March 25-27, 2011
Bethesda, MD

Networking • Sharing • Creativity • Innovation
Where the Postdoctoral Community Comes Together
## NPA 9th Annual Meeting Agenda-at-a-Glance*

*Subject to Change *At the Natcher Conference Center Unless Otherwise Noted

### Friday, March 25, 2011

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<tr>
<th>Time</th>
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<tr>
<td>7:00 a.m. – 8:30 a.m.</td>
<td>New Attendees' Registration &amp; Breakfast</td>
<td>Hyatt-Cabinet/Judiciary Suites</td>
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<tr>
<td>8:00 a.m. – 5:00 p.m.</td>
<td>Registration</td>
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</tr>
<tr>
<td>8:00 a.m. – 9:00 a.m.</td>
<td>Continental Breakfast &amp; Networking</td>
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<tr>
<td>9:00 a.m. – 10:00 a.m.</td>
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<td>Auditorium</td>
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<tr>
<td>10:00 a.m. – 10:30 a.m.</td>
<td>Coffee Break</td>
<td>Lower Level</td>
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<tr>
<td>10:30 a.m. – 12:00 p.m.</td>
<td>NPA Innovation in Action Session I</td>
<td>Balcony A &amp; B: PDOs</td>
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<td>12:00 a.m. – 1:00 p.m.</td>
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<tr>
<td>12:00 p.m. – 1:15 p.m.</td>
<td>Committee &amp; Officer Poster Session</td>
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<td>1:15 p.m. – 2:45 p.m.</td>
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<td>3:00 p.m. – 4:00 p.m.</td>
<td>Plenary Session: The Future of Postdoctoral Training</td>
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<td>4:00 p.m. – 4:15 p.m.</td>
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<td>Conf. A, C, E, F, &amp; G</td>
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<tr>
<td>8:00 a.m. – 9:00 a.m.</td>
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<td>9:00 a.m. – 10:30 a.m.</td>
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<td>Keynote Address: Kei Koizumi (OSTP)</td>
<td>Auditorium</td>
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<tr>
<td>12:00 p.m. – 1:00 p.m.</td>
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<td>8:30 a.m. – 9:00 a.m.</td>
<td>Continental Breakfast &amp; Networking</td>
<td>Lower Level</td>
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<tr>
<td>9:00 a.m. – 10:30 a.m.</td>
<td>Concurrent Workshops IV</td>
<td>Auditorium</td>
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<tr>
<td>10:45 a.m. – 11:45 a.m.</td>
<td>Keynote Address: Kei Koizumi (OSTP)</td>
<td>Auditorium</td>
</tr>
<tr>
<td>11:45 a.m. – 12:00 p.m.</td>
<td>Break</td>
<td>Lower Level</td>
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<td>Closing Plenary Session: NPA Town Hall</td>
<td>Auditorium</td>
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Get a Career Plan that Works.

An exceptional career requires insightful planning and management. That’s where Science Careers comes in. From job search to career enhancement, Science Careers has the tools and resources to help you achieve your goals. Get yourself on the right track today and get a real career plan that works. Visit ScienceCareers.org.
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For over 15 years, the benefits professionals of Garnett-Powers & Associates, Inc. (GPA) have been creating and administering comprehensive postdoc and graduate student benefit programs for research institutions and universities throughout the United States. Specializing in the design and implementation of benefit plans that satisfy the unique requirements of both the postdoctoral scholar community and campus administration, GPA offers a full-service resource to the higher education community.

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- Voluntary benefit plans
- Online paperless enrollment for all benefits
- Eligibility, billing and payroll administration
- Appointment tracking
- Visiting scholar plans
- J1 Visa medical evacuation and repatriation coverage

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GPA is proud of their strategic alliance with the National Postdoctoral Association, sharing the goal of improving and enhancing the postdoctoral experience through providing benefits that meet the unique requirements of the postdoc and his/her family.

For more information, please contact Steve Johnson, Vice President of University Services at 1-800-254-9210.
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*Please thank the organizations that have supported the Annual Meeting.*

Join us in 2012 for the 10th Annual Meeting, March 16-18, in San Francisco!
The 9th Annual Meeting of the National Postdoctoral Association is hosted by

The National Institutes of Health (NIH) Office of Intramural Training & Education (OITE)

Bethesda, MD

Special Thanks to

Sharon Milgram
Director, OITE

Lori M. Conlan
Director, OITE Office of Postdoctoral Services
Welcome to the NPA 9th Annual Meeting

On behalf of the leadership of the NPA, I would like to welcome you to the 9th Annual Meeting of the National Postdoctoral Association. We are extremely grateful to the National Institutes of Health (NIH) Office of Intramural Training and Education (OITE) for hosting this meeting and to all of our sponsors and participants for their support.

Since we last convened in Philadelphia, the Board of Directors, Officers, and Committees of the Membership (along with our tireless Executive Director) have been extremely busy making strides to advance the quality of the postdoctoral experience. Leading this charge to the future are the Committees of the Membership: the Advocacy Committee, the Meetings Committee, the Outreach Committee, and the Resource Development Committee, and the International and Diversity Officers. Each plays their part to round out the functional arm of the NPA.

Don’t forget – the NPA is a volunteer-based organization. The Board of Directors, Committee Leaders, and Officers all generously donate their time to keep the NPA running. We are always looking for new, talented people to join us from all disciplines to share their ideas, thoughts and passion in continuing the mission of the NPA. Please consider getting involved – even one hour a month can have a real effect on change for postdoctoral fellows nationwide.

Finally, we’d like to thank you for participating in this 9th Annual Meeting. We’re confident that you will benefit from the exciting program of events, and look forward to a vibrant and constructive discussion and exchange of ideas with you. It’s your passion that makes the NPA a thriving and growing non-profit dedicated to the advancement of the postdoctoral experience.

Cheers,

Zoë Fonseca-Kelly
Chair, NPA Board of Directors

On behalf of the Meetings Committee and the National Postdoctoral Association, welcome to the 2011 NPA meeting at the National Institutes of Health campus in Bethesda!

The 2011 Meetings Committee has worked extremely hard to put together an exciting and novel program for the Annual Meeting, which we hope will foster innovation, networking, and collaboration among the attendees.

The Innovation in Action sessions bring together all attendees in small group discussion and learning environments, in order to foster innovation, networking and collaboration, as well as the sharing of ideas and best practices. Meeting attendees will have numerous other opportunities to get to know one another, to build partnerships and friendships, and to establish collaborations. The workshop and educational content of the Annual Meeting has been specifically selected to encourage and foster innovation, networking, and collaboration among attendees, as well as the free exchange of ideas in the sessions themselves. We hope that these opportunities throughout the weekend will be beneficial to meeting attendees – and that next year, in 2012, you will be the ones presenting your success stories at the NPA!

We hope that you take advantage of all the opportunities to innovate, network, and collaborate at the Annual Meeting, and that you leave us having made new friendships, renewed old ones, and developed new ideas and energy for the continued improvement of the postdoctoral experience.

Looking forward to meeting you while you’re at the Annual Meeting!

Best wishes,

Mahadeo A. Sukhai
Meetings Committee Chair

Uzma Alam
Meetings Committee Vice-Chair
AGENDA

Friday, March 25, 2011

Unless noted otherwise, sessions take place on the National Institutes of Health campus, in the Natcher Conference Center (NCC), 45 Center Drive, Bethesda, MD.

7:00 a.m. - 7:30 a.m.
New Attendees' Registration
(for those who responded when registering)
Hyatt Regency Bethesda (One Bethesda Metro Center Bethesda, MD), Cabinet/Judiciary Suites

7:30 a.m. – 8:30 a.m
New Attendees' Breakfast: Orientation & Overview of Membership Committees
Hyatt Regency Bethesda, Cabinet/Judiciary Suites

Sam Castañeda, B.A., Director, Visiting Scholar and Postdoc Affairs (VSPA) Program, University of California, Berkeley, and Member, NPA Advisory Council

This session provides an opportunity for first-time participants at the NPA Annual Meeting to learn about the NPA's mission, values, objectives, and accomplishments. NPA Board Members and leaders of the Committees of the Membership will be on hand to greet new attendees.

