, Postdoctoral
Researcher, University of California, Berkeley*

*Panelists: Ryan Wheeler, Manager, Postdoctoral
Services Office, The Scripps Research Institute; Ron
R. Nepomuceno, Postdoctoral Research Associate,
The Scripps Research Institute (TSRI); Thomas
Gething, Associate Dean of the Graduate School and
Director of the Office of Postdoctoral Affairs,
University of Washington; Joseph G. Marx, Senior
Fellow, Department of Biochemistry, University of
Washington*

ABSTRACT: This session will bring PDO and PDA workshop participants together, using a panel format with audience input to facilitate interactive dialogue between groups. It is apparent that PDOs and PDAs share many goals, yet it is critical to understand where the two groups’ goals and expectations overlap, and where they do not. Bringing the two groups together will facilitate a discussion between PDO and PDA leaders, and highlight their specific roles in implementing institutional policy change, as outlined in the NPA’s “Recommended Practices Guide” and “Agenda for Change.” Panelists at this session will represent PDAs and PDOs from a range of institutions, and audience participants will be asked to share examples of differing priorities and resolution strategies for discussion.

4:30 – 5:30 PM
Optional Campus Tours, UC Berkeley

5:30 – 7:00 PM
Opening Reception, Great Hall, Bancroft Hotel

ENHANCE YOUR PROFESSIONAL DEVELOPMENT!

Join an NPA committee...

Service on an NPA committee affords NPA members the opportunity to learn more about national policy and programs, build their professional and leadership skills, network with colleagues from across the U.S., and contribute their talents to a worthy cause.

To learn more, please attend the closing plenary session, visit a committee poster, or view the committee pages on the NPA website.

Make a difference today!

Saturday, March 31, 2007



8:00 – 9:00 AM

Main Meeting Registration & Continental Breakfast

9:00 – 9:15 AM

Welcome & Overview

Speaker: Richard Bodnar, Chair, NPA Annual Meeting Committee

9:15 – 10:00 AM

Plenary Session I—Back to the Future: A Progress Report

Speaker: Diane Klotz, Chair, NPA Board of Directors

The NPA has accomplished a great deal on behalf of the postdoctoral community over the past year. This session will focus on specific recent accomplishments, long-term strategies for achieving the NPA's goals, and prospects for future action by the NPA. An update will also be provided on the efforts of allied organizations and institutions to enhance the postdoctoral training experience.

10:00 – 10:20 AM **BREAK**

10:20 – 11:35 AM

Plenary Session II—The Evolution of Postdoctoral Fellowship Programs

Panelists: Peter Preusch, NIH Training Officer, Office of Extramural Programs, Victoria McGovern, The Burroughs Wellcome Fund; Carter Kimsey, National Science Foundation

What is the best training model for assuring a smooth transition from graduate student to independent researcher? Various government agencies, private foundations, and research institutions have struggled with this question. In recent years, new fellowship programs have been launched, others modified based on new evaluation data, and still others eliminated. Panelists will describe recent

changes in the postdoctoral fellowship landscape, focusing particular attention on evidence-based practices and career outcomes. More specifically, panelists will explore the fellowship components that are most likely to result in a successful transition, particularly for those postdocs who have been traditionally under-represented in the fields of science and technology.

11:40 AM – 1:00 PM

Luncheon and Distinguished Service Award Ceremony

Diane Klotz, Presiding

1:00 – 2:15 PM

Plenary Session III—Trends Affecting the Future Science & Technology Workforce

Panelists: Laure Haak, Science Director, Discovery Logic, Inc.; Clifton Poodry, Director, Minority Opportunities in Research (MORE) Division, National Institute for General Medical Sciences (NIGMS), NIH; Rajika Bhandari, Director of Research and Evaluation, Institute of International Education (IIE)

As science becomes increasingly global, interdisciplinary, and competitive, postdocs need to prepare. In recent years, U.S. policy makers have focused on these emerging trends and proposed various changes aimed at growing our domestic talent pool while also attracting ample foreign talent. Panelists will provide an overview of recent policy debates pertaining to global competitiveness, immigration, and the best strategies for ensuring a diverse pool of talented U.S. scientists. In particular, panelists will explore the implications of these trends for postdoctoral scholars, and offer recommendations for policies to ensure that the U.S. maintains a relative balance between its pool of research talent and the number of rewarding jobs available in science.

2:20 – 3:20 PM

Plenary Session IV – Keynote Address

Speaker: Elias Zerhouni, Director, National Institutes of Health

3:20 – 3:45 **BREAK**

3:45 – 5:00 PM

CONCURRENT LEADERSHIP DEVELOPMENT WORKSHOPS

How to Advocate for and Establish a Mentoring Program

*Speaker: Laurie Littlepage, Postdoctoral Fellow,
University of California, San Francisco*

Mentorship can significantly enhance the ability of students and postdocs to successfully enter their ideal career. Unfortunately, many postdocs, including underrepresented minorities, do not receive appropriate mentoring. To establish the need for university-wide mentoring improvements, we collected data through our “Survey on the Climate for Mentorship of Students and Postdocs.” After analyzing the survey results and to touch on some of the core issues raised by the survey, we held a mentoring workshop “Mentoring Mania: Finding and Getting the Most out of Your Mentor” with 180 attendees. This workshop was a two-hour program held on two consecutive days and included presentations and breakout sessions on finding and getting the most out of mentors. Postdocs and students were paired with faculty to facilitate mentoring. The Subcommittee on Students and Postdocs of the UCSF Chancellor’s Advisory Committee on the Status of Women organized this event in collaboration with the UCSF Office of Career and Professional Development. We are continuing to develop a structured implementation plan for a mentorship program to meet the mentoring needs of UCSF students and postdocs.

How to get a Tenure-track Position at a Predominantly Undergraduate Institution (PUI)

*Speaker: Lydia K. Fox, Chair, Department of
Geosciences and Director, Environmental Studies
Program, University of the Pacific*

The search process for landing a tenure-track position at a PUI is a fundamentally different process than applying for a job at a research institution with a large graduate program. While teaching at PUIs can be tremendously rewarding, there is often little preparation or support for such jobs in graduate school or in post-doctoral positions. This workshop will present strategies for successful searches for positions at institutions where the teaching/research balance is weighted more heavily toward teaching. The workshop will begin with a discussion of the nature of positions at PUIs in comparison to those at graduate research institutions. The search strategy topics to be covered will include: preparing for the job (pre-search strategies), applying for the job, interviewing, negotiating (at the end of a successful search). These will include strategies to consider before the search all the way through the campus interview at the end of the process.

NIH Pathway to Independence (K99/R00) Award Workshop: Know Your Kangaroo

*Speakers: Joan M. Lakoski, Associate Vice
Chancellor for Academic Career Development,
University of Pittsburgh Health Sciences, and
Professor of Pharmacology, University of Pittsburgh
School of Medicine; Robert Milner, Professor of
Neural and Behavioral Sciences, Pennsylvania
State University College of Medicine*

The NIH Pathway to Independence (K99/R00) Awards, which have been termed “Kangaroo” grants, provide an opportunity for promising post-doctoral scientists to receive both mentored and independent research support from the same award. The initial phase will provide 1-2 years of mentored support for highly promising, postdoctoral research scientists followed by up to 3 years of independent support contingent on securing an independent research position. This workshop will begin with an introduction to NIH and the grant reviews, define the unique features of the K99/R00 Award, give guidance on completing an application for this award, and offer tips on successful grant writing. A case study highlighting an application & typical reviewers’ comments will provide insight into the review process and an opportunity for participants to discuss the key components of career development awards.

Perspectives in Diversity: Addressing the Needs of an Increasingly Diverse Scientific Workforce

Moderator: Jabbar R. Bennett, Senior Director of Development for Life Sciences, Healthcare & Education Industry Partnerships, United Way of Massachusetts Bay

Speakers: Anne MacLachlan, Senior Researcher, Center for Studies in Higher Education, University of California, Berkeley; Monica L. Poindexter, Associate Director, Corporate Diversity and College Programs, Genentech, Ellen Filvaroff, Senior Scientist, Department of Molecular Oncology, Genentech

The absence of members from underrepresented groups in the basic, mathematical, and social sciences impacts the ability of the academic, research, and health care systems to adequately address issues of minority education and career enhancement, and health-related research. In order to appropriately address these needs and nurture researchers and faculty who are members of underrepresented groups in the scientific workforce, the Diversity Committee of the NPA has implemented several program offerings, such as the Diversity Committee Resource List. This workshop is designed to provide postdoctoral advocates and stakeholders with an understanding of the issues related to the increasingly diverse scientific workforce as well as supporting resources. Through handouts, presentations, and interactive group discussions, workshop participants will be exposed to skills that will enable them to foster the development of this dynamic group of researchers, managers, and academicians. The workshop will serve to identify key resources related to diversity issues, present statistics related to diversity in Science, Technology, Engineering and Mathematics (STEM) disciplines, and provide tools for individuals, program administrators and organizations to enhance diversity within their institutions. A group discussion will be facilitated that will enable participants to share their experiences and perspectives with regards to diversity, with the overall goal of taking information that can be shared and replicated back

to their home institutions. Since current resources for PDOs and PDAs are very limited, outcomes of this workshop will be used to create additional resources for members of the National Postdoctoral Association as well as the Postdoctoral Office/Postdoctoral Association Toolkit.

Building Your Dream Team

Speakers: Lori Conlan, Program Manager, Science Alliance, New York Academy of Sciences; Kelly LaMarco, Director, West Coast Alliances, New York Academy of Sciences

Never doubt that a small group of thoughtful, committed people can change the world...It is the only thing that ever has. —MARGARET MEAD

The complexity of modern scientific problems commands the need for a team-based approach. Indeed, this mission is a top priority of the NIH Roadmap and newly formed multidisciplinary consortiums. PDA members also need to function as a team to set priorities, accomplish essential goals, and juggle lab and PDA responsibilities. Whether it is a lab or a PDA, inspiring your team to work cooperatively and in harmony can help move your science or organization forward. Unfortunately, most scientists have not been trained to be effective managers, to assemble teams, and to work within a team structure. But don't panic! These skills can be learned. Through a series of networking and team-building activities, participants will learn techniques for recruiting team members, functioning within a team structure, and the all-important (even if you hate it) art of schmoozing. This interactive workshop will give you the resources to (i) spot common pitfalls within your organization, (ii) improve project management skills, and (iii) mold your team into a well-oiled machine.

5:00 – 6:00 PM **POSTER SESSION**

7:00 PM **OPTIONAL DINE AROUND**

Sunday, April 1, 2007

7:30 – 9:00 AM **Continental Breakfast**

8:00 – 9:00 AM

NPA Business Meeting/Member Forum

Presiding: Diane Klotz, Chair, Board of Directors, NPA

The business meeting will afford participants an opportunity to discuss the annual financial statements and committee reports, along with NPA priorities and positions.

9:05 – 10:20 AM

CONCURRENT LEADERSHIP DEVELOPMENT WORKSHOPS

Best Practices for Enhancing the Postdoctoral Experiences: Addressing the career life cycle needs of postdocs

Speakers: Karen Peterson, Staff Scientist and Associate for Interdisciplinary Training, Fred Hutchinson Cancer Research Center (FHCRC); Brian Fritz, Postdoctoral Fellow, Human Biology Division, Fred Hutchinson Cancer Research Center; Sara Georges, Postdoctoral Fellow and current Chair, Student Postdoc Advisory Board (SPAC), Fred Hutchinson Cancer Research Center

The Student-Postdoc Advisory Committee (SPAC) at the Fred Hutchinson Cancer Research Center has identified different needs of postdocs at early, middle, and senior stages of their career development. SPAC provides numerous services that address the needs of postdocs in each of these stages, ranging from broad informational orientation to specific training tailored to their career paths. We address the needs of early stage postdocs from the time of their arrival at the Hutchinson Center by providing postdocs with an ambassador program, a formal Center orientation workshop, and a “survival guide” that describes Center resources and policies and provides helpful resources for living in Seattle. We also provide new postdocs with guidelines for the development of a training plan, and with membership in a postdoc-

student listserve where postdocs can stay informed about Center events, job postings, and funding opportunities. As the postdoc progresses, we address additional needs such as career development skills, tools for annual progress review conversations with mentors, and business cards to assist postdocs with building valuable career networks. To address the needs of senior postdocs involved in job searches, we have established peer mentoring groups for postdocs seeking faculty positions, career fairs for postdocs seeking nonacademic positions, and an alumni network to assist postdocs in making contacts outside of the institution. Finally, several of our programs address the needs of postdocs at all stages of development, including travel awards, course scholarships, and a child care subsidy. Together, these programs provide comprehensive training and assistance to postdocs throughout their “life cycle” at the Hutchinson Center.

Creating a Dynamic Program on the Responsible Conduct of Research

Moderator: Kathleen Flint, Project Manager, National Postdoctoral Association

Speakers: John Galland, Director, Laboratory Management Institute, UC Davis; Kenneth Goodman, Director of Bioethics Program, University of Miami School of Medicine

Conducting research with integrity is a critical skill for postdoctoral scholars to master. However, many training programs focused on research integrity fail to attract an enthusiastic audience of postdoctoral scholars. This session will focus on strategies and mechanisms for creating a dynamic training pro-



gram for postdoctoral scholars on the responsible conduct of research (RCR). Model programs and strategies will be highlighted. Learn how your institution can build a creative and engaging menu of RCR programs that will appeal to postdocs, while also imparting critical information and skills. **Note: participants in this session will be informed about opportunities to apply for NPA seed grants of \$1,000 to conduct RCR programs at their campuses.**

Retirement Savings Plans for Postdoctoral Scholars – Exploring Retirement Savings Plans, Investment Strategies and Delivery Mechanisms

Moderator: Joan Garnett, Co-founder, Garnett-Powers & Associates

Speakers: Mary Anne Timmins, Administrative Director, Biomedical Postdoctoral Programs, University of Pennsylvania; Lin Ferrand, Associate Dean of the Faculty, Princeton University

All campuses face the unique challenge of not only offering equal and uniform benefits to postdocs regardless of funding source, but in also providing a retirement savings plan. Attempting to find a retirement savings plan vehicle for postdoctoral scholars can be challenging, mostly due to structuring the investment strategy through the available campus payroll resources. Some universities offer the employed Postdocs the same retirement plan that is offered to the Faculty and Staff, usually in the form of a qualified plan as a 403 (b), with Postdocs contributing through payroll deduction. Those Postdocs on fellowships or training grants do not have access to the same retirement vehicle, due to not being considered ‘employees’, a requirement of qualified plans, and because their funds are not always passing through the university in a manner that would allow a payroll deduction. This session will provide an opportunity to learn of the approach that some universities have implemented to offer equal retirement savings opportunities to their postdocs and will explore what other types of savings plans that may be available to the postdoc community.