8:00 a.m. – 5:00 p.m.
Check-In and On-Site Registration
NCC Lower Level

8:00 a.m. – 9:00 a.m.
Networking and Continental Breakfast
NCC Lower Level

9:00 a.m. – 10:00 a.m.
Opening Session
NCC Auditorium

Welcome, Overview, and Chair's Presentation
Mahadeo Sukhai, Ph.D., Chair; NPA Meetings Committee; Zoë Fonseca-Kelly, Ph.D., Chair, NPA Board of Directors

Presentation of the 2011 Ewing Marion Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards
Sandra Miller, Director in Kauffman Labs for Enterprise Creation

10:00 a.m. – 10:30 a.m.
Committees of the Membership Meet and Greet
NCC Conference Rooms A, C, F, & G
Coffee served in the Lower Level

10:30 a.m. – 12:00 p.m.
Innovation Session I
NCC Balcony A & B: Postdoc Office Directors & Staff
NCC Conference Rooms A, E, & G: Postdocs and Postdoc Association (PDA) representatives

MODERATORS: Leslie Beckman, Coordinator of Special Programs, Office of Postdoctoral Affairs, The University of Texas Health Science Center at Houston; Sanjukta Chakraborty, Ph.D., Postdoctoral Research Fellow, Texas A&M Health Science Center; Philip S. Clifford, Ph.D., Professor of Anesthesiology & Physiology, Associate Dean, Graduate School of Biomedical Sciences, Office of Postdoctoral Education, Medical College of Wisconsin and Member, NPA Advisory Council; Garth Fowler, Ph.D., Assistant Chair, Neurobiology and Physiology Department, and Director, Career Development for the Center for Sleep and Circadian Biology, Northwestern University, and Vice Chair, NPA Board of Directors; and Schaun Korff, Ph.D., Postdoctoral Fellow, Department of Genetics, St. Jude Children’s Research Hospital, and Chair-Elect, NPA Meetings Committee

A hallmark of NPA Annual Meetings is sharing ideas, problems, and solutions with colleagues. The Innovation in Action sessions are intended to facilitate the free flow of information and encourage professional networking among all participants. Session 1 will be a “NOW” discussion. Each participant will provide their name, organization, and what they hope to get out of the meeting. This format will provide an opportunity at the start of the meeting for participants to identify common concerns and to make new connections with colleagues.

12:00 p.m. – 1:15 p.m.
Committee and Officer Poster Session
NCC Atrium

Networking Lunch
Box lunches will be available on the NCC Lower Level.
Sponsored by Novartis Institutes for BioMedical Research (NIBR)

Attendees are invited to meet the Committee Leaders and Officers at the Committees Poster Session. Learn more about the efforts of the NPA Committees of the Membership, including the Advocacy Committee, the Meetings Committee, the Outreach Committee, and the Resource Development Committee, and the International and Diversity Officers.

Be sure to sign up for the evening dine-around at the registration table in the Lower Level by 1:15 p.m.

1:15 p.m. – 2:45 p.m.
Concurrent Workshop Session I

Please note the following intended audience abbreviations: individual postdoctoral scholar, IP; postdoctoral association, PDA; and postdoctoral office, PDO.
Leadership Skills for Postdoctoral Office Directors  
NCC Balcony A  
Intended Audience: PDO

MODERATORS: Lisa Kozlowski, Ph.D., Associate Dean for Postdoctoral Affairs and Recruitment, Thomas Jefferson University and Nancy Schwartz, Ph.D., Dean for Graduate and Postdoctoral Affairs, University of Chicago

SPEAKER: Kevin Grigsby, M.S.W., D.S.W., Senior Director for Organizational Leadership Development, Association of American Medical Colleges (AAMC)

Postdoctoral office administrators and directors run offices that might be staffed by only one person or may include several people. Postdoc office leaders sit at a nexus between the postdoc community, faculty, and the institution. They work with and counsel individual postdoctoral fellows as well as work closely with their postdoctoral association (PDA) and may need to cultivate PDA leaders. They also work with a wide range of university personnel, departments, and offices at all hierarchical levels each day. Thus, leadership skills are critical for these postdoc office leaders; unfortunately they may not be getting the training that they need to be effective in all realms. During this interactive session, participants will explore the essential tools for leaders and take home strategies and approaches that can be applied at their institution.

Leadership Skills for Postdocs  
NCC Balcony C  
(Intended Audience: IP)

Sharon Milgram, Ph.D., Director of the Office of Intramural Training and Education, National Institutes of Health (NIH)

Building leadership skills is important to ensure that you are successful as you build your career. This session will explore power, who has it, who needs it, and how you can manage it. Power can be used to build yourself as a leader, even if you are not the boss. We will discuss power in various scenarios, including work environments, postdoc associations and others.

Legal Seminar for International Postdocs  
NCC Balcony B  
(Intended Audience: IP)

Brendan Delaney, Esq., and Adam S. Frank, Esq., Leavy, Frank & Delaney, LLC

This workshop will address visa issues including relevant temporary visa issues and a discussion of permanent residence options for postdocs. This informational session will be followed by Q&As and leads on from the Legal Seminar Series that Leavy, Frank, and Delaney, LLC have been undertaking with the NPA.

From Postdoc to Startup: The Skills that Make a Successful Entrepreneur  
NCC Conference Room F  
(Intended Audience: IP)

MODERATOR: Sandra Miller, Director, Advancing Innovation, The Kauffman Foundation

SPEAKERS: The 2011 Outstanding Postdoctoral Entrepreneur, Noah Weisleder, Ph.D., Chief Scientific Officer, TRIM-edicine, Inc., and the 2011 Emerging Postdoctoral Entrepreneur, Jason K. Holt, Ph.D., Founder and Chief Technology Officer, NanOasis Technologies, Inc.

Entrepreneurship through commercialization of research is a viable career option for scientists. Postdoctoral researchers are at the forefront of new discoveries, but few have an opportunity to develop the entrepreneurial skills necessary to move their innovations from the lab to the market. Sandy Miller, director in Kauffman Labs for Enterprise Creation, along with the 2011 recipients of the Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards, will share their insights on the knowledge and skills that are needed and tips for acquiring them. They will discuss such topics as technology transfer, intellectual property rights, patent writing, and more. This workshop will be invaluable to postdocs, faculty, and postdoc administrators alike, providing a basis for examining the intimidating but exciting career option of entrepreneurship.

Conflict Management and Group Dynamics  
NCC Conference Room E  
(Intended Audience: All)

Sibby Anderson-Thomkins, Ph.D., Director of Postdoctoral Affairs, Vice Chancellor’s Office for Research and Economic Development at The University of North Carolina at Chapel Hill, and Karen Peterson, Ph.D., Scientific Ombudsman and Director, Office of Scientific Career Development at Fred Hutchinson Cancer Research Center

Conflict management is a skill that is valuable to all people in the workforce. However, most of us are not equipped with tools to handle conflicts in an effective manner. When it comes to handling conflicts with diverse populations many of us are not sure how to approach the situation. The goal of this workshop is to have an open and honest discussion of conflict management specifically as it relates to diverse populations (women, underrepresented minorities, internationals, LGBT communities, and people with disabilities). This workshop is aimed at the general population and not just members of diverse populations because we all need to understand these issues in order to foster a more inclusive work environment where people can resolve conflicts successfully. Conference participants will have a greater sense of issues affecting diverse individuals and tools to resolve and manage conflicts.
2:45 p.m. – 3:00 p.m.  
Break  
Refreshments served in the NCC Lower Level.

3:00 p.m. – 4:00 p.m.  
Plenary Session I: The Future of Postdoctoral Training  
NCC Auditorium

PANELISTS: James H. Lightbourne, Ph.D., Director, Division of Graduate Education and Director and Division of Human Resource Development, National Science Foundation (NSF); Sharon Milgram, Ph.D., Director of the NIH Office of Intramural Training and Education; and Rodney Ulane, Ph.D., NIH Research Training Officer and Director, Division of Scientific Programs, Office of Extramural Programs, Office of Extramural Research (OER).

As the NPA approaches its 10-year anniversary in 2012, the NPA leaders are increasingly looking toward the future for new and emerging trends related to postdoctoral fellowships. What can postdocs, mentors and administrators expect 5, 10 or 15 years down the line? How will this change the way we work, live and grow in our careers? This distinguished panel will address these and other issues.

4:00 p.m. - 4:15 p.m.  
Break

4:15 p.m. – 5:15 p.m.  
Innovation in Action Session II  
NCC Conference Room E: Theme 1  
NCC Conference Rooms A & F: Theme 2  
NCC Conference Rooms C & G: Theme 3

MODERATORS: Mary B. Bradley, Director of the Office of Post Graduate Affairs, Division of Biology & Biomedical Sciences, Washington University in St. Louis; Philip Clifford, Ph.D.; Schaun Korff; Tuba Sural, Ph.D., Postdoctoral Scholar, University of Chicago; and Lorraine Tracey, Ph.D., Postdoctoral Research Associate, Department of Surgery, St. Jude Children’s Research Hospital, and member, NPA Board of Directors.

This session will continue the sharing of ideas, problems, and solutions among participants. Theme 1 will address “Best Practices to Make Your PDO/PDA Thrive.” Theme 2 will discuss “What Postdocs Need.” Theme 3 will focus on “Getting Money In and Word Out!” Participants will gather in small groups, and halfway through the session, participants will switch groups to discuss a second topic of their choice. This format is designed to maximize dialogue and discussion among participants.

6:00 p.m. – 7:30 p.m.  
Opening Reception  
Hyatt Regency Bethesda, Haverford/Baccarat Ballroom

Featuring the annual raffle that supports travel awards; raffle prizes will include signed items from Nobel Laureates Peter C. Doherty, Harold Varmus, Eric Wieschaus, and Thomas Cech, and author Rebecca Skloot.

8:00 p.m.  
Optional Dine-Around  
Sign up at the registration table by 1:15 p.m. Groups will meet in the lobby of the Hyatt Regency.

Please choose your room based on the topics being discussed in each room.

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Special Announcement

Thanks to the generosity of Garnett-Powers & Associates, Inc., the National Postdoctoral Association (NPA) will recognize exceptional mentoring of postdoctoral scholars by conferring

The NPA Garnett-Powers National Outstanding Mentor Award

at its 10th Annual Meeting  

The recipient will receive a plaque, an honorarium of $500, complimentary registration to the meeting, and a $1,000 travel stipend.

The Call for Nominations is expected to open in July 2012. Details to be announced.
AGENDA

Saturday, March 26, 2011

8:00 a.m. - 5:00 p.m.
Check-In and On-site Registration
NCC Lower Level

8:00 a.m. – 9:00 a.m.
Networking and Continental Breakfast
NCC Lower Level

8:00 a.m. – 9:00 a.m.
NPA Board/Advisory Council/Committee Leadership
Joint Closed Session
NCC Delegate Room D

The NPA Board of Directors, Chairs and Vice Chairs of the Committees of the Membership, the Diversity and International Officers, and the NPA Advisory Council will gather to discuss the future direction of the NPA. This session is closed to other attendees.

9:00 a.m. – 10:30 a.m.
Concurrent Workshop Session II
Please note the following intended audience abbreviations:
individual postdoctoral scholar, IP; postdoctoral association, PDA; and postdoctoral office, PDO.

NPA ADVANCE-PAID: Facilitating the Advancement of Postdoc Women at Your Institution
NCC Conference Room F
Intended Audience: PDO

MODERATOR: Jesse DeAro, Ph.D., Program Director, National Science Foundation

SPEAKERS: Kathleen Flint Ehm, Ph.D., NPA Project Manager; Cathee Johnson Phillips, M.A., NPA Executive Director and NPA ADVANCE Principal Investigator; and Jan Rinehart, M.S., Executive Director, Rice University ADVANCE program

This workshop will provide an overview of the key challenges for postdoc women and an introduction to some promising practices for assisting these women to advance in the academic career pipeline. Participants will engage in discussion of how these practices can be adapted to a range of institutional types and cultures.

Institutions can support their postdocs by fostering effective mentoring and career development and providing family-friendly assistance, such as explicit parental leave policies, childcare assistance, and resources for postdocs in “dual-career” couples. Additional institutional strategies can include leveraging federal guidelines and policies, such as the family-friendly assistance available through funding agencies like the NIH and the NSF. The recent application of Title IX to women in science is another potential tool that will be presented.

NPA ADVANCE is supported by the NSF under Grant No. 0819994. Any opinions, findings, and conclusions or recommendations expressed in these materials and activities are those of the author(s) and do not necessarily reflect the views of the NSF.

Alumni Databases and Exit Surveys
NCC Balcony C
Intended Audience: PDO

Lori M. Conlan, Ph.D., Director, Office of Postdoctoral Services, NIH Office of Intramural Training & Education

Postdoctoral offices are asked by postdocs, faculty, administration and granting agencies: “Where do your postdocs go?” This workshop will explore some solutions to tracking postdocs once they leave the institution, and discuss exit interviews as a tool for assessing the success of training programs.

Marketing for Scientists
NCC Balcony B
Intended Audience: IP and PDO

Stella Kafka, NASA Astrobiology Institute (NAI) Fellow at the Carnegie Institution of Washington; Marc Kuchner, Ph.D., NASA Goddard Space Flight Center; and Amil Patel, Research Engineer at NASA Goddard Space Flight Center

Most postdocs these days know all too well of the need to market themselves. These days only 25% of postdocs find permanent jobs in academia; and the success rate for NSF grants to new investigators is only 15%. But the word “marketing” often seems to be anathema to more established scholars. This workshop aims to remove the stigma from this term by introducing postdocs to the fundamental principles of marketing that matter most to them. It uses examples like Steve Jobs, George Lucas, and President Barak Obama to show that marketing can be a positive, even healing force in the right hands. And it teaches postdocs how to get their ideas across vividly, while maintaining their integrity and developing the outstanding reputations they need to succeed.

Scientific Teaching and Active Learning in Undergraduate Science
NCC Conference Room E
Intended Audience: IP

Diane Ebert-May, Ph.D., Professor, Plant Biology Department, Michigan State University; Ariana Sutton-Grier, Ph.D., AAS Science and Technology Policy Fellow hosted by the National Oceanic and Atmospheric Administration, Office of Habitat Conservation; and Alison Roark, Ph.D., Assistant Professor, Biology Department, Hood College
This workshop is designed for postdoctoral researchers to learn about and practice active, inquiry-based teaching and assessment in undergraduate science courses. The presenters especially want to help prepare future faculty for the teaching dimension of their careers. The workshop is influenced by national reports calling for the reform of undergraduate STEM education and is based on current research on how students learn and how assessment drives student learning. The workshop will focus on teaching in both large and small enrollment science courses. The postdocs will actively learn (by doing) the hows and whys to (1) actively engage students in learning in classroom and laboratory environments; (2) use cooperative learning; (3) use backward design to develop a class/course; (4) use assessment data to drive instruction; and (5) use technology-based tools to help improve learning. The workshop also will deal with the realities of time, student course evaluations, faculty evaluations, and establishment of networks for intellectual and practical support in teaching. Participants should be inspired to teach science as it is practiced, and be prepared to find existing or request new workshops on teaching and learning at their home institution.

PDA Sustainability
NCC Balcony A
Intended Audience: PDA & IP

MODERATOR: Shawn P. Mullen, Ph.D., Deputy Director, Postdoctoral Services, NIH Office of Intramural Training and Education

Keeping a postdoc association going takes work. Here, long-running associations will discuss how they have kept their programs going. This interactive session will offer the opportunity to discuss trials and tribulations and find solutions to the long term success of a PDA.

10:30 a.m. - 10:45 a.m.
Break
Coffee served in the NCC Lower Level

10:45 a.m. – 12:15 p.m.
Concurrent Workshop Session III
Please note the following intended audience abbreviations: individual postdoctoral scholar, IP; postdoctoral association, PDA; and postdoctoral office, PDO.

Education 2011: A Guide to Pedagogy, Technology and Educational Assessment
NCC Conference Room F
Intended Audience: PDO

Drew E. Kohlhorst, Ph.D., Faculty Institutes for Reforming Science Teaching (FIRST) Postdoctoral Research Fellow and Howard Hughes Medical Institute (HHMI) Curriculum Development Fellow, Emory University, and Darlene Mitrano, Ph.D., Jennifer Wilhelm, Ph.D., Katie Wilkinson, Ph.D., and Kristy Wilson, Ph.D., FIRST Postdoctoral Research Fellows at Emory

This teaching workshop will help PDOs and PDAs to design and implement instructional teaching workshops at their host institutions. The workshop will cover the following three core areas of teaching: Pedagogy, Instructional Technology, and Educational Assessment, all within the context of Workshop Implementation at host institutions with differing resources. PDO administrators are constantly looking for new workshop ideas and resources they can bring to their host intuitions. This teaching workshop will supply administrators not only with the resources they need to make their programs better but with a larger network of teaching professionals upon which to call. To ensure successful host institution implementation of teaching workshops, this workshop will provide teaching-specific resource packets and other helpful materials (such as lists of online resources, books, and workshops that administrators can provide to postdocs). This workshop may also be of great interest to individual attendees as highly-competitive applicants in academic positions often require teaching and assessment experience. The presenters intend for the workshop to be hands-on at every level and will have audience members practice the presented topics to allow for further skills retention.