What’s Stress got to do with it!

Speaker: Sam Hester, Coordinator, Work/Life & Wellness Programs, The University of Texas Health Science Center at Houston

It is estimated that the American economy suffers an estimated \$300 billion dollars a year in stress related productivity losses. This figure is more than all the net profits of the Fortune 500 companies combined. This presentation will explore the latest research on stress and its effects on health and productivity - with specific focus on postdocs and their demanding schedules. Also, some very practical strategies and tools will be presented that can assist participants in better managing their stress.

Mentoring International Postdocs: Strategies for Success

Authors: Wendy Reed Williams, Director, Research Education, The Children’s Hospital of Philadelphia; Jodi Leckrone, Assistant Director, Research Education, The Children’s Hospital of Philadelphia
Speaker: Wendy Reed Williams, Director, Research Education, The Children’s Hospital of Philadelphia

Mentoring is essential to a successful postdoctoral training experience. The quality of mentoring for international postdocs may be comprised when training institutions are ill-equipped to deal with potential barriers to their advancement such as immigration problems, language difficulties, and cultural biases. To begin to address the unique and complex needs of this group, we will present an interactive workshop designed to assist postdoc office administrators in the development and implementation of programs that raise awareness of common problems that may affect the success and performance of international postdocs. The workshop outlines methods for identifying specific institutional issues/challenges, describe design methodologies to address these issues, and provide program implementation strategies. The workshop leader will incorporate interactive, awareness-building exercises, share case studies and real-life scenarios that illustrate best mentoring practices, and provide tips for success. We expect that upon completion of this workshop, participants will be able to assist faculty and staff at their respective institutions to build mentor competencies and improve mentoring skills.

10:20 – 10:25 AM **BREAK**

10:35 AM – 12:05 PM
Plenary Session V: Ensuring Dynamic Leadership for the Future

Moderator: Keith Micoli, Chair, NPA Policy Committee and Member, NPA Board of Directors

This interactive session will provide participants with insight into how the NPA committees of the membership are working to improve postdoctoral training at the national level. The session will explain how the work of each committee is integral to the overall mission and goals of the NPA. In addition to an overview of each committee, participants will learn how the committees are working to implement the NPA's strategic plan. Participants will have the opportunity to talk one-on-one with all of the committee chairs regarding participation as a member of the various committees.

12:05 PM **Adjourn**

1:00 PM **Optional Bay Area Tours**



Resources for Scientific Management
From the Burroughs Wellcome Fund and the Howard Hughes Medical Institute



Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty, second edition

This collection of advice from seasoned biomedical investigators can help beginning scientists launch successful research careers. The second edition contains three new chapters on laboratory leadership, project management, and teaching and course design.



TRAINING SCIENTISTS TO MAKE THE RIGHT MOVES
A Practical Guide to Developing Programs in Scientific Management

This book is for anyone organizing scientific management training, whether it's a lunchtime seminar or a multiday course. Topics include selecting the venue, finding speakers, handling logistics, and evaluating the training. The guide's online resources include sample letters, checklists, case studies, and other materials.

Available free: www.hhmi.org/labmanagement

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Acknowledgements

The National Postdoctoral Association wishes to thank the following organizations and individuals for their advice and support in organizing and promoting our Fifth Annual Meeting.

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The UC Council of Postdoctoral Scholars

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The Alfred P. Sloan Foundation (US Awards)
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LITERATURE TABLE SPONSORS

Howard Hughes Medical Institute
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Goal Financial

Special thanks to Sam Castaneda, Director, Visiting Scholar and Postdoc Affairs Program, University of California, Berkeley, for coordinating all of the local arrangements for the meeting.

NPA ADVISORY BOARD (2006)

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Carol Muller, PhD, Founder and Chief Executive Officer, MentorNet

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NPA Distinguished Service Award 2007

The NPA is pleased to confer its 2007 Distinguished Service Award on the **Federation of American Societies for Experimental Biology (FASEB)**. FASEB has demonstrated a sustained contribution to improving the postdoctoral training experience over the past decade. Major contributions include:

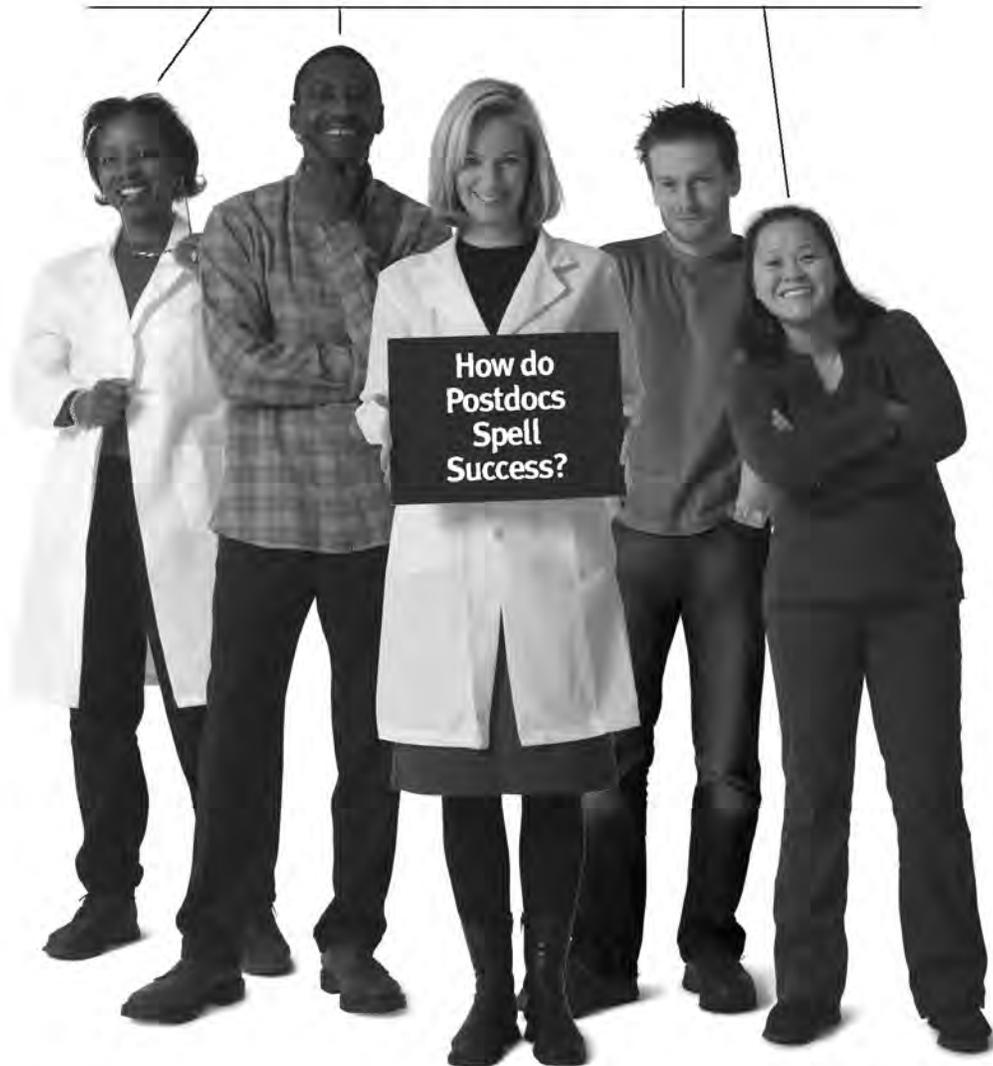
- The articulation and dissemination of an Individual Development Plan (IDP) for adaptation and implementation by postdoctoral scholars and their mentors. This includes efforts to evaluate its efficacy and make refinements as needed. The IDP has served as an invaluable resource for thousands of postdocs and their mentors, helping to ensure that the postdoctoral training period is a time of structured professional development.
- Publication of scholarly articles on the status of postdoctoral scholars in its journal. This includes: “In an Era of Scientific Opportunity, Are There Opportunities for Biomedical Scientists” (2003); and “Foreign postdocs: the changing face of biomedical science in the U.S.” (2005).
- Advocacy on behalf of health insurance benefits for postdoctoral fellows. This includes numerous letters to the Director of NIH and testimony on behalf of this issue at the NIH Town Hall Meeting on NRSAs.
- Promulgation of a joint statement with AAMC on uniform postdoc benefits, a model the NPA has long-endorsed.
- Service to the NPA and its committees. This includes an early and continuing financial contribution as a “Friend of the NPA,” and multiple volunteer assignments completed by Andrea Stith, former FASEB Policy Analyst, and Jennifer Hobin, current FASEB Policy Analyst.
- Support for addressing the needs of under-represented minority postdocs. This includes plans for collaborating with the NPA Diversity Committee to sponsor a pre-meeting EB workshop for minority graduate students on making a successful transition to the postdoctoral training period.
- Participation in major national conferences and meetings on postdoctoral training issues, including GREAT Annual Meetings, COSEPUP Convocations, NPA Annual Meetings, the NSF Postdoc Conference, and others.

About the award....

Each year, the NPA offers a Distinguished Service Award to an individual or entity that has demonstrated a profound, sustained, or leadership contribution to improving the postdoctoral training experience. Nominations are welcomed from the public, including NPA members. A formal call for nominations is issued each Fall. The first recipient of the NPA Distinguished Service Award in 2004 was Dr. Ruth Kirschstein. The second recipient of the NPA Distinguished Service Award in 2005 was the Committee on Science, Engineering, and Public Policy (COSEPUP) of the National Academies. The third recipient of the award in 2006 was Dr. Laurel Haak.



AAAS & NPA



Here's your link to career advancement

AAAS is at the forefront of advancing early-career researchers —offering job search, grants and fellowships, skill-building workshops, and strategic advice through ScienceCareers.org and our Center for Careers in Science & Technology.

NPA, the National Postdoctoral Association, is providing a national voice and seeking positive change for postdocs—partnering with AAAS in career fairs, seminars, and other events. In fact, AAAS was instrumental in helping the NPA get started and develop into a growing organization and a vital link to postdoc success.

If you're a postdoc or grad student, go to the AAAS-NPA link to find out how to spell career success.

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Speaker Biosketches



ANDREW M. ARSHAM, PH.D., is currently an American Cancer Society Postdoctoral Fellow in the Department of Genetics, Cell Biology and Development at the University of Minnesota, and is the past policy chair and current President of the University of Minnesota Postdoctoral Association. His research, in the lab of Tom Neufeld, uses the fruitfly *Drosophila melanogaster* as a model to study the regulation of autophagy, a cellular recycling pathway that plays a role in cancer, neurodegenerative disease, and muscle disease. He got his Ph.D. in Genetics from the University of Chicago in the lab of Celeste Simon studying hypoxia, nutrient signaling, and tumor angiogenesis. He received his B.A. in Comparative Literary Studies from Northwestern University. Though an East Coaster by birth and training, he loves Minneapolis, where he grows tomatoes in his backyard during the short but sweet growing season. He wants world peace.

DR. JABBAR BENNETT IS Senior Director of Development for Life Sciences, Healthcare and Education Industry Partnerships at the United Way of Massachusetts Bay (UWMB) in Boston, MA where he manages donor relationships with senior leadership, including presidents and CEOs, of local biotechnology and pharmaceutical companies, hospitals, and colleges and universities. At UWMB he also directs their Math, Science & Technology Initiative (MSTi) which provides hands-on life sciences training opportunities for more than 300 secondary school students annually in Greater Boston during the after school time. He serves as Chair of the Diversity Committee of the National Postdoctoral Association (NPA) and is currently an Adjunct Professor in the School of Education at Lesley University in Cambridge, MA and at Roxbury Community College in Boston. Prior to joining the UWMB he spent 3 years serving as Research and Science Specialist in the Office for Diversity and Community Partnership at Harvard Medical School (HMS) where he directed several biomedical science and health professions training programs for students that range from grades K-12 to postdoctoral research and clinical fellows. Dr. Bennett received his B.S. in biology and minor in Spanish from North Carolina A&T State University, and his Ph.D. in biomedical sciences from Meharry Medical College where his dissertation research focused on the ablation of gene expression in the tropical parasite *Leishmania*. At Meharry Medical College he was a National Science Foundation (NSF) Alliance for the Enhancement of Science Education and Technology Graduate Teaching Fellow, and was funded as a UNCF-Merck

Postdoctoral Research Fellow in the Department of Pathology at Harvard Medical School. In May 2004 Dr. Bennett concluded the 10-month Massachusetts Education Policy Fellowship Program (EPFP) sponsored by the Institute for Educational Leadership in Washington, DC, and more recently in May 2005 he completed the Harvard University Administrative Fellowship Program, a mid-level management training program, sponsored by the Office of the Assistant to the President of Harvard University.

RAJIKA BHANDARI directs IIE's research and evaluation activities and leads two major research projects—Open Doors and Project Atlas—that measure international higher education mobility at the domestic (U.S.) and international level. Before joining IIE, Dr. Bhandari was a Senior Researcher at MPR Associates, an educational research firm in Berkeley, California, that provides research and evaluation services to the U.S. Department of Education, state departments of education, and foundations. She also served as the Assistant Director for Evaluation at the Mathematics and Science Education Network at the University of North Carolina at Chapel Hill, where she directed research and evaluations of mathematics and science education pre-college and professional development programs. She holds a doctoral degree and an M.S. in Psychology from North Carolina State University and a B.A. (Honors) in Psychology from the University of Delhi, India.

RICHARD BODNAR, PH.D., is currently a Research Assistant Professor, Department of Pathology, University of Pittsburgh and Staff Scientists at the Veterans Affairs Hospital, Pittsburgh. His research interests include identifying the signaling pathways mediated by the CXCR3 receptor 3 in endothelial cells and the role of angiogenesis in dermal/epidermal communication during wound healing. Dr. Bodnar received his Ph.D. in Pharmacology from the University of Illinois at Chicago. After receiving his Ph.D., Dr. Bodnar joined the lab of Alan Wells at the University of Pittsburgh. He was awarded a NRSA postdoctoral fellowship from NHLBI and currently holds a VA MREP grant. Dr. Bodnar is currently serving as the Chair of the NPA Annual Meeting Committee.