Using Social Media to Build Relationships and Market Your Programs Effectively
NCC Conference Room A
Intended Audience: PDO & PDA

Melanie V. Sinche, NCC, M.Ed., M.A., Director, Office of Postdoctoral Affairs, Harvard University

“Like me, friend me”...do social media outlets really work to reach postdocs? And if they do, how can PDOs and PDAs possibly fit MORE reading/writing/marketing/whatever into their already packed workday?

This workshop will endeavor to help workshop participants understand the potential of social media to engage their target audience and build stronger relationships over time. Drawing from strategies developed by Holland-Mark, an advertising firm specializing in social media, and applying them in a scientific research setting, the presenter will assist participants in learning what postdocs want and how to make desired content more accessible to them.

Preparing Academic Scientists for Careers in Industry
NCC Conference Room E
Intended Audience: IP

Randall Ribaudo, Ph.D., Co-founder, CEO, Human Workflows, LLC and SciPhD.com; Todd Pihl, Ph.D., Co-founder, CTO, Human Workflows, LLC and SciPhD.com; Larry Petcovic, VP Communications, Human Workflows, LLC and Co-founder, SciPhD.com

The shift in available jobs from academia to industry requires a recognition that skills that businesses value go beyond the traditional scientific/technical competencies. The ability to work in cross-matrixed environments, demonstrate
solid tactical and strategic thinking, ability to delegate, communicate and understand basic concepts of project management are common prerequisites for jobs in industry. Although these skills are not typically emphasized during academic training, many research activities do in fact map to these competencies. Having an awareness of one's skills and an ability to express those skills in business terms valued by industry hiring managers provides a significant competitive advantage in promoting a career.

This training workshop introduces 24 business competencies valued in industry, relates them to postdoc research experiences, and demonstrates how to identify those competencies when reviewing job advertisements. A companion online self assessment provides a measure of the individual's competencies in these same areas which can be used in preparing cover letters, targeted resumes, preparing for interviews, and for short- and long-term career planning. Additionally, understanding the social context of these competencies, and how they relate to each other provides foundations for not just obtaining industry jobs, but for excelling and succeeding in an industry career.

Balancing Work/Family Responsibilities
NCC Balcony B
Intended Audience: All

Donna J. Dean, Ph.D, Past President, Association for Women in Science (AWIS), and Cynthia Simpson, M.Ed, Director, Programs and External Relations, AWIS

The Association for Women in Science (AWIS) received a three-year grant to develop and facilitate a program on work/life satisfaction to give women in STEM the tools they need to achieve success. Their program has helped women to: examine how their choices impact work/life satisfaction and identify changes that have the biggest impact on personal/professional satisfaction; see personal challenges and opportunities from a fresh perspective; recognize the critical importance of recovering from stressors to stay motivated; understand how incongruence between values and actions can drain energy; and identify and create a plan to eliminate their personal and professional energy drains.

At the beginning of the project, AWIS conducted a content planning survey to aid in the development and content of our program. AWIS received 409 responses, for a response rate of 14.6%. From that survey, three interesting results emerged to inform our program development: 68% of respondents reported that work/life satisfaction issues had an impact on child-bearing decisions; 70% of respondents reported not taking advantage or not having access to work/life resources; and 50% of respondents would prefer home/self-study/on-line program.

Key aspects of the AWIS Work-Life Satisfaction Project have incorporated the following elements: online resources; a workbook; Webinars to support on-going learning; and on-going mentoring support.

12:15 p.m. – 1:15 p.m.
Buffet Luncheon
NCC Cafeteria & Lobby
Sponsored by Garnett-Powers & Associates, Inc.

The buffet line will be located in the NCC lobby (the entrance opposite the entrance from the NIH Gateway Center), and seating will be available in the cafeteria, lobby, outside (on picnic tables), and, if needed, in Conference Rooms E and F.

Be sure to sign up for the evening dine-around at the registration table in the Lower Level by 1:15 p.m.

1:15 p.m. – 2:15 p.m.
Plenary Session II: The NPA Core Competencies
NCC Auditorium

MODERATOR: Nancy Schwartz, Ph.D., Dean for Graduate and Postdoctoral Affairs, University of Chicago

SPEAKERS: Keith Micoli, Ph.D., Postdoctoral Program Manager, NYU School of Medicine, Sackler Institute of Graduate Biomedical Sciences, and Jennifer Hobin, Ph.D., Senior Science Policy Analyst, Office of Public Affairs, Federation of American Societies for Experimental Biology

Curious about the NPA Core Competencies? Have you or your institution used them to facilitate professional development? Two years in the making, the NPA Core Competencies were designed to provide guidance for postdoctoral researchers seeking professional development opportunities and for the institutions providing these opportunities. After a review of the competencies and a short panel discussion, audience members will be invited to talk about ways in which they have made use of the competencies, to ask questions, and to share other comments.

2:15 p.m. – 2:35 p.m
Presentation of the 2011 Distiguished Service Awards
Immediately following Plenary Session II in the NCC Auditorium

The 2011 Distinguished Service Awards will be presented to Science Careers and the Gladstone Institutes for their exemplary service to the postdoctoral community. Jim Austin, Ph.D., editor of Science Careers, and Robert W. Mahley, M.D., Ph.D., founding president and president emeritus of Gladstone, will accept the awards on behalf of their organizations.

2:35 p.m. - 2:45 p.m.
Break
Refreshments served on the Lower Level

2:45 p.m. – 4:15 p.m.
Poster Presentations and Judging
NCC Atrium
AGENDA

Please submit questions for the NPA Town Hall Plenary at the registration table by 4 p.m.

4:15 p.m. – 5:30 p.m.
Innovation in Action Session III
NCC Conference Rooms A, C, E, & G
Please proceed to the conference room of your choice.

MODERATORS: Philip S. Clifford, Ph.D.; Garth Fowler, Ph.D.; Schaun Korff, Ph.D.; and Molly Starback, Founding Director, Duke University Office of Postdoctoral Services

The theme of the third session is training. How can institutions most effectively provide training to postdoctoral fellows in non-laboratory skills that are important for their professional development? What role can the NPA Core Competencies play in this training? During this session emphasis will be placed on professional skills, teaching skills, and how to gain industry-related experience. Participants should be ready to share their success stories about what they have accomplished at their institutions.

7:00 p.m.
Optional Dine-Around
Sign up at the registration table by 1:15 p.m. Groups will meet in the lobby of the Hyatt Regency.

Sunday, March 27, 2011

Postdoc-Fellows (paid stipends through the university) and Postdoc-Paid Directs (paid directly by an outside agency). Contract negotiations began in February 2009 and ended July 31, 2010. Postdocs ratified the contract on August 11, 2010. This event has implications for other major universities with large postdoc populations, since unions are advocating for the federal “Employee Free Choice Act,” better known as the “Card Check” bill.

Please note:
The inclusion of this workshop is for educational purposes only. The NPA maintains a neutral stance on unionization, as follows: The NPA is a professional association whose mission is to advance the U.S. research enterprise by enhancing the quality of the postdoctoral experience. The NPA is a 501(c)(3) charitable tax-exempt organization, supported primarily through grants and other charitable contributions. The educational and scientific purposes of the NPA, under 501(c)(3) rules, preclude the NPA from supporting or opposing the unionization of postdocs, as well as from providing representation for postdoctoral employees wishing to engage in collective bargaining activities with their employers.