DR. IVONE G. BRUNO is a postdoctoral fellow in the department of Biochemistry and Molecular Biology at MD Anderson Cancer Center (MDACC), Houston, TX, and she is currently the Chair of the MDACC Postdoctoral Association. Dr. Bruno

obtained her undergraduate degree from the University of Puerto Rico at Mayagüez, a Masters degree at Southern Illinois University, Edwardsville, and her doctorate degree in Biomedical Sciences from the University Of Texas Graduate School Of Biomedical Sciences at Houston, TX. In addition to her academic experience she has worked in industry doing research in non-viral gene therapies. As a postdoctoral fellow, Dr. Bruno is currently working on the regulation of mRNA posttranscriptional processing by small RNA molecules under the supervision of Dr. Miles Wilkinson. She is the recipient of an NIH minority supplement award. As part of the MDACC Postdoctoral Association she served as the Chair of the Speakers and Service Subcommittees, assisted with the planning of social events, career development seminars, and community outreach activities. Her career goals are to continue a career in the academic sector, to be involved in research and teaching, and to be able to contribute to the career advancement of minority scientists.

DR. LORI CONLAN is the Program Manger of Science Alliance, a career development and mentoring program at the New York Academy of Sciences. Dr. Conlan is trained as a biochemist, receiving her B.S. in biochemistry from Michigan State University and her Ph.D. in biochemistry and biophysics from Texas A&M University. She worked for several years as a postdoc before transitioning from the lab to her current position where she organizes events and a website dedicated to skill development and career exploration for postdocs and graduate students in the sciences.

DR. ELLEN FILVAROFF is Senior Scientist in the Department of Molecular Oncology at Genentech, Inc. in South San Francisco, CA. She joined Genentech in November 1997 after finishing her postdoctoral fellowship at the University of California, San Francisco (UCSF). She chose to come to Genentech because of its high-quality research, dynamic and talented people, and emphasis on collaborative, cross-disciplinary projects. She is currently involved in several projects studying the process of tissue repair, with a focus on mechanisms of normal and delayed healing, as well as the seeding and growth of metastases, and mechanisms by which tumor cells recruit host cells to support tumor growth. She collaborates extensively with other departments within Genentech and with several academic institutions. In collaboration with the Department of Molecular Biology, her team has discovered novel genes which are expressed in,

and/or act on, cartilage and bone tissues. Along with members of the Department of Protein Engineering, she has also studied the structure and activity of novel cytokines as well as created mutants in order to improve bioavailability and biological function of specific anabolic proteins. And in collaboration with the Departments of Pathology and Physiology, she has examined the process of tissue repair, including the importance of angiogenesis in this process. She is a Phi Beta Kappa and has received the American Society for Bone and Mineral Research's Young Investigator Award, and the President Award for Academic Excellence. She received a B.A. in human biology, and M.S. in biology from Stanford University, and Ph.D. in human genetics from Yale University School of Medicine.

KATHLEEN FLINT is Project Manager at the National Postdoctoral Association, where she manages both the Postdoc Leadership Mentoring Project and the "Bring RCR Home" project. Dr. Flint comes to the NPA from Stony Brook University where she was Assistant Director of the Reinvention Center, a national center focused on enhancing undergraduate education at research universities. She is also an adjunct professor of Physics and Astronomy at Stony Brook's Southampton campus. In 2004, she spent a year in residence at the National Science Foundation (NSF) where she was a Science and Technology Policy Fellow sponsored by the American Association for the Advancement of Science. There she specialized in issues concerning early-career scientists and helped manage one of NSF's newest postdoctoral fellowship programs. Previous to that, Dr. Flint was a Postdoctoral Fellow at Gemini Observatory North and a Carnegie Fellow at the Carnegie Institution of Washington's Department of Terrestrial Magnetism. She has a Ph.D. and M.S. in Astronomy and Astrophysics (2001, 1997) from the University of California at Santa Cruz and a B.S. in Math and Astronomy (1995) from the University of Arizona. While at UC Santa Cruz, she was also very active in graduate student issues and spearheaded the establishment of a new graduate student center at UCSC, the Graduate Student Commons, which opened in 2001.

LIN A. FERRAND, PH.D., began her professional career as a Postdoctoral Research Associate in Hydrology at the Massachusetts Institute of Technology in 1988. Shortly thereafter, she became an Assistant Professor, followed by Associate Professor at City University of New York (CUNY) from 1990 to 1999, working in the Department of Civil Engineering

and in the Program in Earth and Environmental Sciences at the CUNY Graduate Center. During this same time period, she served as the Associate Editor of *Water Resources Research*. Shortly thereafter, Dr. Ferrand joined Princeton University as the Associate Dean of the Faculty and has been in this position since 2000. While administering the postdoctoral, researcher, professional specialist and professional librarian appointments at Princeton University, Ms. Ferrand also oversees visiting appointments for research and executive committee appointments. She serves as Secretary to the Committee on Appointments and Advancements for Professional Researchers and Professional Specialists, a sub-committee of the University Research Board at Princeton. Dr. Ferrand's education includes a B.A. in Sociology from the University of Miami; a B.E. in Engineering Science from SUNY Stony Brook; and she received her M.A. and Ph.D. in Water Resources from Princeton University.

LYDIA K. FOX is an Associate Professor and Chair of the Department of Geosciences and Director of the Environmental Studies Program at University of the Pacific. She received her B.S. degree in Geological Engineering from Princeton in 1981 and her Ph.D. degree in Geological Sciences (1989) from University of California, Santa Barbara. She worked as a geologist with the U.S. Geological Survey in Menlo Park and as a lecturer in the Department of Geology at California State University, Northridge. She joined the faculty at University of the Pacific in 1990. She teaches courses in physical geology, Earth systems science, engineering geology, mineralogy, petrology, and geochemistry. In addition, she teaches the Pacific Seminar (interdisciplinary freshman course). Her research interests are in the area of granite petrology/geochemistry and albitization. She regularly involves undergraduates in her research. She is very active in the area of geoscience education and has given many presentations at the Geological Society of America (GSA) and the American Geophysical Union (AGU) meetings about her pedagogical advances. In addition, she is active in designing earth science curricular for pre-service K-8 teachers. Professor Fox has served CUR as a councilor for the Geoscience Division since 1996, Geosciences Division Chair (2004-2006), Executive Board member (2004-2006), Geology Division Editor of the CUR Quarterly (1998-2002), co-chair of the Publications Committee (2001-2005), and is currently the co-chair of the CUR 2008 National Conference and Chair of the Meetings Committee.

She is also an active member of Project Kaleidoscope's Faculty for the 21st Century (PKAL-F21); she served as their Scientist-in Residence (1997), Leadership Institute participant (1997), Steering Committee Member (1997-1999, 2003), member of the Academic Administrator Task Force and is currently taking an active role in the future planning for the F21 Network. She has facilitated and/or presented at numerous workshops on "How to Get Started in Research" at meetings of the GSA and AGU. Professor Fox is very active in faculty governance at University of the Pacific and will be chair of the Academic Council next year.

BRIAN FRITZ is currently a postdoctoral fellow in the lab of Muneesh Tewari, in the Human Biology Division of the Fred Hutchinson Cancer Research Center. He received his B.A. in Chemistry from Kalamazoo College and his Ph.D. in Biomolecular Chemistry from the University of Wisconsin-Madison in 2002. He has served on the FHCRC SPAC board for three years, and has been active in the organization of SPAC-sponsored Career Day symposia as well as the annual holiday happy hour.

CYNTHIA FUHRMANN, PH.D., is the Program Director for Academic Career Development within the Office of Career and Professional Development (OCPD) at University of California, San Francisco. Dr. Fuhrmann leads the development of programs, services, and resources designed to build awareness of academic career options available to students and scholars in the health and life sciences, and to help these populations build skills necessary for success in their chosen academic career paths. In particular, she directs UCSF's Preparing Future Faculty (PFF) program (which she founded in 2004) and coordinates the Professional and Academic Success Skills (PASS) workshop series (addressing skills areas such as writing research articles, grant writing, networking, and utilizing mentors effectively). Dr. Fuhrmann received her Ph.D. in Biochemistry and Molecular Biology from UCSF in 2005, and her Bachelors degree in Chemistry from UC Davis in 1997. As a graduate student in David Agard's laboratory, she studied mechanisms for serine protease catalysis and for protein stability using ultra-high resolution x-ray crystallography. She has teaching experience at the graduate, undergraduate, and K-12 levels, most recently as a postdoctoral fellow in science education at San Francisco State University.

JOHN C. GALLAND, PH.D. is Director of the UC Davis Laboratory Management™ Institute. He is responsible for spearheading efforts to meet the challenges associated with helping graduate students, postdoctoral scholars, and newly appointed faculty members acquire managerial skills needed to develop productive, responsible, and safe laboratory practices. These efforts are intended to enhance their research and careers. Dr. Galland also teaches a graduate course in Philosophy and Ethics for the Biological Scientist. In 2004, Dr. Galland became one of 20 partners in the Howard Hughes Medical Institute/Burroughs Wellcome Scientific Management Program for Postdoctoral Fellows and Faculty and acknowledges their influence on the program at UC Davis. Dr. Galland received both his MS and PhD at UC Davis. Before returning to UC Davis, he was Professor of Veterinary Medicine at Kansas State University where he taught public health and zoonotic diseases and conducted research on foodborne pathogens.

JOAN GARNETT is an owner and founder and the Executive Vice-President of Garnett-Powers & Associates. Ms. Garnett received her Bachelor's degree in French from California State University, Fullerton, having finished her last year in college in Aix-en-Provence, France. Ms. Garnett began her business career in the aerospace industry, and served as the Vice-President of Commercial Sales for American Safety, an international manufacturer of airline seat belts and emergency evacuation equipment. Her career in sales and sales management lead to her entering the insurance industry in 1989, joining her husband Tom in founding Garnett-Powers & Associates where she manages the sales, marketing and customer service operations.

DR. STACY L. GELHAUS is currently a postdoctoral researcher in the School of Medicine at the University of Pennsylvania. She works in Center for Cancer Pharmacology under the advisement of Dr. Ian. A. Blair. Her undergraduate degree in biology and biochemistry is from Mount Saint Mary's University and her graduate work in analytical chemistry was completed under the advisement of Dr. William R. LaCourse at the University of Maryland, Baltimore County. Dr. Gelhaus' current research focuses on the molecular mechanisms of carcinogenesis. There is substantial evidence to suggest that environmental carcinogens, such as polycyclic aromatic hydrocarbons (PAHs), are able to induce lung cancer through metabolic activation. Much of her work entails DNA-adduct analysis of

lung and liver cells by a stable isotope dilution LC-MRM/MS assay. Dr. Gelhaus has been on the biomedical postdoctoral council (BPC) at the University of Pennsylvania since starting her postdoc in November of 2005. In 2006 she became co-chair of the council. As a co-chair, she works closely with the biomedical postdoctoral program office (BPP) and is able to sit on the postdoctoral advisory committee, which is comprised of BPP administration and professors who have a genuine interest in postdoc life at Penn. The BPC at Penn is currently involved in the ongoing professional and personal training programs and seminars as well as planning the annual biomedical postdoctoral symposium. Dr. Gelhaus was also involved in the development of a new insurance program for all postdoctoral researchers and fellows at Penn, which was initiated by the BPP.

SARA GEORGES is a postdoctoral fellow at the Fred Hutchinson Cancer Research Center, and the current chair of the Student Postdoc Advisory Board (SPAC). She has been active in SPAC since shortly after her arrival at FHCRC in 2003, where her particular interest is in developing programs that enhance the career skills of graduate students and postdocs. Sara is a B.A. graduate of the College of St. Catherine, St. Paul, MN and received a Ph.D. in 2002 from Colorado State University, Fort Collins, CO. Her research interests include chromatin structure, chromatin regulation of transcription, and post-translational regulation of gene expression by microRNA.

THOMAS GETHING (PH.D., University of Michigan) is Associate Dean in The Graduate School at the University of Washington and is the director of the UW Office of Postdoctoral Affairs (OPA). He also is a professor of Southeast Asian Languages and a former director of the Southeast Asia Center at the UW. His own work with postdocs has been in conjunction with a grant from the Freeman Foundation, which supported an undergraduate Asian studies initiative and included postdoc appointments in the humanities and social sciences. At both UW and, previously, at the University of Hawaii, Gething has been responsible for a range of services to master's and doctoral students. He has administered fellowship programs, participated in union contract negotiations, and handled academic and personnel grievances. He currently is engaged in an expansion of programming for graduate students and postdocs in cooperation with the UW Center for Career Services. Gething is the founding director of OPA, the office

that provides professional development workshops and mediation assistance to UW's 1100 postdocs. He served as the institutional liaison to the University of Washington Postdoctoral Association (UWPA) prior to the creation of the UW postdocs office and, in his director role, has continued to work collaboratively with UWPA to identify areas of need and to facilitate their annual postdoc research symposium.

KENNETH W. GOODMAN, PH.D., is co-director of the University of Miami's Ethics Programs, including its Business Ethics Program, and founder and director of the Bioethics Program and its Pan American Bioethics Initiative. He is director of the Florida Bioethics Network. He is Director of Clinical and Research Ethics Education at UM/Sylvester Comprehensive Cancer Center. These initiatives are devoted to education, research and community service. Dr. Goodman is an Associate Professor in the University of Miami's Department of Medicine, with appointments in the Departments of Philosophy, Anesthesiology and Epidemiology and Public Health and School of Nursing and Health Studies. He has recently published a book about ethics and evidence-based medicine for Cambridge University Press and, with a colleague, prepared a book of case studies in ethics and health computing for Springer-Verlag. He has co-authored a book on ethics in public health and one on artificial intelligence; edited a book on ethics and medical computing; co-edited a book on artificial intelligence; and published and presented numerous articles in bioethics, the philosophy of science, and computing. His articles have also appeared in the Chicago Tribune, The Miami Herald and The New York Times.

LAUREL L. HAAK is Science Director at Discovery Logic, Inc. She applies her scientific expertise to the development of new projects and works with clients to translate their scientific needs into technologies. Dr. Haak received a BS and an MS in biology from Stanford University. She was the recipient of a predoctoral National Institutes of Health National Research Service Award and received a PhD in neuroscience in 1997 from Stanford University Medical School, where her research focused on calcium signaling and circadian rhythms. Following a National Research Council research associateship at the National Institutes of Health, Dr. Haak took a position at the American Association for the Advancement of Science, where she served as editor of Science's Next Wave Postdoc Network. Before joining Discovery Logic, Dr. Haak was at the National Academies, where she was a program offi-

cer for the Committee on Science, Engineering, and Public Policy. She was responsible for producing two Academies reports, "Policy Implications of International Graduate Students and Postdoctoral Scholars", and "Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering", and worked on a number of other reports, including "Rising Above the Gathering Storm", and "Facilitating Interdisciplinary Research". She has served as president of Women in Neuroscience, co-chair of the Society for Neuroscience Committee on Women in Neuroscience, and on the Biophysics Society Early Careers Committee. In 2006, she was awarded the National Postdoctoral Association's Distinguished Service Award and currently serves on their Advisory Board.

SAM HESTER the coordinator of the work/life & wellness programs at The University of Texas Health Science Center at Houston and is the current president of the College and University Work/Family Association, (CUWFA) – the premier work/life professional association in higher education. He has over 20 years of professional experience and has conducted research in coaching, consulting and leadership, with several results published. Most recently, Sam was a coach contributor to the Wellcoaches Co. November 2006 published white paper The Obesity Epidemic: a confidence crisis calling for professional coaches as well as the 11/29/06 issue of *HealthLeader*, an online wellness magazine article titled: Teen Stress 101. Sam studied business at Auburn University, counseling at the University of Houston, social work at Texas Southern University, and coaching at Corporate Coach University. He is a founding member of The International Association of Coaches, and is a certified personal trainer and wellness coach thru the American College of Sports Medicine, (ACSM), the largest, most respected sports medicine and exercise science organization in the world.

HUONG HUYNH, PH.D. is the Program Coordinator in the Office of Postdoctoral and Graduate Training at the Burnham Institute for Medical Research (La Jolla, CA), where she is responsible for professional and career development training of postdoctoral scientists and graduate students. She started this administrative post after completing 3 1/2 years of postdoctoral training with Dr. Tomas Mustelin, studying the localization and role of a novel, intracellular protein tyrosine phosphatase. Huong received her PhD in pharmacology from Loma Linda University, where she was an active member

of the Student Chapter of the American Society of Pharmaceutical and Experimental Therapeutics (ASPET) and the American Association for Cancer Research (AACR). She remains an active member of the National Postdoc Association (NPA), the Burnham Science Network (the institute's postdoc association), Sigma Xi, and the Association of Women in Science (AWIS) – San Diego chapter.

ANGELINE JUDEX is the Assistant Director for Communications and Programs at the Center for Biotechnology. Ms. Judex has responsibility for the planning and execution of the Center's internal and external communication activities that will increase the Center's profile and awareness to the bioscience industry, legislative, academic, and funding community. Ms. Judex holds key responsibility for the strategic planning, development and implementation of the Center's Workforce Development Initiative statewide that effectively and efficiently address the needs of New York State bioscience industry. She serves as the Program Director for the Fundamentals of the Bioscience Industry program. The program is highly innovative and is focused on developing industry savvy life science graduates and post-docs ready to leverage their scientific and technical skills to meet the demands of the dynamic life sciences industry.

Ms Judex's outreach efforts focus on establishing and enhancing the Center's relationships with academic and research institutions and regional and international bioscience industry organizations. She works closely with the Biotechnology Industry Organization (BIO) to direct the James D. Watson Helix Award, the bioscience industry's sole award for outstanding corporate achievement, created by the Center to recognize biotechnology companies that have distinguished themselves from its peers world over by setting a singular standard of corporate leadership. She played a strategic role in the development of the Long Island Life Sciences Initiative (LILSI) and continues to provide guidance to LILSI on marketing strategies and regional workforce development initiatives. Ms Judex has more than 15 years of strategic planning, communications, and management experience in both the corporate and non-profit sectors. She holds an MPA from Baruch College, NYC and a BA (Hons) Sociology from the University of Calgary, Canada. She is married to Dr. Stefan Judex and lives in Port Jefferson, New York.

KERRY K. KARUKSTIS is a Professor of Chemistry at Harvey Mudd College. She received both her B.S. degree in Chemistry (1977) and her Ph.D. degree in Physical Chemistry (1981) from Duke University. After postdoctoral work in the Laboratory of Chemical Biodynamics at the University of California - Berkeley, she joined the faculty at Harvey Mudd College in 1984 and regularly teaches courses in general chemistry, physical chemistry, and biophysical chemistry. Maintaining an active research laboratory with undergraduates as collaborators, her research interests focus on using spectroscopic and light scattering techniques to characterize the structure and physical properties of surfactant aggregates and macromolecular host-guest systems. She has conducted externally-funded research (NSF-ADVANCE, NIH-AREA, ACS-PRF, Research Corporation, Henry Dreyfus Teacher-Scholar Award 1994) in collaboration with 85 undergraduates at Harvey Mudd and publishes regularly with undergraduate co-authors. She has co-authored 75 publications in scientific journals and two books: *Lasers in Chemistry* (Jones and Bartlett) and *Chemistry Connections: The Chemistry of Everyday Phenomena* (1st and 2nd editions, Elsevier/Academic Press). She is co-editor of the Council on Undergraduate Research's latest book, *Developing and Sustaining a Research-Supportive Curriculum: A Compendium of Successful Practices* (2007), and a Journal of Chemical Education feature editor on the role of undergraduate research in chemical education. Professor Karukstis has served CUR as a councilor for the Chemistry Division since 1993, Chemistry Division Chair (2001-2003), Secretary (2005-2006), Executive Board member (2001-2003, 2005-2009), Chair of the Outreach Committee (2004-2005), co-chair of the CUR 2006 National Conference, co-PI on CUR's NSF-CCLI Phase 2 regional workshop initiative, and currently President-elect of the organization. She is the lead PI on project funded by the NSF-ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) program to establish horizontal mentoring alliances of senior women scientists at liberal arts institutions in order to facilitate the advancement of senior women science faculty members at liberal arts colleges to the highest ranks of academic leadership. She served on the Undergraduate Research Summit (Bates College, 2003) steering committee, serves on the Advisory Panel for the Beckman Scholars Program of the Arnold and Mabel Beckman Research Foundation, serves on the advisory board of the NSF-sponsored Center for Workshops in the Chemical Sciences, and chaired

the Harvey Mudd Curriculum Committee (2001-2004). She received the 2003 Henry T. Mudd Prize for outstanding service to Harvey Mudd College and CUR Volunteer of the Year Award in 2004.

CARTER KIMSEY is the Program Manager for Postdoctoral Fellowships in Biology in the Division of Biological Infrastructure at the National Science Foundation. As such, she has administered postdoctoral fellowships in biosciences related to environment, molecular evolution, microbial biology and for underrepresented ethnic minorities. Since 1976, she has served in a variety of roles within the NSF, including as Associate Program Director for Metabolic Biology, writing the first program announcement for an interdisciplinary program of postdoctoral fellowships in biology. Prior to her tenure at NSF, she worked as a Chemist at the Ansul Corporation, and within the Office of Pesticide Programs and Office of Toxic Substances at the US Environmental Protection Agency. Ms. Kimsel holds a B.S. in Chemistry, from Old Dominion University, and an M.S. in Biochemistry, from the University of Illinois, Champaign-Urbana.

DIANE KLOTZ is currently Assistant to the Director of the Center for Rodent Genetics (CRG) at the National Institute of Environmental Health Sciences (NIEHS) where she acts as program manager for the various functions of the CRG, as well as serves on the Institute-wide Coordination and Planning Committee and the NIEHS Animal Care and Use Committee. Prior to accepting her current position she was a postdoctoral fellow in the Hormones and Cancer Group of the Laboratory of Molecular Carcinogenesis at the NIEHS, and before that she spent a short time as a postdoctoral fellow at Tulane University after finishing her graduate work there. During her postdoctoral fellowships her research focused on the female reproductive tract, and her projects were designed to investigate the functions of the steroid hormones estrogen and progesterone and their interaction with growth factors in mammary gland development, breast cancer, uterine physiology, and uterine cancer. Additionally, several projects focused on the effects of environmental chemicals that can interact with steroid hormone receptors on breast and uterine cancer cells and on the normal uterus. As a postdoc at the NIEHS Diane also served on the NIEHS Trainees Assembly Steering Committee and was Chair of the committee from 2003-2004. Diane began her NPA service in 2004 as a member of the Policy Committee and served as Chair of the committee from fall 2005 through 2006. In November

2005, she was elected to the NPA Board of Directors and served as Vice Chair of the 2006 Board. She was recently elected Chair of the 2007 NPA Board of Directors.

JOAN M. LAKOSKI, PH.D., is the Associate Vice Chancellor for Academic Career Development and the Founding and Executive Director of the Office of Academic Career Development at the University of Pittsburgh Health Sciences, Associate Dean for Postdoctoral Education and Professor of Pharmacology at the University of Pittsburgh School of Medicine. Dr. Lakoski received her doctoral degree from the University of Iowa, completed postdoctoral training in the Department of Psychiatry at the Yale University School of Medicine and has held faculty positions at the University of Texas Medical Branch in Galveston and the Pennsylvania State University College of Medicine, including Interim Chair of the Department of Pharmacology at Penn State. She maintains an active research program investigating the neuropharmacology of aging and impacts of mentoring, is a member of the graduate faculty at the University of Pittsburgh and participates as a reviewer for NIH CSR study section panels. She has been the recipient of an NIH Research Career Development Award, an Independent Investigator Award from the National Alliance of Research on Schizophrenia, an Administrative Fellowship at the Pennsylvania State University and a Committee on Institutional Cooperation Academic Leadership Program Fellow. Currently, she serves as Chair of the Ethics Advisory Committee of the Endocrine Society, as a member of the AAMC Group on Faculty Affairs Program Planning and Transition Committee, as a member of the Board Development Committee for the National Postdoctoral Association, as a member of the Postdoctorate Committee for the AAMC Graduate Research and Education Training Group, as Chair of the Committing on Teaching for the International Union of Pharmacology, as a AAMC Women's Liaison Officer for the University of Pittsburgh School of Medicine and serves as Co-Director of the KL2 Clinical Research Scholars Program and Director of Mentoring and Faculty Development for the Clinical Translational Service Award at the University of Pittsburgh Schools of the Health Sciences. Her administrative responsibilities encompass oversight and development of comprehensive career development services, including mentoring programs for professional students, postdoctoral fellows, residents, clinical fellows and fac-

ulty across the health schools at the University of Pittsburgh. She remains committed to creating and shaping the future of the biomedical research community.

DR. KELLY LAMARCO, after receiving her M.S. and Ph.D. in Biochemistry, performed her postdoctoral research on mammalian transcriptional regulation at the Carnegie Institution of Washington. She then served as an Editor for the journal *Science*, where she handled manuscript selection and editing. Dr. LaMarco next worked as a Staff Scientist and Project Leader at Tularik Inc., a then privately held biotechnology company. After leaving Tularik, she obtained funding for, developed, and served as Editorial Director of the Science of Aging Knowledge Environment, AAAS's Web-based journal for researchers in the field of aging. At the same time she served as an editor for a policy Web site developed by the Alliance for Aging Research. Dr. LaMarco is now the Director of West Coast Alliances for the New York Academy of Sciences and also works as a scientific writer, editor, and consultant.

JODI LECKRONE, M.ED., is the Assistant Director of the Department of Research Education at the Children's Hospital of Philadelphia. In this role, she is responsible for creating, developing, and implementing training and career development programs for the diverse research community. Jodi has 10 years of experience in clinical research in both academic and industry settings.

JOHN R. LEVIATHAN, M.A., is the Human Resources Manager and Postdoctoral Advisor for The J. David Gladstone Institutes, an independent, not-for-profit biomedical research institution affiliated with the University of California, San Francisco (UCSF), devoted to research into cardiovascular disease, HIV/AIDS, and Alzheimer's disease and other neurological. Mr. LeViathan has over 15 years of human resources experience, with a focus in employee relations, benefit administration, HRIS, and training and development. He also oversees the Office of Postdoctoral and Graduate Affairs at Gladstone, serving as the primary contact with the fellows on issues such as employee relations, advisement, mentoring, conflict resolution, and career development. Mr. LeViathan was elected to the National Postdoctoral Association's Executive Board in 2004, and elected for a second term in 2006. In addition to his current seat on the Board, Mr. LeViathan serves on the Oversight Committee, the Annual Meeting Committee, the Board

Development Committee, and the Diversity Committee. Mr. LeViathan received his Masters in Speech Communications and Bachelors in International Relations from San Francisco State University. He is a member of the Association for Independent Research Institutes (AIRI), the American Association for the Advancement of Science (AAAS), the College and University Professional Association for Human Resources (CUPA-HR), the Northern California Human Resources Association (NCHRA), the National Postdoctoral Association (NPA), and the Society for Human Resources Management (SHRM).

LURIE LITTLEPAGE, PH.D., is a Postdoctoral Fellow at the University of California, San Francisco in the Department of Anatomy and the UCSF Comprehensive Cancer Center. While focusing her research on breast cancer, she has co-authored peer reviewed scientific articles and given seminars on her studies of genes that contribute to cancer progression. Laurie consults with UCSF departments and programs to develop mentoring opportunities for postdocs and students and has led efforts promoting the advancement of women scientists. She chaired the Subcommittee on Students and Postdocs for the UCSF Chancellor's Advisory Committee on the Status of Women. She is a leader within the American Society for Cell Biology, an international society of more than 11,000 members that promotes and develops scientific training of cell biologists. Laurie is an active writer on career advancement for scientists in training and speaks publicly on cancer research and scientific funding. Laurie has a Ph.D. in Cell and Developmental Biology from Harvard University, where she received an NSF Predoctoral Fellowship and the Biological and Biomedical Sciences Service Award. She received a B.S. Biochemistry and B.S. Molecular Biology magna cum laude from the University of Texas at Austin, where she was a Barry Goldwater scholar and Dean's Scholar. Currently she is supported by the American Cancer Society and previously by the NIH Ruth L. Kirschstein National Research Service Award.

JANET THELEN LOCKWOOD is the Director of Services to International Students and Scholars (SISS) at the University of California, San Francisco (UCSF). Janet Thelen Lockwood joined the University of California, San Francisco in 2004 as director of Services to International Students and Scholars, providing service to more than 1,500 international students, postdoctoral scholars, residents, fellows, faculty, and their family members. With more than

10 years experience in academic affairs and international services, Ms. Thelen Lockwood's international services management experience focuses to a large extent on the needs of postdoctoral scholars, researchers, clinicians, and educators. The total UCSF postdoctoral scholar population, about 1,200 scholars, represents approximately 20 percent of all postdoctoral scholars in the 10-campus University of California system. International scholars holding various non-immigrant and immigrant status comprise more than two-thirds of the total UCSF postdoctoral population.