Policies Impacting Postdoc Hiring and Diversity
NCC Conference Room E
Intended Audience: PDO & IP

MODERATOR: Alberto I. Roca, Ph.D., Diversity Consultant, MinorityPostdoc.org

SPEAKERS: Judith Berman, Ph.D., Associate Director, Research Development Office, The University of Western Australia; Carl W. Jackson, Ph.D. Associate Director of Academic Programs, St. Jude Children’s Research Hospital; Jamie Lewis Keith, Vice President and General Counsel, University of Florida; Edward Krug, Ph.D., Assistant Dean for Postdoctoral Affairs, Medical University of South Carolina; Roland Owens, Ph.D., Assistant Director of the NIH Office of

8:00 a.m. – 9:00 a.m.
Networking and Continental Breakfast
NCC Lower Level

9:00 a.m. – 10:30 a.m.
Concurrent Workshop Session IV
Please note the following intended audience abbreviations: individual postdoctoral scholar, IP; postdoctoral association, PDA; and postdoctoral office, PDO.

The PDO Perspective of Postdoc Unionization at the University of California (UC)
NCC Auditorium
Intended Audience: PDO

Sam Castañeda, B.A., Director, Visiting Scholar and Postdoc Affairs Program, University of California at Berkeley; Christine D. Des Jarlais, Ed.D., Assistant Dean, Postdoctoral Affairs and Graduate Outreach, University of California at San Francisco; and Jennifer M. Oh, B.A., Director, Postdoctoral and Visiting Scholar Affairs, University of California at San Diego

Union membership in the United States has steadily declined over the past three decades, but in California there have been gains. The reason for the gains may be because a 2005 California law allowed representation through a card-check process. The process permits a union to win representation if they obtain 50%+1 signed cards of the group they wish to represent, thus bypassing an election. In January 2008, the United Auto Workers (UAW) reconstituted an organizing campaign that had begun and failed in 2006 to unionize the 6,400 postdocs at all 10 campuses of the University of California (UC). In June 2008, UAW submitted enough signature cards to the California Public Employment Relations Board (PERB), that in November, 2008, PERB certified UAW as the exclusive representative for all UC postdocs. The bargaining unit includes Postdoc-Employees (paid from research grants through the payroll system),
Intramural Research, NIH Office of Intramural Research; and Elba Serrano, Ph.D., Professor, New Mexico State University

Postdocs are the invisible university that drives scholarly innovation. Postdocs are also the talent pool from which many professional positions are recruited. However, entry into the postdoc stage is fraught with pitfalls as there are no strict standards for recruiting. The postdoc-institution relationship can range from a temporary student status to that of a stable employee. In particular, the most competitive and lucrative postdoctoral training experiences are created by an informal, mutual agreement between the prospective candidate and the advisor thereby circumventing the typical employee recruitment process. This panel presents different models of postdoc recruiting within the context of institution type and policies. For example, can affirmative action ideals and practices be applied to non-advertised postdoc positions to achieve diversity goals? Can lessons be drawn from methods used in other countries as well as from different models for recruiting academic talent?

Advocacy: A Tool for Change
NCC Balcony A
Intended Audience: IP

MODERATOR: Rashada Alexander, Ph.D., AAAS Science and Technology Policy Fellow and Vice Chair of the NPA Advocacy Committee

SPEAKERS: Pamela Bradley, Associate Director for Science Policy, AACR Office of Science Policy & Government Affairs; Avenel Joseph, Legislative Assistant, U.S. House of Representatives; and Jennifer Zeitzer, Director of Legislative Relations Federation of American Societies for Experimental Biology (FASEB)

How does “change” happen? What strategies and tools do people use to work towards the change they want to see? Every day, people advocate to Congress, to academic institutions, to business, and to their local government to better their careers, communities, and personal lives. Given the many issues that affect the postdoctoral experience, a clear understanding of what advocacy is and how it can be done effectively can help postdocs to effect real change in those issues. This requires a working knowledge of Congress, the budget process, who the stakeholders are, and the available resources to those who want to advocate.

This interactive workshop will provide an understanding of: the current challenges for science advocacy, specifically those that pertain to postdocs; how the legislative and U.S. budget processes shape the climate for advocacy; information on other professional and scientific societies that advocate for postdocs; and the tools that participants can use in their own advocacy efforts.

10:30 a.m. – 10:45 a.m.
Break
Coffee served in the Lower Level

10:45 a.m. – 11:45 a.m.
Keynote Address: Research and Development Funding in the 2012 Budget and Science and Technology Policy in the Obama Administration
NCC Auditorium

Kei Koizumi, Assistant Director for Federal Research and Development, the White House Office of Science and Technology Policy (OSTP)

11:45 a.m. – 12:00 p.m.
Break

12:00 p.m. – 1:00 p.m.
Closing Plenary Session: Town Hall Meeting
NCC Auditorium

MODERATORS: Zoë Fonseca-Kelly, Ph.D., Chair, NPA Board of Directors, and Cathee Johnson Phillips, M.A., NPA Executive Director

This open forum will be based primarily on questions submitted by participants at the registration table by 4 p.m. Saturday. The Poster Prize recipients will be announced at the beginning of this plenary. This session concludes the 2011 NPA Annual Meeting. Thanks for participating!
The recipients of the National Postdoctoral Association (NPA) 2011 Distinguished Service Awards (DSAs) are Science Careers and the Gladstone Institutes.

Jim Austin, Ph.D., editor of Science Careers, and Robert W. Mahley, M.D., Ph.D., founding president and president emeritus of Gladstone, are accepting the awards on behalf of their organizations.

Tuba Sural, Ph.D., chair of the DSA Selection Committee, called the two recipients “pioneers” and “trendsetters.” She said, “The long-term commitment of Science Careers to postdocs is evident in the hundreds of articles specifically focusing on postdoctoral training, dating as early as 1995. In fact, Science Careers played a key role in the founding of the NPA. Gladstone’s long-time focus on mentoring and providing excellent benefits for postdocs makes them an ideal institution for a great postdoctoral experience.”

Science Careers is produced by the American Association for the Advancement of Science (AAAS). The mission of Science Careers “supports the AAAS commitment to furthering careers in science and technology, with an emphasis on fostering greater diversity among the scientific community.” Science Careers helps scientists of all disciplines explore and pursue their career paths through its online discussion forum, an extensive list of job openings, Webinars, and a collection of over 5,000 articles. Born as Science’s Next Wave 15 years ago, Science Careers has always supported the postdoctoral community. In 2001 Science Careers launched the Postdoc Network, a Web-based real-world networking effort that led directly to the creation of the NPA via a series of meetings and conferences. Today, there are more than 1,600 articles about or referring to postdocs, and the job board offers a special section for postdoctoral positions. Additionally, since 2004, Science Careers has been conducting surveys of postdocs and principal investigators (PIs) to gather data on the factors that contribute to a successful postdoc experience.

Gladstone is an independent, not-for-profit biomedical research organization dedicated to accelerating the pace of scientific discovery and biomedical innovation to prevent illness and cure patients suffering from cardiovascular disease, neurodegenerative disease, or viral infections. The institute is affiliated with the University of California, San Francisco. Gladstone has promoted postdoctoral work for over 30 years, and has been a leader in implementing higher than average salaries, benefits, and mentoring standards for postdocs. One of the first institutions to create an Office of Postdoctoral Affairs with a dedicated postdoc advisor, Gladstone grants postdocs a salary above the National Institutes of Health (NIH) National Research Service Award (NRSA) stipend scale along with a comprehensive benefits package. A childcare program provides annual monetary support up to $5,000 for postdocs with children. Most recently, the Gladstone Postdoc Association Committee is conducting a survey to assess mentoring quality. The institute leadership will discuss individual survey results with each PI to ensure mentoring standards are met.

About the Award

Each year, the NPA offers a DSA 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, and a formal call for nominations is issued.

Members of the DSA Nominating Committee were: Philip Clifford, Ph.D., Medical College of Wisconsin; Lori Conlan, Ph.D., NIH Office of Intramural Training and Education; Joan Lakoski, Ph.D., University of Pittsburgh Schools of the Health Sciences; and Joel Oppenheim, Ph.D., New York University Medical School.

Members of the DSA Award Selection Committee were: Sural, University of Chicago; Lisa M. Ambrose-Lanci, Ph.D., University of Pennsylvania School of Medicine; Schaun Korf, Ph.D., St. Jude Children’s Research Hospital; CAROLINE Rotondi, Brigham and Women’s Hospital; David Taylor, Ph.D., The Children’s Hospital of Philadelphia; and Daniel Zwilling, Ph.D., Gladstone Institute of Neurological Disease.