ANNE MACLACHLAN is a Senior Researcher at the Center for Studies in Higher Education at the University of California Berkeley where she has been since 1997. Her work focuses on issues of women and minorities in science, in the educational pipeline, graduate school and professional life. For the last 19 years she has conducted research and developed and presented programs on graduate education and academic careers. Her most recently completed study is a longitudinal study of minority Ph.D.s in science and engineering earned at U.C. from 1980 to 1990, (Spencer Foundation and UC funding). She has taught at U.C. Berkeley, U.C. Santa Barbara and the University of Maryland overseas campus. She has worked with AAAS, CAWMSET, reviewed for NIH, NSF, and private foundations, and has been supported by the Max-Planck-Institutes, the German Academic Exchange Service, NEH. She has written on racism and sexism in graduate school, on the experience of underrepresented groups/women in graduate school in STEM fields, and how the graduate experience of women in STEM can be improved. She has also written on institutional barriers to scientists' understanding of diversity, on the experience of minority and women faculty, and on career paths of women and minorities. Her current projects include one on women scientists of color in partnership with Harvard's GSE (NSF funded), California Community Colleges and why they prepare so few students of color to transfer in STEM fields to any 4 year institution, editing a volume on the impact of Proposition 209 (outlawing affirmative action in California), evaluating and organizing a summer research program in biology for diverse undergraduates (NSF REU funding), developing a project on evaluating programs for increasing women scientists at largely research institutions.

DR. JOSEPH G. MARX is a senior fellow in the department of Biochemistry and the University of Washington. He received his BS from the University of Wisconsin-Madison and a PhD in Molecular Cell Biology from Baylor College of Medicine in Houston, TX. His research focuses on understanding the molecular causes of Facioscapulohumeral muscular dystrophy. He initially became involved in the University of Washington Postdoc Association (UWPA) by drafting the organizations by-laws and now serves as the co-chair of the University of Washington Postdoctoral Association (UWPA). The UWPA organizes an annual research symposium, a summer picnic, networking events, and 5 @ 5 monthly research talks.

VICTORIA MCGOVERN, PH.D., joined the Burroughs Wellcome Fund in 1997. She is Senior Program Officer for the Fund's Assistant Professor-level career development program in Infectious Diseases, as well as for similar career development activities in Toxicology and Pharmacology. Her research interests have centered around chromosome structure and infectious diseases, and this background contributes to her enthusiasm for advancing pathogen genomics. She has also long been involved in science policy issues related to the strength of the scientific workforce, an interest she continues at BWF. Victoria has taught courses ranging from biochemistry to bioinformatics at Birmingham Southern College, the University of North Carolina-Charlotte, and Davidson College. She is a member of the National Postdoctoral Association's advisory board and is the chair of Sigma Xi's committee on the public understanding of science.

ROBERT MILNER, PH.D., is Professor of Neural and Behavioral Sciences and Co-Director of the Junior Faculty Development Program at the Pennsylvania State University College of Medicine. Dr. Milner received his doctoral degree from The Rockefeller University, completed postdoctoral training at The Salk Institute, and held faculty positions at Salk and at the Research Institute of Scripps Clinic before moving to Penn State. He has a long-standing interest in the professional development and education of individuals at all stages of academic careers. His background as a basic science researcher in the field of neuroscience and as a former department chair provides a wealth of experience and knowledge about the challenges of advancing an academic career in the research arena. He is also the Co-Director of the Intercollege

Graduate Program in Neuroscience at Penn State, directs courses in professional development and ethics for graduate students, and coordinates professional development programs for postdoctoral fellows and scholars at the College of Medicine.

RON R. NEPOMUCENO earned a B.A. from the University of California (UC) San Diego and a Ph.D. from UC Irvine. As a viral immunologist and cell biologist, he researches Epstein-Barr virus (EBV), adenovirus, and influenza virus. In his first postdoctoral position, he worked with Olivia Martinez at the Stanford University School of Medicine in transplant immunology, on EBV-related B cell lymphomas. Since July 2003, he has been a Postdoctoral Research Associate at The Scripps Research Institute (TSRI) with Glen Nemerow, having recently published work on enhancing adenoviral transduction of human myeloid cells for gene therapy applications. Currently, he is working on a new collaborative project involving cyclic peptides with very potent anti-influenza properties. He has been active in the 45-year-old TSRI Society of Fellows (SOF) postdoctoral association as the website manager for the past three years, and has directly organized or helped execute several academic and social events for the benefit of the over 800 postdocs and 200 graduate students at TSRI. He was elected SOF President in January 2007 with the hope of continuing the steady growth in the number of activities produced by the SOF throughout the year.

DR. KAREN PETERSON is a Staff Scientist and Associate for Interdisciplinary Training at the Fred Hutchinson Cancer Research Center (FHCRC). She is also a member of the Board of Directors for the National Postdoctoral Association. At the FHCRC, she is the Advisor to the Student-Postdoc Advisory Committee (SPAC) and develops and manages projects within the Center's Interdisciplinary Research and Training Initiative. Dr. Peterson received her B.A. in Genetics from UC Berkeley and her Ph.D. in Experimental Medicine from McGill University. She was a postdoctoral fellow at the Fred Hutchinson Cancer Research Center before transitioning to her present position. Through her role as the SPAC Advisor, she has contributed to the FHCRC being named in the top ten "Best Places for Postdocs" by "The Scientist" Magazine for the past several years. Dr. Peterson is also a member of the FHCRC Diversity Council, Research Ethics Education Committee, Minority Scientist Recruitment and Retention Group, and International Research Logistics Committee. She is

also co-PI on a NIH-funded pilot grant to build minority research capacity in collaboration with New Mexico State University and is a Board Member for the Northwest Association for Biomedical Research.

MONICA L. POINDEXTER is the Associate Director of Corporate Diversity & College Programs at Genentech, founder of the biotechnology industry in the US with a quarter-century track record of delivering on the promise of biotechnology. Today, Genentech is among the world's leading biotech companies, with 12 protein-based products on the market that address serious or life-threatening medical conditions, and 30 projects in the pipeline. Poindexter has worked at Genentech for 5 1/2 years in various capacities related to workforce development, college programs and recruitment of new employees. Her contributions in the area of workforce development have led to key partnerships and the development of signature programs such as the Biotechnology Certificate Program. This program is made possible through a partnership with the Department of Labor, which awarded a \$2 million grant to provide training to local workers for jobs in biotechnology. Monica was also instrumental in developing Genentech's first formal Operations Rotation Development Program (ORDP) and is a member of ORDP Steering Committee. Ms. Poindexter is the cofounder of the Genentech Scholars Program, which to date has awarded \$218,000 in scholarships and provided over 50 internships to Genentech Scholars throughout the Bay Area. Poindexter actively participates in fueling the pipeline of diverse talent by tapping into professional organizations such as NSBE (National Society of Black Engineers), NOBCHE (National Organization of Black Chemical Engineers), Black MBA, and Hispanic MBA organizations. In her spare time she is involved in developing and delivering Business & Professional Etiquette workshops to Bay Area community organizations and is a member of the President's Council for Skyline Community College in San Mateo. Ms. Poindexter also serves as an Advisory Board Member for the UC Berkeley SAGE Scholars Program. Ms. Poindexter holds a BA in Sociology & Law and Society from University of California at Davis, and a Master's Degree in Human Resources Organizational Development from the University of San Francisco.

CLIFTON A. POODRY is the Director of the Minority Opportunities in Research (MORE) Division at the National Institute for General Medical Sciences (NIGMS), NIH. He is responsible for developing and implementing NIGMS policies and plans for minority research and research training programs. He also serves as a liaison between NIGMS and NIH, other federal agencies and the scientific community. Prior to 1994, Dr. Poodry had been a Professor of Biology at the University of California, Santa Cruz for 22 years where he also served in several administrative capacities. Dr. Poodry is a native of Tonawanda Seneca Indian Reservation in Western New York. He earned both a B.A. and an M.A. in Biology at the State University of New York at Buffalo, and received a Ph.D. in Biology from Case Western Reserve University. He was the 1995 recipient of the Ely S. Parker Award from the American Indian Science and Engineering Society for contributions in science and service to the American Indian community. In 1999 he was awarded an Honorary Doctorate of Science from The State University of New York in recognition of his accomplishments in science and in the development of activities on behalf of minority students.

PETER C. PREUSCH, PH.D. is the Acting Research Training Officer, at the National Institutes of Health (NIH), and also the Acting Director, Division of Scientific Programs, in the Office of Extramural Programs, within the Office of Extramural Research at the NIH. He is responsible for NIH-wide oversight of research education, training grants, fellowships, and career development awards. This includes management oversight of OEP activities in research education review policy, research misconduct, human subjects research, training and education regarding use of animals in biomedical research. Dr. Preusch earned his B.S. in Biochemistry from Pennsylvania State University and his Ph.D. in Biochemistry, with a minor in Chemical Engineering, from Cornell University. He served as a Postdoctoral Fellow in the Department of Biochemistry, at the University of Wisconsin, and began his career as Assistant Professor of Chemistry at University of Akron. He has also served as Scientific Review Administrator, in the Division of Research Grants at NIH, and as Program Director of the National Institute of General Medical Sciences, NIH.

DR. MARIANNE POXLEITNER received her PhD in Molecular Plant Sciences from Washington State University in 2004 after completing her Master's degree in Viticulture and Plant Physiology from

Colorado State University. She is currently a post-doctoral researcher at The University of California, Berkeley, studying the evolution of sex, and DNA damage repair using the basal eukaryote and intestinal parasite, *Giardia intestinalis*. She recently finished an 18 month term as president of the Berkeley Postdoctoral Association. The activities of the BPA during her term as president included hosting visiting speakers and social events as well as organizing an opposition against the unionization of postdoctoral scholars on all University of California campuses. She is also a member of the California Council of Postdoctoral Scholars and teaches Biochemistry at California State University in her spare time.

STEVE SPRINGER is Assistant Director of International Student and Scholar Services at University of Texas at Austin, where he manages immigration services for faculty and staff. Except for a three-year stint as an immigration attorney, he has worked as an international student and scholar advisor for the last decade.

ROBERT TILLMAN, PH.D., is currently the Postdoctoral Program Coordinator at NYU School of Medicine. He received his Ph.D. in Immunology from Washington University in St. Louis, Missouri. After a two-year postdoctoral appointment at New York University School of Medicine, he entered the world of college administration. In his current position at NYU School of Medicine he is involved in the continuing development of the school's postdoctoral program and collaborates with colleagues in area schools and organizations in the professional development of postdoctoral fellows in the New York City area. Bob is a member the AAMC's Group on Graduate Research, Education, and Training Postdoctorate Committee.

DR. BRENDA TIMMONS received her BS from the University of Texas at Austin and her PhD in Microbiology from University of Texas Health Science Center San Antonio. She spent two years teaching undergraduates before returning to the lab. She is currently a postdoctoral fellow in the department of Obstetrics and Gynecology at UT Southwestern (UTSW) Medical Center, Dallas, Texas. Her research investigates the molecular mechanisms of cervical ripening with special interest in the role of innate immunity in the labor process. Two years ago, she was the OBGYN departmental representative and was involved in the creation of the Postdoctoral Association at UT Southwestern. She has served as a Vice President

of the PDA since December 2005 and is a Co-chair of the Annual Postdoctoral Symposium at UTSW. Additionally, she was a major contributor/editor for the UTSW Postdoc Survival Guide published in 2006. She also serves on the Annual Meeting Committee and Marketing and PR Committee for the NPA.

MARY ANNE TIMMINS began her academic administrative career in the field of international education. She established the Office of International Programs at Hahnemann University and served as its director until 1998. While at Hahnemann, Ms. Timmins was responsible for handling all immigration services as well as serving as the University's international advisor. In her capacity as a foreign student advisor, she worked with international students, scholars, medical residents and allied health professionals. She is an active member of NAFSA: Association of International Educators (NAFSAS) having served on both regional and national teams and committees. After leaving the University, Ms. Timmins worked with the Immigration Practice Group of Dechert, an international law firm in center city Philadelphia. Ms. Timmins returned to the academic environment and, for the past seven years, has served, initially, as the Associate Director, and is now the Administrative Director of Biomedical Postdoctoral Programs at the University of Pennsylvania. In this capacity she works with the Director in overseeing the appointments, education and training of over 800 postdoctoral appointees. Ms. Timmins received her Bachelor's degree in Psychology from Rutgers, the State University and her Master's in Education from Temple University.

ROSE MARY VALENCIA has been in the field of International Education with her primary focus in the area of Health Care since 1980. As Director, of the Office of International Affairs for both The University of Texas Health Science Center at Houston and The University of Texas M.D. Anderson Cancer Center, she is responsible for the administration of the Office of International Affairs, which maintains records on approximately 8,000 internationals from 136 different countries. She is responsible for providing highly professional advisory and administrative skills in assisting faculty, students, trainees, staff and patients from diverse cultures by performing complex duties involving application for temporary and permanent visas. In December 2006, Rose Mary was appointed to serve on the U.S. Department of Homeland Security and Department of State Secure Borders

Open Doors Advisory Committee. Rose Mary has been an active member of NAFSA: Association of International Educators since 1980 and has held several leadership roles including Texas State Representative, Regional Chair, Local Arrangements Chair for Region III, Chair of the Membership Committee, Vice President for Member Relations, Board Member at Large and Diversity Advisor. Rose Mary has presented at local, regional, and national NAFSA Conferences and has been an invited speaker for several professional associations.

RYAN WHEELER, M.A., is currently the manager of the Postdoctoral Services Office at The Scripps Research Institute, one of the nation's largest, private, non-profit, basic sciences research institutes. He received his bachelor's from the University of Washington in Seattle and worked at the University as an undergraduate admissions counselor following graduation. Mr. Wheeler then relocated to San Diego, where he joined Scripps Research in 2003 and earned a master's in postsecondary education administration from San Diego State University in 2006. During his graduate studies, Mr. Wheeler served as a part-time graduate intern at the UCSD Career Services Center, where he facilitated workshops and advised graduate students on career issues. At Scripps Research, Mr. Wheeler's duties include: organizing career training seminars; collaborating with faculty, administrators, and the institute's postdoctoral association to address the needs of postdocs; and offering individual counseling sessions for postdocs and graduate students. In addition to helping formalize the Postdoctoral Services Office at Scripps, Mr. Wheeler designed the Office's website and online resources, implemented and interpreted postdoc exit surveys, established and promoted IDPs at the institute, and initiated a postdoc course reimbursement program. Most recently, he served as an organizer for the 2-day San Diego Laboratory Management Symposium in February 2007.

WENDY REED WILLIAMS, PH.D., is the Director of Research Education at the Joseph Stokes Jr. Research Institute at the Children's Hospital of Philadelphia. Under her direction, the Department of Research Education works with faculty, trainees and administrators to determine the educational and training needs of the Hospital's research community. The group also develops services and programs for postdoctoral trainees. Dr. Williams earned a BS in Zoology from Howard University and received her PhD in Biology from the Johns

Hopkins University where she studied gene regulation in *E. coli*. After completing a postdoctoral fellowship at the United States Department of Agriculture, Dr. Williams began her career at the Children's Hospital of Philadelphia serving as a postdoctoral fellow in the Division of Oncology. The completion of her fellowship led to an administrative internship in the Office of Research Administration at the Stokes Institute. It was during this internship that Dr. Williams was able to explore career opportunities in Research Administration. Her interest in postdocs and training led her to take a position as a training specialist in Research Education before taking the role of Director.

National Institutes of Health Director, **ELIAS A. ZERHOUNI, M.D.**, leads the United States' medical research agency, providing oversight to 27 Institutes and Centers with more than 17,000

employees and a fiscal year 2006 budget of \$28.6 billion. NIH supports more than 325,000 scientists and research support staff in more than 3,000 institutions in all 50 states and around the world. A well-respected leader in radiology and medicine, he has spent his career providing clinical, scientific, and administrative leadership. Since being named director by the President in May 2002, Dr. Zerhouni has overseen the completion of the doubling of the NIH budget; initiated the NIH Roadmap for Medical Research; established a research initiative to address the obesity epidemic; supported the NIH Blueprint for Neuroscience Research; and is committed to eliminating health disparities. He is committed to providing research and training opportunities for young investigators. Dr. Zerhouni is the author of 185 peer-reviewed publications and holds 8 patents. He has been a member of the National Academy of Sciences Institute of Medicine since 2000.

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Postdoc Mentoring Project Award Recipients

*Sponsored by The Alfred P. Sloan Foundation (U.S.)
and the Burroughs Wellcome Fund (Canada)*

Chris Alteri
University of Michigan Medical School

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KU Center for Research

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Medical College of Wisconsin

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UT MD Anderson Cancer Center

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H. Lee Moffitt Cancer Center and Research
Institute

Allison De Marco
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William Eckberg
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Stacy Gelhaus
Center for Cancer Pharmacology

Thomas Gething
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Barbara Hamkalo
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Melissa Herbst-Kralovetz
Biodesign Institute at Arizona State University

Christine Holmes
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Burnham Institute for Medical Research

Gregory Ippolito
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Marcia Jarrett
Cleveland Clinic Foundation

Michelle Juarez
University of California, San Diego

Minnie Kim
University Health Network

Laurus Klaassen
University of Texas Health Science Center at
Houston

Lisa Kozlowski
Thomas Jefferson University

Christina Lewis
Cincinnati Children's Hospital Medical Center

Richard Lombardo
University of Nebraska-Lincoln

Ambika Mathur
Wayne State University

Trevor McKee
Princess Margaret Hospital

Martin Moore
Vanderbilt University Medical Center

Marilyn Morris
University at Buffalo

Ann Nichols-Casebolt
Virginia Commonwealth University

Johanne O'Malley
Post-Graduate Students' Society of McGill
University

Jennifer Oh
University of California, San Diego

Trevor Penning
University of Pennsylvania

Gheorghe Proteasa
Wayne State University

Douglas Rowland
University of California, Davis

Rachel Ruhlen
University of Missouri

Nancy Schwartz
University of Chicago

Susan Sell
UNC Charlotte

Martha Skender
The University of Texas M. D. Anderson Cancer
Center

Jason Stairs
Los Alamos National Laboratory

Marianne Stanford
Robarts Research Institute

Jon Story
Purdue University

Jason Triplett
UC Santa Cruz

Carol Vleck
Iowa State University

Steve Wendell
University of Pittsburgh

Elaine Young
University of Florida

Jianping Zhang
University at Buffalo

NPA Travel Award Recipients 2007

*Sponsored by: Garnett-Powers & Associates; The J. David Gladstone Institute;
and Leavy and Frank, LLC, an Immigration Law Firm.*

Georgia Anyatonwu
Thomas Jefferson University

Andrew Arsham
University Of Minnesota

Lei Hong
University Of Pittsburgh

Albena Kantardzhieva
Massachusetts General Hospital

Premkumar Lakshmanane
Burnham Institute

Chandra Marsden
Los Alamos National Laboratory

Joseph Marx
University Of Washington

Juliet Moncaster
Brigham and Women's Hospital

Melissa Muller
University Of Texas MD Anderson Cancer Center

Kristine Nowak
Rockefeller University

Scott Nowak
Memorial Sloan-Kettering Cancer Center

NPA Committees Annual Reports 2006



Diversity Committee

The Diversity Committee is dedicated to promoting diversity in the postdoctoral ranks and to providing a national voice on diversity issues relevant to postdoctoral training and development of early-career scientists.

The Diversity Committee seeks to:

- **Serve** as a national resource for groups underrepresented in the postdoctoral community, which include but are not limited to women; persons with disabilities; individuals from a range of ethnic/racial groups, geographic areas, and scientific/ scholarly disciplines; and persons of varying sexual orientation
 - **Enhance** the postdoctoral experience of these groups by advocating for common interests with a national voice,
 - **Educate** individuals and institutions about the need for diversity-focused initiatives and a diverse scientific workforce,
 - **Increase** diversity within the NPA to reflect the postdoctoral community that it serves,
 - **Promote** networking opportunities between and among all individuals engaged in scholarly research, especially diverse groups, and
 - **Develop** innovative programs for the NPA that will advance the professional and personal development of all its members.
- Development and promotion of efforts that seek to support underrepresented individuals entering postdoctoral fellowships in the sciences, including Women in Science and Engineering System Transformation (WISEST) at the University of Illinois at Chicago and L'Oréal USA Fellowships for Women in Science
 - Co-sponsorship of the Howard University-University of Texas at El Paso (HUTEP) Postdoc Preparation Institute (2004, 2005, 2006)
 - Partnership with the Federation of American Societies for Experimental Biology (FASEB) to host pre-conference sessions at Experimental Biology 2007 for early-career scientists and principal investigators
 - Sponsorship of workshops at the NPA Annual Meetings (2005, 2006, 2007)
 - Alliance with the Society for the Advancement of Chicanos and Native Americans (SACNAS) to facilitate career development of postdoctoral fellows within the society
 - Communication of efforts as published in *Nature* (2006)
 - Formation of task-specific working groups
 - Development of collaborations with organizations and interested parties seeking to ensure the successful career development of persons underrepresented in the sciences

Current Diversity Committee initiatives include:

- Creation of a website that provides up-to-date information on Committee initiatives and links to sites that address diversity issues

We invite you to assist with the efforts of the Diversity Committee and provide input on its initiatives. For more information and a list of current committee members, visit the website at www.nationalpostdoc.org/committees/diversity_committee. We look forward to hearing from you!

International Postdoc Committee

Over 60 percent of postdocs currently working in the US are from overseas. The International Postdoc Committee (IPC) is an informational resource for international postdocs who are already in the USA as well as for those considering coming to the USA as a postdoc. The IPC identifies issues of importance, increases awareness of the difficulties that international postdocs face, and, works with all stakeholders to enhance the postdoctoral experience through policy and other changes.

The issues that international postdocs face are numerous and varied, but include:

- Mobility issues with regard to visa requirements
- English language and American cultural issues
- Official recognition of foreign qualification and diplomas
- Limited access to funding sources
- Slow access in securing a social security number
- Limited or no health and welfare insurance access for non-employee postdocs
- International credit history not transferable to USA credit history
- Tax system for non-resident aliens is punitive
- Compensation for postdocs does not match education, experience or skill levels

In order to meet the informational needs of the international postdoc community, the IPC created the *Survival Guide for International Postdocs*, an online web resource to provide existing and prospective international postdocs with a wealth of information on all aspects of living and working in the US. In 2006, the *Survival Guide* was updated and refined, with up-to-date information on J-1 and H-1B visas, as well as tax information for international postdocs.

In addition to the *Survival Guide*, 2006 has seen the IPC work on a white paper for visa policy reform as part of its advocacy role for international postdocs. The white paper will lay out the NPA's suggestions for improving the current byzantine regulations regarding visa policy in the US. It will be circulated to policy makers and stakeholders in 2007.

The *Survival Guide for International Postdocs* can be found from clicking on a link from the NPA home page (www.nationalpostdoc.org). You can read more about the advocacy work of the IPC and read IPC News within the IPC pages in the "Committees" section of the website. To join the IPC, to request information, or to send an anecdote, comments or suggestions about the *Survival Guide*, please contact IPC Chair Jonathan Gitlin (jgitlin@nationalpostdoc.org).

Marketing and Public Relations Committee

Marketing and Public Relations (MPR) is a new committee formed in the Fall of 2006. Its purpose is to promote the work of the NPA and to inform the public in general regarding issues and events affecting the postdoctoral community. MPR held its first meeting in October and seeks to define its projects, collaborate on marketing tasks with other NPA committees, and continuously seek additional members and a permanent chairperson. Several key projects have been identified:

Development of an Annual NPA Marketing Plan

The Annual Marketing Plan is a highly collaborative document describing all projected NPA marketing needs for the year and is derived from the NPA Business and Strategic plans. By working with NPA Board Members, the Annual Meeting (AM) committee, and the Publications Committee (PubCom), MPR brainstormed a draft of the 2007 Marketing Plan slated for board submission in February 2007.

Development of Identity Standards and Advertising Policy

The NPA requires policies and guidelines for use in NPA communications so that a consistent, professional image is presented to the public. Such policies and procedures should include documents describing how the NPA name should be used, what criteria should be followed when creating promotional materials, and the procedure for gaining approval for such items. Preliminary documents developed under the leadership of PubCom were taken over as an MPR charge and revised in light of our new committee and the maturation of the NPA. From this, MPR revised the NPA Marketing and Advertising Policy and the NPA Communications

Protocol. MPR continues to work with PubCom to develop a set of standardized communication templates.

Marketing of the Annual Meeting (AM)

Although previously completed by the AM committee, marketing of the NPA Annual Meeting is now envisioned as a joint effort between AM and MPR committees in order to increase postdoctoral attendance and event visibility. This year, MPR in conjunction with PubCom developed an AM logo for use in 2007 as well as one for the 2008 meeting in order to advertise its presence early.

Marketing of the Annual Survey

Each year the NPA sends an annual survey to all NPA members. In the past, completed survey volume has been hampered by the lack of incentives to membership. MPR approached NPA partners to request prizes to be raffled to survey participants.

Future Plans

MPR's primary objective is to seek additional members so that it can accomplish the objectives outlined in the Annual Marketing Plan. These include cultivating relationships with members of the media, monitoring publications for issues affecting the postdoctoral community, seeking creative methods to reach additional postdoctoral audiences, improving the marketing of our Annual Meeting, and refining the NPA image.

Membership Committee

The Membership Committee worked throughout 2006 to implement the new membership structure, recruit new members (primarily in the Sustaining Member category), and to develop new, attractive benefits for NPA members. The new membership structure is described below:

- **Subscribers:** Non-voting, non members that enroll to receive e-Alerts and the Postdocket. In 2006, we had a total of 188 subscribers.
- **Affiliate (Non-voting) Members:** This new member category is available to individuals affiliated with sustaining member institutions. They can join for free and obtain the following benefits by completing an online application form: access to members-only content on the website, service on NPA committees, subscription to e-alerts & The Postdocket. In 2006 we recruited 960 Affiliate Members!
- **Full Voting Members:**
 - *Individual Members:* This category is available to those who support the mission of NPA and pay membership dues. Benefits include voting rights for all NPA elections, access to group health insurance through NAGPS, eligibility for the travel award program, reduced registration fees for attending the annual meeting, discounts on a variety of services, plus the affiliate member benefits listed above. By the end of 2006, we had 618 Individual Members!
 - *NPA-AAAS Joint Members:* This program offers discounted membership to both NPA and AAAS. Benefits are the same as for Individual Members. We had a total of 183 members in this category in 2006.
 - *Sustaining (Institutional) Members:* This category is available to Institutions, Societies, Corporations, Foundations, and Friends at a

nominal price based on the number of post-doctoral fellows. Benefits include all individual full member benefits plus one representative selected to serve as voting member (others can be affiliate members), discounted registration fees to attend annual meeting, team site visit and technical assistance, special feature in The PostDocket, direct link to organizational website, and sustaining member list-serv. In 2006, we recruited/maintained 127 Sustaining Members!

Membership drive: The Membership Committee continued its efforts in 2006 to recruit new Sustaining Members of NPA. The committee has generated a Membership Task Force which consists of experienced NPA members who volunteered to help with this membership drive.

Benefits: The Membership Committee worked to obtain new member discounts from Zipcars and Stuffbak. Other new benefits that NPA members can enjoy include discounts on Lab Essentials from Cold Spring Harbor Laboratory Press and *Current Protocols* from Wiley & Sons.

The committee also supported formation of the Marketing & Public Relations Committee and generated “Testimonial Statements” from existing members for use in marketing materials. Future Endeavors for 2007 include continuing the Sustaining Membership Drive, working on innovative benefits for members, and promoting the Membership Committee and the NPA.

Outreach Committee

The Outreach Committee was formed in order to support institutions in their efforts to provide resources for structural oversight, career and professional development for their postdoctoral programs. During 2006, this Committee has taken a multi-faceted approach to assisting Postdoc Associations (PDAs), Postdoc Offices (PDOs), and other institutional administrators with achieving their goals for their postdoctoral communities.

We are pleased to announce the launch on the NPA website of the **NPA Speaker's Bureau**. This resource for PDAs and PDOs contains suggested topics for professional and career development programs, including contact information for potential experts on those topics. The ability of this resource to grow during 2007 will be dependent upon NPA members sharing their experiences of good speakers around the nation, so we encourage you to submit recommendations.

The Outreach Committee has continued to provide direct and on-site assistance to NPA members. 2006 was another good year for the **Team Visit Program**, with two well-received visits to the University of Missouri (Columbia) PDA, and the University of Utah Office of Postdoctoral Affairs,

described in the Winter 2007 issue of *The POSTDOcket*. Some of you in the Philadelphia area enjoyed attending the **Philadelphia Regional Postdoc Symposium** last summer. These types of events have proven popular with both individual postdocs and our sustaining members, and we are encouraging our members to take advantage of the resource the NPA can provide, in experience and assistance with planning an event for your institution.

A challenge throughout 2006 has been providing materials on our website for both visitors and members alike, and will continue through 2007. For members, we have continued to add articles to our **PDO and PDA Toolkits**, where we see a need to provide information on a new subject area. We are also looking to add more materials to the "Postdocs", "Graduate Students" and "Administrators/Faculty" sections of the NPA website during 2007. It is everyone's hope that contributions from the members will build the NPA website into a wonderful online resource for all who visit.

To learn more about the Outreach Committee and its current activities, please visit the committee pages of the NPA website.