Past Recipients

2010  Trevor Penning, Ph.D., Professor of Pharmacology, Biochemistry and Biophysics, University of Pennsylvania
2009  The Alfred P. Sloan Foundation
2008  Shirley Malcom, Ph.D., Director, Education and Human Resources Programs, American Association for the Advancement of Science
2007  Federation of American Societies for Experimental Biology (FASEB)
2006  Laurel L. Haak, Ph.D., Science Director, Discovery Logics
2005  National Academies’ Committee on Science, Engineering and Public Policy
2004  Ruth Kirschstein, M.D., Senior Advisor to the Director, National Institutes of Health
2011 KAUFFMAN FOUNDATION OUTSTANDING/EMERGING POSTDOCTORAL ENTREPRENEURS

Noah Weisleder, Ph.D., co-founder and chief scientific officer, TRIM-edicine, has been named the 2011 Ewing Marion Kauffman Foundation Outstanding Postdoctoral Entrepreneur, and Jason Holt, Ph.D., co-founder and chief technology officer of NanOasis Technologies, has been named the 2011 Ewing Marion Kauffman Foundation Emerging Postdoctoral Entrepreneur. Weisleder receives a $10,000 honorarium, and Holt receives a $2,500 honorarium.

Noah Weisleder received his B.S. in Biotechnology and Molecular Biology from Worcester Polytechnic Institute and a Ph.D. in Cell Biology from Baylor College of Medicine. He conducted his postdoctoral studies at Robert Wood Johnson Medical School where he is now an assistant professor in the Department of Physiology and Biophysics. During this time, he has published dozens of peer-reviewed publications or book chapters in the fields of muscle physiology, cardiovascular disease, cytoskeletal dynamics, membrane repair and cellular calcium homeostasis in normal physiology and disease states. He has chaired sessions at national and international meetings on muscle physiology and metabolism, and been invited to present his research at several international conferences. Additionally, he is an inventor of six published U.S. patent applications and numerous international patent applications. These inventions became the basis for formation of TRIM-edicine, a biotechnology company developing protein therapeutics targeting regenerative medicine applications, where he is a co-founder and chief scientific officer. At TRIM-edicine, he oversees all developmental programs and manages partnerships with established pharmaceutical companies. He has received a fellowship from the American Heart Association and an NIH Pathway to Independence Award.

Jason K. Holt is a co-founder and chief technology officer of NanOasis Technologies, a San Francisco Bay Area startup focusing on the development of next-generation, low-energy membranes for seawater desalination. He has a B.S. in Chemical Engineering from the University of California at Irvine and an M.S. and Ph.D. in Chemical Engineering from the California Institute of Technology. His doctoral work focused on methods for developing low-cost, thin-film silicon solar cells. After completing his Ph.D. studies, he joined Intel Corporation as senior process engineer. Eager to rejoin the research community, he left Intel to join Lawrence Livermore National Laboratory (LLNL) as a postdoctoral fellow in 2003 and was later promoted to staff scientist in 2006. His research at LLNL focused on nanostructured composite materials for applications in nanofluidics and filtration. This research culminated in an article in Science in 2006 and demonstrated the promise of carbon nanotube materials for high throughput filtration. To explore the commercial applications of this research, he entered the Siemens Technology Entrepreneurship Challenge in 2007 and won first place for his business plan entitled “Carbon Nanotube Membranes for Desalination.” This award led to the founding of NanOasis in the summer of 2008. He is passionate about the development of technologies to solve global issues such as water scarcity and energy independence.

The Outstanding Postdoctoral Entrepreneur Selection Committee included: Stacy Gelhaus, Ph.D., research associate, Center for Cancer Pharmacology, University of Pennsylvania, and chair of the 2010 NPA Board of Directors; K. T. Moortgat, Ph.D., partner, MDV-Mohr Davidow Ventures; Avi D. Spier, Ph.D., director of Business Development, Genomics Institute of the Novartis Research Foundation (GNF); Stephen Turner, Ph.D., founder, Pacific Biosciences, and the 2010 Outstanding Postdoctoral Entrepreneur; Lu Wang, Ph.D., principal engineer, Incube Labs LLC; and Cathee Johnson Phillips, NPA executive director.

The Emerging Postdoctoral Entrepreneur Selection Committee included: L. David Finger, Ph.D., Marie Curie international incoming fellow, Centre for Chemical Biology, Krebs Institute, University of Sheffield and NPA Board member; Gelhaus; Johnson Phillips; and Antonio Webb, Ph.D., chief product and development engineer, VesselTek Biomedical, LLC and the 2010 Emerging Postdoctoral Entrepreneur.

The NPA received more than 60 nominations for the two awards. Sandra Miller, director in Kauffman Labs for Enterprise Creation, presents the awards each year. The Call for Nominations for the 2012 Kauffman Foundation postdoctoral entrepreneur awards will open in July 2011.

The Ewing Marion Kauffman Foundation is a private nonpartisan foundation that works to harness the power of entrepreneurship and innovation to grow economies and improve human welfare. Through its research and other initiatives, the Kauffman Foundation aims to open young people’s eyes to the possibility of entrepreneurship, promote entrepreneurship education, raise awareness of entrepreneurship-friendly policies, and find alternative pathways for the commercialization of new knowledge and technologies. It also works to prepare students to be innovators, entrepreneurs and skilled workers in the 21st century economy through initiatives designed to improve learning in math, engineering, science and technology. Founded by late entrepreneur and philanthropist Ewing Marion Kauffman, the Foundation is based in Kansas City, Mo. For more information, visit www.kauffman.org.
KEYNOTE SPEAKER

Kei Koizumi, assistant director for federal research and development at the White House Office of Science and Technology Policy (OSTP), will deliver the keynote address: “Research and Development Funding in the 2012 Budget and Science and Technology Policy in the Obama Administration.”

He joined OSTP in February 2009 after having served on the Obama transition team as part of the Technology, Innovation & Government Reform Policy Working Group.

Before joining OSTP, he served as the long-time director of the R&D Budget and Policy Program at the American Association for the Advancement of Science (AAAS). He is known as a leading authority on federal science and technology funding and budget issues and is a frequent speaker to public groups and to the press.

PLENARY SESSION I SPEAKERS

James Lightbourne, Ph.D., received his Ph.D. in Mathematics at North Carolina State University in 1976. He joined the faculty at Pan American University in 1976 and at West Virginia University (WVU) in 1979. Subsequently, he held a visiting research position at the Mathematics Research Center of the University of Wisconsin-Madison. He served as director of graduate studies of the WVU Department of Mathematics and became chair of the department in 1988. In 1991, he took a leave of absence from WVU to assume a rotator position in the NSF Division of Undergraduate Education to manage the NSF Calculus Program. In 1992, he accepted a permanent position at NSF as a section head in the division. He has also served as senior advisor in the NSF Directorate for Education and Human Resources and in the Office of the NSF Director. He currently is director of the Division of Graduate Education and acting director for the Division of Human Resource Development.

Rodney Ulane, Ph.D., served as associate dean and director of M.D./Ph.D. programs at both the New York University School of Medicine and at the Graduate School of Biomedical Sciences at the University of Texas Southwestern Graduate and Medical Schools in Dallas. He earned his Ph.D. in Yeast Genetics and Developmental Biology from Southern Illinois University in 1971. That same year, he joined the NIH as a staff fellow in the laboratory of Enrico Cabib in the former National Institute of Arthritis, Metabolism, and Digestive Diseases, studying the developmental biology of yeast. In 1976, he became a senior staff fellow at the National Institute of Child Health and Human Development, where he rose to the position of tenured staff scientist, leading a laboratory investigating the developmental biology of the fetal lung. In 1978, he moved to the Center for Scientific Review as an executive secretary, and soon after began to oversee research training reviews and program project reviews at the National Institute of General Medical Sciences. In 2009, he assumed duties as the NIH training officer and director of the Division of Scientific Programs in the Office of Extramural Programs within the Office of Extramural Research (OER).