Policy Committee

The objectives of the Policy Committee of the NPA are to implement the NPA Strategic Plan by (1) advocating for improvements in institutional and national policies affecting postdocs and (2) serving as a resource to the NPA Board of Directors, member committees, and NPA membership on policy issues. To this end, the Policy Committee engages in the following broad activities (2006 projects are detailed):

Development of Policy Recommendations and Postdoctoral Resource Documents: In February 2005, the NPA published the “NPA Recommendations for Postdoctoral Policies and Practices” to serve as a guide for stakeholders in postdoctoral fellowship programs. In late 2006 the Policy Committee began work on a document containing recommended core competencies that a postdoctoral researcher should expect to meet by the end of his or her fellowship period. This document will outline the types of educational and career development tools that the NPA believes any institution supporting postdoctoral fellows should either provide for their fellows or allow their fellows to pursue outside the home institution. When completed this document will be the result of a joint effort by NPA Policy Committee and other members, including postdoctoral researchers, university faculty, and postdoctoral fellowship administrators.

Drafting of Position Statements and Responses: The NPA Policy Committee routinely drafts position statements on issues seminal to the postdoctoral enterprise and responds to requests for comments issued by stakeholder agencies and institutions. In 2006 the Policy Committee responded to requests for input from the White House Office of Science and Technology Policy regarding its “Proposed Principles for Federal Support of Graduate and Postdoctoral Education and Training in Science and Engineering” and the National Science Foundation on its Strategic Plan. In addition, the Policy Committee drafted comments in response to the NIH’s suggested revisions to NRSA awards. All reports can be found within the policy pages of the NPA website.

Institutional Policy Database: The Policy Committee continues to develop this database, which is a catalogue of postdoctoral-specific policies and benefits at research institutions across the U.S., designed to serve as an informational resource on postdoctoral practices for postdocs choosing an institution, as well as institutions seeking to develop new or update existing policies and practices. The database is updated regularly with publicly available information and can be located within the policy pages of the NPA website.

Policy Updates: The Policy Committee serves as a resource for the NPA Board of Directors, Advisory Board, and other committees by disseminating its “Policy Update” that contains recent policy items and events of importance to stakeholders in the postdoctoral experience and the scientific enterprise. Archived issues of the “Policy Update” can be viewed within the policy pages of the NPA website.

For more information on Policy Committee membership contact Keith Micoli at kmicoli@nationalpostdoc.org.



Publications Committee

Enhancing the public face of the NPA

The Publications Committee is dedicated to increasing awareness of issues facing the postdoctoral community by providing easy access to NPA resources. Agencies, institutions and individuals alike will have encountered the work of the Publications Committee through exposure to newsletters, NPA authored articles, reports and the NPA website.

Three primary publications serve the diversity of NPA stakeholders.

E-alert: a regular publication that highlights breaking news of concern to postdocs.

POSTDOCKET: a well-considered, in-depth, edited newsletter recruiting individual opinion with growing sponsorship. Available as a quarterly periodical to members via email or publicly on the website, the POSTDOCKET provides a snapshot of key issues in an accessible and easily distributed format.

Website: a comprehensive and rapidly growing resource comprising membership committee driven and edited content. The website is the NPA focus, fundamental to perceptions about the activities and mission of the organization.

An editorial team coordinated through the Publications Committee oversees each of these publications. Most members hold positions on other NPA committees ensuring the development of cross-cutting ideas for publication and facilitating effective communication and information dissemination across the NPA.

The NPAs web site is constantly evolving to meet the expansive needs of its broad user community. Last year, the Publications Committee focused on redeveloping the site to provide more streamlined access to critical information, including development of areas designed specifically for different user groups. The website is a living document that offers access to up to date information and resources critical to the postdoctoral community. We encourage new and existing members to browse the site to provide us with feedback so that we may continue to facilitate communication between the association, members, institutions, agencies and the wider community.

url: www.nationalpostdoc.org

email: webeditors@nationalpostdoc.org

The POSTDOCKET came under new editorial leadership last year and covered topics ranging from NPA initiatives, postdoctoral events and institutional practices, policy changes, career development, mentoring and international visa issues. This year we are pleased to announce that Livia Puljak has stepped up as Editor-in-Chief, replacing Venkataraman Sriram. Heather Gorby joined as associate editor

The creation of Marketing and Public Relations Committee has increased cross committee collaboration. **The Publications committee worked closely with Marketing and Public Relations (MPR) as they began to consider how best to market and advertise the NPA. The committee continues to collaborate and serve as resource for MPR as they grow and take responsibility for promoting the NPA.**

Furthermore, the Publications Committee is concerned with the development and creation of publications authored by the NPA and is actively engaged in interaction with all partners, sponsors and the media to this end.

The Publications Committee has enjoyed significant progress over the past twelve months, attributable directly to our active members. The Publications Committee is Co-chaired by Amber Budden and Chrissy Spencer, who succeeds Brian Bailey in this position.

www.nationalpostdoc.org/committees/publications_committee

Poster Session Abstracts



Promoting the Careers of Research Fellows in a Hospital-based Research Program

*Albena Kantardzhieva, PhD**; *Pawel Mroz, MD*; *Olga Syrkin, MD*; *Julie Tetzlaff, PhD*; *Joao Seco, PhD*; *Ayguen Sahin, PhD*; and *Sarika Verma, PhD, Massachusetts General Hospital, Boston, Massachusetts*
**presenting author*

The Mass General Postdoctoral Association (MGPA) was founded by eleven research fellows of the Massachusetts General Hospital in the Fall of 2006. Responding to the increasing need for career development and advocacy of research fellows in the largest US hospital-based research program, the founding members began working with the newly formed Office for Research Career Development (ORCD) to enhance the training environment at the MGH. Dealing with not only a general need for support and mentoring from faculty advisors, prior to October 2005, research fellows at the MGH faced the additional burden of not having an institutional commitment to their cause. Through the ORCD, the MGPA has had a voice in the formulation of institutional guidelines for MGH Research Fellows including salary and vacation minimums, annual career guidance meetings with faculty advisors, and faculty and fellow mentoring responsibilities. In addition to policy initiatives and advocacy, the MGPA's mission is to improve the work-life balance for research fellows, offer career development training seminars, social activities, and networking opportunities. The goal of the MGPA is to work with hospital administrators, faculty advisors, alumni, and the MGH research community to foster an environment whereby each and every research fellow receives the support they need to advance in their career. Since its inception, the MGPA has had many noteworthy accomplishments including a Halloween "kickoff" party, Research Fellow newsletter, formation of a Career Development lecture series, and the initiation of a Mentored Lunch series connecting research fellows and faculty. As the MGPA moves forward, long term strategic planning includes a web presence, a peer education forum, an alumni network, and forging relationships locally and nationally with other postdoctoral organizations.

Four Years of Growth: The Revitalization of the Postdoctoral Association at The University of Texas M. D. Anderson Cancer Center

Ivone G. Bruno, Ph.D.*, *Tracy J. Costello, Ph.D.*, *Melissa Muller*, Ph.D.*, *Lorraine R.*

Reitzel, Ph.D., *Martha L. Skender, M.P.H*
The University of Texas M. D. Anderson Cancer Center, Houston, Texas

The University of Texas M. D. Anderson Cancer Center Postdoctoral Association (PDA) was revitalized in 2003 and is recognized and respected by the administration as the voice of the diverse population of postdoctoral fellows. The PDA enjoys a close relationship with the Department of Trainee and Alumni Affairs (TAA) that facilitates enhancing the postdoctoral experience. We are pleased to report that the institution has adopted nearly all of the NPA Best Practices. Following the revitalization, we created an award to recognize outstanding mentoring at our institution (Robert M. Chamberlain Distinguished Mentor Award), which has been awarded annually by the PDA since 2005. Activities designed to enhance the postdoctoral experience include monthly professional development seminars and social events. We have successfully lobbied the administration for additional benefits, and negotiated half-price parking rates and a change in the authorship policy to allow postdocs to be single authors. Service activities included a clothing and food drive for Hurricane Katrina victims relocated to Houston and a blood drive to benefit cancer patients. Finally, our International subcommittee has been piloting a buddy system with TAA and coordinating seminars regarding visa and immigration issues. As we look to the future, we are eager to develop a Texas Medical Center-wide PDA with Baylor and UTHSCH to facilitate interactions between postdocs at area institutions and organize a regional symposium in the coming year. On October 4, 2006 over 250 postdocs celebrated the first ever Postdoktoberfest and we are planning an event for Mardi Gras February 2007.

MU Postdoc Council

*Rachel Ruhlen**, *Ron Drobney*
University of Missouri, Columbia

Our first meeting on May 9, 2005 had attendance beyond my expectations: 24 postdocs signed in. That summer we adopted a charter, formed a Postdoc Council, and developed a website. Our Postdoc Listserv has 86 subscribers. Each month we meet for Pizza Night, an organizational Council Meeting, and a Professional Development workshop. The MU Postdoc Council consists of two co-chairs and up to 8 additional council members. Our faculty sponsor, Ron Drobney, Associate Dean of the Graduate School and Office of Postdoctoral Affairs, attends our council meetings. Because of strong

institutional support, establishing the Postdoc Assoc was not difficult. The chair of Biological Sciences put me in touch with Dr. Drobney and funded our first year's NPA membership. The Office of Research has been generous in their financial support. Other departments are making financial commitments for our Professional Development workshops. Our greatest challenge at the moment is continuity. I am deeply concerned that the Postdoc Association is dependent on me. Some postdocs have gotten involved, only to lose their funding or leave MU for another position. Reasons why postdocs don't get involved include lack of time, a belief in their mentor's disapproval, or lack of confidence in English abilities. Further administrative support in the form of a full- or part-time staff member assigned to implement postdoctoral training opportunities might promote continuity of leadership of the MU Postdoctoral Association by relieving some of the burden on current postdoc leaders.

A Different Model for Postdoctoral Training and Promoting Diversity in Academia: NIH-Institutional Research and Academic Career Development Award (IRACDA)

*Michelle T. Juarez PhD**

University of California, San Diego

A research postdoc limits the preparation of young scientists to enter the professoriate. As faculty at an academic institute, the expectation will be not only to do research, but also teach undergraduate courses. The general teaching experience for most academic professors is a teaching assistantship during graduate school. What is the best way to prepare for all the responsibilities of an academic professor? Providing postdocs with not only a mentored research experience, but also a mentored teaching experience will better prepare them for the challenges of being a professor. Allowing postdocs to not only organize independent research projects, but also experience the preparation of a lecturing in a course, stimulates their organization and communication skills. The IRACDA program partners research intensive universities with Minority Serving Institutes to provide faculty members, postdocs, and undergraduate students with a new opportunity for interaction. Bringing postdocs into the Minority Serving Institute allows the undergraduates a different view of scientists. Bringing research postdocs to the teaching institutions enhances the learning environment and provides undergraduates with new motivations to pursue research careers. The IRACDA program offers a great model to broaden the training postdocs

receive. The postdoctoral experience does not need to be limited to research. Partnerships between postdocs and their mentors can exist both in the lab and in undergraduate courses.

The NPA Model in Action: From PRS to PFAP to Parties

*Denise Fitzgerald, PhD, Georgia Anyatonwu, PhD, R. Mark Jones, PhD, Lisa Kozlowski, PhD
Thomas Jefferson University, Philadelphia, Pennsylvania*

The NPA has put forth a model of institutional PDOs and PDAs working in synergy to improve the local postdoctoral training environment. Thomas Jefferson University (TJU) adopted this model, with the establishment of the Office of Postdoctoral Affairs (OPA) in 2003 and the Jefferson Postdoctoral Association (JPA) in 2004. The collaborative efforts of these entities have broadened the scope and capacity of both the JPA and OPA and directly led to the inception of major postdoctoral events. The premier postdoctoral event at TJU is the Postdoctoral Research Symposium (PRS). The inaugural PRS in 2006, a joint venture of the OPA and JPA, featured oral and poster presentations from TJU postdocs, a career and vendor show, a presidential luncheon, a keynote address by Dr. Christopher Austin from the NIH, an awards ceremony and a reception. The JPA/OPA also designed and delivered a pilot Postdoctoral Fellowship Application Program (PFAP) in 2006. This course, which will be offered annually, consisted of seminars and hands-on sessions for postdocs preparing fellowship applications. The bi-annual 'Mega Social Events' have been a huge success at TJU. These parties were originally JPA events, but with the help of the OPA, have become major sponsorship opportunities for scientific companies and local businesses. This has resulted in a significant increase in the budget available for these social gatherings. The synergy between the JPA and the OPA has greatly enhanced the academic, research, and social environment for Jefferson postdoctoral scientists and the Jefferson research community at large.

UCSF Office of Postdoctoral Education

Tracy L Kress, Samara Reck-Peterson, Keith Yamamoto, University of California, San Francisco

The UCSF Office of Postdoctoral Education was established as a unit of the School of Medicine's Dean's Office and aimed to promote the independ-

ence and creativity of postdoctoral scientists at UCSF and to better prepare them for the next step in their careers. During the inaugural year, we created a fellowship program to allow postdoctoral fellows the freedom to explore independent research directions and take on pioneering projects, with the hope of fostering collaborative relationships. We also initiated our annual Dean's Postdoctoral Prize Lecture to honor a postdoctoral fellow who has demonstrated outstanding creativity and independence in his/her research. Additionally, we designed and lead a highly praised two-day course on Scientific Leadership and Laboratory Management together with the J. David Gladstone and Buck Institutes. We plan to implement several new programs in the future, including a mentoring program, which will match postdocs who are within two years of entering the job market with a faculty member in their department. We anticipate that this program will not only assist the postdoc in career counseling but also provide an opportunity to build a relationship with the mentor that will benefit them later in their career. We also hope to create a program where postdocs can shadow a scientist in an industry position to experience first hand what it is like to work for the private sector. Finally, we will create a series of short courses on emerging techniques to enable postdocs to obtain formal training to advance their scientific development.

A Strong Partnership for Postdoctoral Training at the University of Pittsburgh

Steven K. Wendell, Darlene F. Zellers, Lei Hong¹, Kira R. Gantt¹, Natacha De Genna¹, David R. Robinson¹, David B. Clubb², Janine S. Fisher², Charles L. Nieman², Beth A. Fischer³, Michael J. Zigmond³, Joan M. Lakoski.

Office of Academic Career Development, University of Pittsburgh, Schools of the Health Sciences, ¹University of Pittsburgh Postdoctoral Association, ²University of Pittsburgh Office of International Services, ³Survival Skills and Ethics Program University of Pittsburgh, Pittsburgh, PA

Beyond the critical partnership between a postdoctoral trainee and faculty mentor(s), it takes the collaborative partnership of various organizations, offices, and programs to best serve the diverse needs of postdoctoral trainees. This has been accomplished at the University of Pittsburgh through the partnership of the Office of Academic Career Development, Health Sciences (OACD), the University of Pittsburgh Postdoctoral Association (UPPDA), the Office of International Services

(OIS), and the Survival Skills and Ethics Program (SS&E).

- The **OACD** provides a wide variety of professional development programs as well as developing and implementing administrative processes critical for successful postdoctoral training.
- The **UPPDA** provides institutional representation to postdocs and, through their numerous professional and social networking events, develops a sense of community among postdocs.
- The **OIS** provides expert immigration services, in addition to programming that helps international scholars acclimate and thrive, both professionally and personally.
- The **SS&E** provides professional development training to graduate students and postdocs to facilitate successful scientific careers.

Using a Local Consortium to Provide an Enhanced Professional Development Program for Postdoctoral Fellows

Lisa Kozlowski, PhD, Wendy Williams*, PhD, Chevonne DaSilvio, Garth Fowler, Richard Rest Thomas Jefferson University, Philadelphia*

A consortium can provide support and expertise for PDOs from institutions with smaller postdoctoral populations and thus provide enhanced career preparation training for their postdoctoral fellows. With this in mind, four Philadelphia institutions organized in 2004 to submit an application to the Burroughs Wellcome Fund (BWF) and Howard Hughes Medical Institute (HHMI) 'Partners in Scientific Management Program'. The group proposed to develop a course in scientific management to enhance the skills necessary for a successful academic career and to combine the resources (faculty, support personnel, facilities, and monetary) of those institutions. In addition to the local institutions, ScienceCareers.org/AAAS also joined the consortium to help prepare, execute, and fund the course. The initial phase of the project involved surveying postdocs and faculty at the institutions to determine the appropriate format, size, and content for the course. A four-session course format was selected with each institution hosting one session during the 2006-2007 academic year. After a selection process, fifty-five postdocs representing the four institutions were chosen to participate. Course topics included landing a faculty position, leadership skills, time management, project management, finding funding and mentoring. Half-day and daylong workshops combined keynote addresses by

subject experts, faculty panels, lunchtime faculty-led roundtable discussions, interactive workshops and networking opportunities. Combining resources to help prepare postdocs for life beyond postdoctoral training can serve not only to reduce costs and to expand the scope of the program(s), but also to promote collaborations among institutions and provide a broader network of peers and diverse advisors for the attendees.

Successful Strategies to Improve Postdoctoral Mentoring Through Multifaceted Postdoctoral Scholar Association Sponsored Programs

Gregory Potter, PhD, Laurie Littlepage, PhD, Laurie Stepanek, PhD, Alexandra Ioanoviciu, PhD, Allison Miller, PhD, Veronica Martinez-Cerdeno, PhD, Bill Lindstaedt, Christine DesJarlais*
University of California, San Francisco

Navigating the route to success as a postdoctoral scholar can be challenging. Postdocs are at a unique crossroad in their career: they are no longer students, yet are not independent investigators. Many postdocs do not receive adequate mentoring from their principal investigator, and the PSA recognizes that having a structured mentoring program greatly increases postdoc well-being and success. The UCSF Postdoctoral Scholars Association (PSA) seeks to improve postdoc mentoring through several mechanisms. The PSA 1) organizes and sponsors Faculty Mentoring dinners, in which two UCSF faculty share advice with postdocs over dinner in an informal and highly interactive setting; 2) organizes a series of Practice of Science seminars that bring experts from around the nation to discuss career paths, life choices, and advice on postdoc-related issues; 3) established a Faculty Mentoring Award that recognizes and awards two UCSF faculty for their outstanding achievements regarding postdoc-mentoring; 4) established a Postdoc Mentoring Award to recognize postdoctoral scholars that served as outstanding mentors to students and lab members; 5) manage highly effective Listservs that inform and link the diverse postdoc community; and 6) pursue policy changes, such as the implementation of an Individual development plan or a second mentor program. Taken together, these PSA-sponsored pursuits are aimed at improving postdoc mentoring at UCSF and could serve as a model for other postdoctoral organizations nationwide.

Association of Chinese Students and Scholars: Enriching Chinese Postdoc Life at UC San Francisco

Benchun Liu, PhD, Dongxiao Feng, PhD, Xiang Xu, PhD, Xiao Su, PhD, Yuanlin Song*
University of California, San Francisco

Association of Chinese Students and Scholars (ACSS) at University of California, San Francisco (UCSF) was founded in 1992. The primary goals of our association are to unify and represent the interests of Chinese postdoctoral fellows and graduate students at UCSF. So far there are more than 300 postdocs in the list. It has several executive committees on new postdoc orientation, academic, diversity, social activities, sports, and foreign national support services. Its core missions are postdoc career development, academic interaction, and social support. The association regularly organizes scientific and cultural activities, to provide information for personal need, to promote communication among postdocs and staff and faculty at UCSF. Postdoc seminar topics have a wide range of perspectives with academic and industrial speakers, including up-to-date on technologies, career options, manuscript drafts review, and short postdoc research talks. The postdoc community has widespread interest including recent tax and immigration seminars. Some traditional social events, such as Chinese Lunar New Year and Chinese mid-Autumn Festival, are very well attended by postdoctoral fellows and their families. Meanwhile, the ACSS web site provides daily updated information about the organization, studying, and living in UCSF and San Francisco Bay Area. Together with Graduate Division's Office of Postdoctoral Affairs and The Postdoctoral Scholars Association (PSA) at UCSF, ACSS serves Chinese postdocs for both successful professional growth and enriching social life. It is also true that the foundation and growth of ACSS has always been associated with support from ACSS members and UCSF from the very beginning.

Science Alliance: Grow Your Network

Lori Conlan, Ph.D., Kelly LaMarco*, Ph.D.*

The Science Alliance for Graduate Students and Postdocs is an international consortium of ~20 universities, teaching hospitals, and independent research facilities that have formed a partnership with the New York Academy of Sciences. Currently, there are over 5000 members from around the world. Our mission is to provide career and professional development mentoring for graduate stu-

dents and postdocs in the sciences and engineering, through a series of live events and a dedicated web portal. In addition we cater to the scientific needs of the graduate students and postdocs through our cutting edge discussion groups and meetings. Our website also has eBriefings, enabling our worldwide membership to “listen in” and explore multimedia presentations of our conferences, symposia, and meetings they could not attend. In this way, the Science Alliance members have the unique opportunity to grow their network across institutions and with key leaders in industry and academia.

The PROF Program – An Academic Career Development Program for Postdoctoral Scholars.

Jerry L. Hedrick, PhD, Bruce A. Macher, PhD, Grisel Ponciano, PhD
San Francisco State University and University of California, Davis*

The University of California, Davis (UC Davis) and San Francisco State University (SFSU) have established a career development program for biomedical science postdoctoral scholars who are preparing for faculty careers in academia. Information on our “Professors of the Future” (PROF) can be found at <http://prof.ucdavis.edu/>. Sixteen postdoctoral scholars have completed this NIH funded program (<http://www.nigms.nih.gov/Training/Mechanisms/CareerDev/MOREInstRes.htm>).

The PROF Program is a collaborative training program between a research university and a minority-serving university and provides mentored research (primarily at UC Davis), mentored teaching experiences (primarily at SFSU), and other career development activities (workshops, short courses, job application and survival skills needed for an academic position). Goals of the PROF Program are: 1) to provide a postdoctoral program for IRACDA Scholars that optimally prepares them for academic research and teaching positions. The program effectively integrates quality research, teaching, and career development opportunities, 2) to provide enhanced research-oriented teaching at SFSU that encourages traditionally underrepresented students in the biomedical sciences to seek advanced degrees and, 3) to promote additional teaching and research linkages between faculty at UC Davis and SFSU by the cooperative mentoring of IRACDA Scholars. Funded in part by NIGMS grant K12 GM00679.

The Synergistic Model: An Office for Postdoctoral Careers within a Center for Faculty Development and Diversity

Caroline Rotondi, Juliet Moncaster*, Ph.D., Lorenzo Benatuil*, Ph.D., Audrey Haas, Barbara E. Bierer, M.D.
Brigham and Women’s Hospital, Boston, Massachusetts*

Brigham and Women’s Hospital established a Center for Faculty Development and Diversity (CFDD) in June 2006 to provide a comprehensive and coordinated approach to the professional development and career advancement of faculty and postdoctoral fellows. Three member offices reside within the Center; a new Office for Postdoctoral Careers, a new Office for Minority Careers, and a pre-existing Office for Women’s Careers. This model serves the professional development of scientists and physicians across the academic continuum, while leveraging educational opportunities and programmatic and administrative support. The comprehensive identity of the Center ensures access and service to a broad population of scientists and physicians, while the focused interest of the affiliate offices supports the unique needs of the respective constituencies. Benefits of the synergistic collaboration across the Center include the design, delivery and publicity of programs, seminars and workshops that promote academic, career and professional development; recruitment, retention, mentoring and promotion initiatives; development of strategies, guiding of policies and processes; and their respective data collection and trend analysis in recruitment, advancement and retention. The collaborative nature of the BWH Office for Postdoctoral Careers is additionally enhanced by a consortium of affiliated PDOs across Harvard Medical School that share resources, expertise, and develops and promotes common opportunities for career development and networking among postdoctoral scholars. This integrated model maximizes opportunities for synergy within this large research institution and across the Harvard community fostering a rich and vibrant environment for postdoctoral training.

UPPDA Data and Dine: Promoting the Professional Growth of Postdocs at the University of Pittsburgh

Lei Hong, PhD, Brian Reese, PhD, Richard Bodnar, PhD, Kenosha Hobson, PhD, Natacha De Genna, PhD*

University of Pittsburgh, Pittsburgh, Pennsylvania

The University of Pittsburgh Postdoctoral Association (UPPDA) has represented the diverse community of roughly 700 postdoctoral fellows at the University of Pittsburgh (Pitt) since its establishment in 2002. An elected Executive Board governs the UPPDA, and acts as a liaison between Pitt postdocs and the administration. The UPPDA has sought to enhance the professional growth and mentor-mentee relationships of all postdocs at Pitt through programs sponsored by the Office of Academic Career Development (OACD) and the Office of International Services (OIS). This year, the UPPDA will host the second annual Data and Dine Symposium, with the support of the OACD, the Office of the Provost, the Dean of the School of Medicine and the Dean of the School of Public Health. The Data and Dine Symposium was designed to help promote interaction among postdoctoral fellows and faculty from diverse departments across the university. The symposium begins with a poster session over cocktails and live music, which provides postdocs with the opportunity to showcase their research and establish new collaborations within the University. The poster session is followed by a dinner with postdocs, faculty mentors and administrators interested in postdoctoral development at Pitt. Speakers from both the main university campus and the medical school address the issues and challenges currently facing postdocs during this dinner. Moreover, the UPPDA presents awards to a Postdoctoral Alumnus and a Postdoctoral Advocate to recognize the outstanding contributions that they have made to postdoctoral success at Pitt.

PDA and PDAO Working Together to Make a Difference for Postdocs At and Beyond the Bench

Brenda C. Timmons, PhD, Anna-Marie Fairhurst, PhD, University of Texas Southwestern Medical Center, Dallas*

Two years ago, the UT Southwestern (UTSW) Graduate School (SGS) office decided that although their 500 plus postdocs were getting outstanding training at the bench, they were lacking the training “beyond the bench” that could really help their future careers. Therefore, the SGS office supported

the formation of a PDA in April 2005 and created the postdoctoral affairs office (PDAO) in April of the following year. One of the most significant changes affecting postdocs has been the continuing development of the postdoctoral certificate training program. All postdocs are now registered as students which gives them benefits such as access to on campus health services, free use of the recreational facilities at the student center, and cheaper parking rates. The training program is broken down into two certificate programs. For the first certificate, postdocs must attend ethics classes, present to peers in an open and public forum and attend one career development class. Optional electives are offered, but not required. Once postdocs have completed the initial training certificate they can choose to take one of four certificates (Advanced Research, Technology, Chemistry, or Educational techniques), depending on their career goals. The creation of the PDA has given the postdocs a powerful voice at UTSW and a direct line to the administration. The partnership of the PDA and PDAO has been a great success over the last couple of years. Together they have fought for and achieved a number of accomplishments including an increase in the minimum salary, implementing IDPs, postdoc orientation, a published postdoc handbook, a very successful Annual Postdoctoral Symposium, and a retirement plan that better suits the postdoc needs.

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National Organization of Gay and Lesbian Scientists and Technical Professionals
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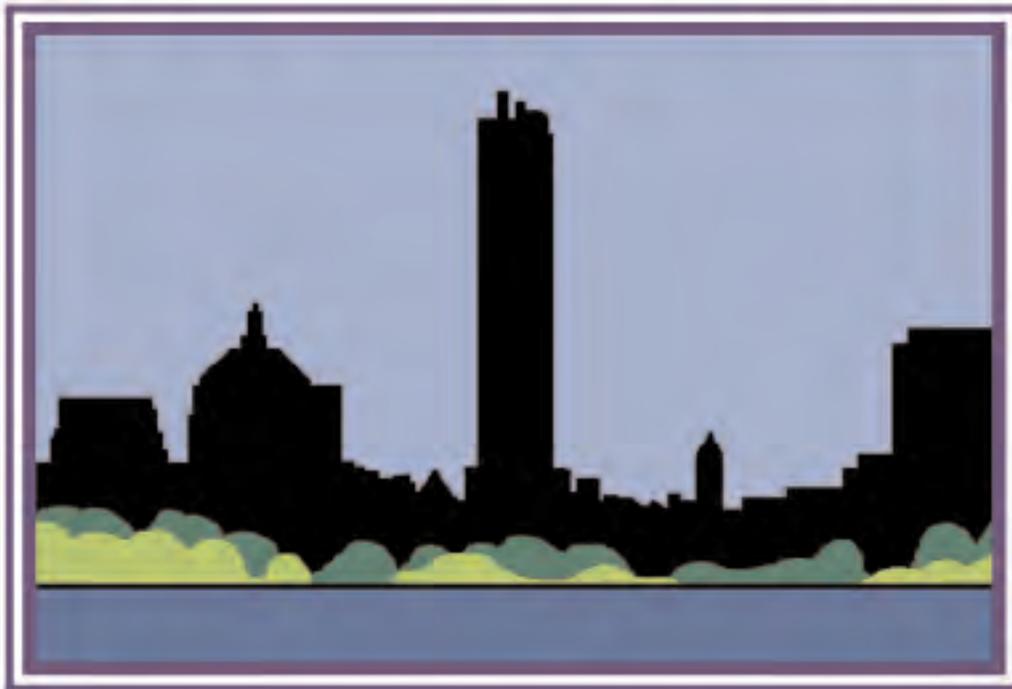


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