Sharon Milgram, Ph.D., received a B.S. degree in Physical Therapy from Temple University in 1984 and a Ph.D. in Cell Biology from Emory University in 1991. She completed a postdoctoral fellowship at The Johns Hopkins University before joining the faculty at The University of North Carolina (UNC) at Chapel Hill in 1994. At UNC she rose to the rank of full professor with tenure in the Department of Cell & Developmental Biology. Her research was supported by grants from the NIH, NSF, Cystic Fibrosis Foundation and American Heart Association. She held a number of administrative positions at UNC including the associate director of the Medical Scientist Training Program, director of the Interdisciplinary Biomedical Sciences Graduate Program, and the director of the Summer Undergraduate Research Experience. She founded and advised the UNC Office of Postdoctoral Services and served on the advisory committee of the Signal Xi National Postdoc Survey. She served as principle investigator on a number of training grants including an NSF REU grant and NIH grants to support predoctoral students in cell & molecular biology as well as an initiative to Maximize Student Diversity. In 2007 she joined the NIH Office of the Director as the director of the Office of Intramural Training and Education. There she directs a trans-NIH Office dedicated to the career advancement of over 5000 trainees, ranging from college students to postdoctoral and clinical fellows. She is also a senior investigator in the National Heart Lung and Blood Institute and an adjunct investigator in the National Human Genome Research Institute.

He received his M.A. from the Center for International Science, Technology, and Public Policy program at George Washington University, and received his B.A. in Political Science and Economics from Boston University. He is an AAAS fellow.
Jennifer A. Hobin, Ph.D., is the director of Science Policy at the Federation of American Societies for Experimental Biology (FASEB). She directs the development of major reports, policy statements, and position papers, and plays a key role in the strategic planning of FASEB’s science policy program. She is also responsible for policy issues related to scientific training and career development, clinical and translational research, the protection of human research participants, and peer review. Prior to joining FASEB, she was a Christine Mirzayan Science and Technology Policy Graduate Fellow at the National Academies’ Committee on Science, Engineering, and Public Policy, where she contributed to a report on maximizing the potential of women in academic science and engineering. She earned her Ph.D. in Biopsychology from the University of Michigan by describing the neural circuits mediating the context-specific expression of Pavlovian fear memory. She has a B.A. in Psychology, summa cum laude, from Stony Brook University. She serves on the NPA’s Advocacy Committee and is past president of the AWIS Washington, D.C. Metropolitan Chapter.

Keith Micoli, Ph.D., is currently the postdoctoral program manager at New York University’s Sackler Institute of Graduate Biomedical Sciences, a position he took in August 2008. Prior to this, he was a postdoctoral fellow and instructor at the University of Alabama at Birmingham. While a postdoc, he served as chair of the NPA Policy Committee and four years as a member of the NPA Board of Directors. During that tenure, he served as board chair for two years, during which time the NPA transitioned from a special project of AAAS into an independent non-profit organization. He currently serves on the National Academies’ Committee on Assessing National Needs for Biomedical, Behavioral, and Clinical Research Personnel.

Nancy B. Schwartz, Ph.D., is dean for graduate and postdoctoral affairs in the Division of Biological Sciences at the University of Chicago. In this position she oversees all aspects of Ph.D. and postdoctoral training. She also serves as director of a Howard Hughes Medical Institute “Med into Grad” program, an MD/Ph.D training program, a post-baccalaureate program (PREP), a P30 IDDRC Center, a P01 program project and an R01. She participates in and/or holds leadership positions in numerous institutional, governmental and national committees, boards and organizations such as the NIH, the AAMC, Educational Testing Services (ETS), and the NPA. She received her B.S. in Chemistry and Ph.D. in Biochemistry from the University of Pittsburgh and has received an Arthritis Foundation Fellowship, American Heart Association Investigatorship, NIH RCDA, NIH Merit Award and currently has an NIH Mentor of Excellence Award for research training.
ORIENTATION AND OPENING SESSION SPEAKERS

Sam Castañeda, B.A., graduated with a bachelor’s degree in sociology from San Francisco State University, and has worked for the University of California (UC)—at the Berkeley and Los Angeles campuses—for more than 20 years. During this time, he created innovative programs that lent support to international students and scholars. Concurrently, he also held leadership positions with the California chapter of NAFSA: Association of International Educators. At the national level, he is currently chair of the newly recognized NAFSA Postdoc Special Interest Group and is the institutional liaison between NAFSA and the National Postdoctoral Association.

At UC Berkeley, he was instrumental in the development of the Visiting Scholar and Postdoc Affairs (VSPA) Program—one of the first postdoc offices in the UC system and also one of the first in the United States. Under his oversight as VSPA director, the 1,500 postdocs at Berkeley are provided with a variety of professional support systems and other tools which help to broaden their career and professional development opportunities. With an extensive international student and scholar background, he has won recognition for a variety of customized courses serving the international research community. He is founder and managing editor of the UC Postdoc Newsletter, an electronic journal that connects more than 6,500 postdocs with 500 faculty and staff administrators who work together to enhance the postdoctoral experience.

Since the inception of the NPA, he has been a member of the NPA Advisory Council and is responsible for creating the Quick Guide to Visas for International Postdocs, one of the first NPA publications.

Zoë Fonseca-Kelly, Ph.D., chair of the NPA Board of Directors, is an international postdoc, who came to the United States from Ireland. She is currently a postdoctoral fellow at the University of Pennsylvania in Philadelphia and was previously a postdoc at Thomas Jefferson University, where she was secretary and then president of the Jefferson Postdoctoral Association (JPA). She was also involved in the Jefferson Postdoctoral Research Symposium Planning Committee and actively involved in organizing the Philadelphia Regional Postdoctoral Symposium held in June 2008. She has previously served as chair and vice chair of the NPA’s Outreach Committee. She began her term of service on the NPA Board in January 2011.

Sandra Miller, M.B.A., is director of the Ewing Marion Kauffman Foundation’s new initiative, Labs for Enterprise Creation. As director, she develops dynamic educational programs to catalyze entrepreneurs of high-growth, scalable businesses. The first of such programs is the Kauffman Entrepreneur Postdoctoral Fellowship program, which educates and trains scientist-founders who are creating the high-growth technology companies of tomorrow. Other programs include the Pediatric Device Innovation Fellowship, in partnership with the Packard Foundation for Children’s Health, and Kauffman Labs’ Education Ventures Program, launched in July of 2010. She is an invited lecturer on the topics of entrepreneurship education, the commercialization of university research and related policies.

She joined the Kauffman Foundation in 2008 after 13 years at Stanford University, where she had a major role in the formation of the Stanford Biodesign Program. As managing director of Biodesign, she counseled numerous Stanford inventors and community entrepreneurs on issues such as technology licensing, new firm formation, founding team, advisor and fundraising strategy, and university policies. In the latter part of her Stanford tenure, she was the program director for the Stanford Bioengineering Department’s Translational Research Partnership seed grant program from the Wallace Coulter Foundation. She also had a dual role managing a portion of the medical device portfolio at Stanford’s Office of Technology Licensing, negotiating several licensing agreement transactions.

She has served as a Phase II reviewer for the NSF’s SBIR/STTR grants program’s Biotechnology section. She is on the Board of Trustees of the Licensing Executives Society Foundation, where she serves as a finalist judge for the LES Global Graduate Student Business Plan Competition. She has recently been invited as a finalist judge for the Cade Prize of Innovation, organized by the Cade Museum for Innovation and Invention in Gainesville, Florida.

Prior to receiving an M.B.A. from Pepperdine University, she completed her undergraduate studies at San Jose State University. She recently completed the Women’s Director Development Program at Northwestern University’s Kellogg School of Management.

Mahadeo Sukhai, Ph.D., a member of the NPA Board of Directors and chair of the Meetings Committee for the 2011 Annual Meeting, is a postdoctoral fellow at the University Health Network in Toronto, Ontario, Canada, and an associate researcher at the Centre for the Study of Students in Post-Secondary Education at the Ontario Institute for Studies in Education/University of Toronto. He was a founding member of the University of Toronto Post-Doctoral Association in 2007, helping to design the Association’s constitution and serving as its inaugural Secretary. He has served in several executive capacities, including President with the National Educational Association of Disabled Students, a Canadian NGO that supports the access and participation of students with disabilities in post-secondary education. His one-year appointment to the NPA Board began in January 2011.
Sibby Anderson Thompkins, Ph.D., has served as director of postdoctoral affairs in the Vice Chancellor’s Office for Research and Economic Development at the University of North Carolina at Chapel Hill for the past four years. She brings more than 15 years experience in academic advising and student affairs administration. Her expertise is in serving and supporting the success of women, underrepresented minority, international undergraduate and graduate students, and postdoctoral scholars. Previously, she served as assistant dean of students and assistant dean in the Office of Student Academic Counseling here at Carolina. In addition, she served as an associate dean of student affairs at Hampshire College in Amherst, Massachusetts. Prior to her return to Carolina, she served as a clinical faculty member in education and as the assistant dean of the college at Agnes Scott College in Decatur, Georgia. Presently, she serves on UNC’s Provost Council on Diversity Pipeline Programs and the Provost Committee on LGBTQ Life. On the national level, she has been an active member of the NPA, serving on the former Diversity Committee and as the NPA’s first diversity officer, and currently serves on the advisory group for the NPA ADVANCE Project.

Judith Berman, Ph.D., is associate director of research development at the University of Western Australia (WA). Her research training and employment history spans three continents and education systems, from living on a Kibbutz in Israel and completing a B.A. (Hons) and Dip. Ed. at the Hebrew University of Jerusalem, through school teaching in the United Kingdom, to a Ph.D. in History, and a postdoctoral research fellowship. She has also worked for the WA state government, in the Office of Multicultural Interests. As well as lecturing in Holocaust Studies, she has published two books and ten sole-authored referred articles about representations of the Holocaust. She was vice president of the WA Holocaust Institute for six years. More recently, she has expanded her research interests to include higher education policy and research management. She is former chair of the Professional Development Committee of the Australasian Research Management Society (ARMS) and in 2006 won the prestigious ARMS Award for Excellence. In 2009 she was awarded competitive funding to visit China to exchange best practice in research development and researcher support.

Pamela Bradley, Ph.D., is the associate director for science policy at the American Association for Cancer Research (AACR), a scientific organization dedicated to preventing and curing cancer through research, education, communication, and collaboration. In this role, she handles a wide variety of science policy issues that face the cancer research community, such as translational medicine, personalized medicine, comparative effectiveness, and tobacco.

She earned her bachelor’s degree in biology from the University of Virginia and a Ph.D. from the Johns Hopkins University School of Medicine as a Howard Hughes Medical Institute (HHMI) predoctoral fellow. She has more than 12 years of research experience in academic and government laboratories, where she studied the molecular mechanisms of cell shape change and organ formation. Following her interest in working at the nexus of scientific research, medicine, public health and policy, she completed two prestigious science policy fellowships, during which she worked for the U.S. Senate, the National Institutes of Health (NIH), and the Institute of Medicine at the National Academies. Immediately prior to joining the AACR in 2008, Pam worked for the Senate Health, Education, Labor and Pensions Committee, focusing on health and health science legislation.

Lori M. Conlan, Ph.D., 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 at the Wadsworth Center, New York State Department of Health, before transitioning from the lab to focus on career issues for the next generation of scientists. She started as the director of the Science Alliance, an international career development program for graduate students and postdocs sponsored by the New York Academy of Sciences. She now is at the NIH in the Office of Intramural Training & Education assisting the 4000 NIH postdocs in their personal career choices. She is a nationally recognized speaker in career development topics. Additionally, she volunteers as an NPA board member.

Brendan Delaney, J.D., is a partner and attorney with Leavy, Frank & Delaney, LLC, located in Bethesda, Md. He practices immigration law, specializing in the areas of self-sponsored immigration petitions, business immigrant and non-immigrant visas, and family immigration. Delaney, who was born in Randalstown, Northern Ireland, holds his juris doctor from The Catholic University School of Law and a bachelor’s degree from the University of Ulster. He was admitted to the Maryland State Bar in 2008. Delaney has served as a lecturer for the NPA’s International Postdoc Legal Seminars since 2007. Leavy, Frank & Delaney, LLC are long-time friends and supporters of the NPA.
**Donna Dean, Ph.D., past president, AWIS,** focuses on career enhancement and mentoring strategies for individuals and organizations. Her career included 27 years at the NIH and the Food and Drug Administration (FDA), followed by five years at Lewis-Burke Associates, LLC, a government relations consulting firm that advocates for the public policy interests of institutions of higher education. She held senior management positions in NIH’s grants peer review system and was senior scientific advisor to three NIH Directors. In 2001, she was designated the founding/acting director of the new National Institute of Biomedical Imaging and Bioengineering. In 2004, she was appointed visiting scholar in residence at the National Academy of Engineering. She has over eight years of service on the Executive Board of AWIS, completing a two-year term as national president in December 2007. She is an elected fellow of AAAS, the American Institute for Medical and Biological Engineering, AWIS, and the Washington Academy of Sciences and a member of numerous engineering and scientific societies. Her recent book is “Getting the Most out of Your Mentoring Relationships.”

**Jessie DeAro, Ph.D.,** joined the U.S. Department of Education as a Presidential Management Fellow in 1999 after receiving her doctorate in physical chemistry from the University of California at Santa Barbara. Within the Department of Education she worked with Minority-Serving Institutions to strengthen the quality of education programs and the institutional infrastructure. In 2003 she joined the NSF as a program director working with STEM workforce programs. She recently spent a year detailed to the White House Office of Science and Technology Policy where she worked on STEM education and workforce diversity policy. She is once again at the NSF working on issues related to graduate education, postdoctoral training, and academic careers.

**Christine D. Des Jarlais, Ed.D.,** became the first assistant dean for postdoctoral affairs & graduate outreach at the University of California (UC), San Francisco in 2001. As director of the Office of Postdoctoral Affairs (OPA), she participated in the development and implementation of UC’s 10-campus postdoc policy, as well as the comprehensive benefits plan that is unique to UC’s 6,400 postdocs. Overall, she works to improve the quality of training and academic life for UCSF’s 1,100 postdocs by heightening their visibility as a major constituency on campus. She developed the OPA Web site; initiated postdoc and postdoc administrators listservs; established a “Postdocs” link on the UCSF homepage; and developed postdoc mentoring guidelines for faculty. She works closely with the Postdoctoral Scholars Association; ensures that postdocs are represented on every major campus committee; and advocates for postdocs with the senior leadership.

**Kathleen Flint Ehm, Ph.D.,** is the project manager at the NPA where she manages NPA ADVANCE, an NSF-funded project to foster the transition of postdoc women into the professoriate. She has taught at Stony Brook University in the Department of Physics and Astronomy and served as the assistant director of the Reinvention Center, a national center focused on enhancing undergraduate education at research universities. In 2004, she spent a year in residence at the NSF, where she was a AAAS Science and Technology Policy fellow. Located in NSF’s Office of Polar Programs, she specialized in issues concerning early-career scientists and helped manage one of NSF’s newest postdoctoral fellowship programs. She did her postdoctoral work at the Carnegie Institution’s Department of Terrestrial Magnetism and Gemini Observatory North. She received her B.S. in Astronomy and Math from the University of Arizona.

In November 2008, the United Auto Workers became the exclusive representative of the 6,400 Postdocs in the UC system. She was appointed to the UC bargaining team that negotiated the UC-UAW contract, which was ratified August 2010. Her other responsibilities focus on Graduate Division initiatives aimed at increasing diversity among graduate students and postdocs. She earned her B.A. in Psychology from Smith College, M.A. in Psychology from Pepperdine University, and Ed.D. in Higher Education Administration from the University of Hawaii at Manoa.

**Diane Ebert-May, Ph.D.,** provides national leadership for promoting professional development, assessment and improvement of faculty, postdoctoral scholars, and graduate students who actively participate in creative research about teaching and learning in the context of their discipline. Her research group developed and tested a model for professional development workshops on teaching and learning. They are investigating the impact of undergraduate’s design and use of models to build conceptual connections across scales in biology and are following student progress through a sequence of introductory courses. Additional research focuses on assessment of scientific reasoning in a liberal learning curriculum for all students, majors and non-majors. She leads Faculty Institutes for Reforming Science Teaching (FIRST) IV, an NSF-funded professional development program to help postdoctoral scholars create and teach their first introductory biology course in preparation for their future academic positions. Her recent book “Pathways to Scientific Teaching” (Ebert-May and Hodder, eds.), is based on active learning, inquiry-based instructional strategies, assessment and research. She teaches plant biology, introductory biology to majors and environmental science to non-majors in large enrollment courses, and a graduate /postdoctoral seminar on scientific teaching. Her plant ecology research continues on Niwot Ridge, Colo., where she has conducted long-term ecological research on alpine tundra plant communities since 1971.
NYU Langone Medical Center is committed to being a world-class patient care, education, and research institution. The Postdoctoral Program, run by the Sackler Institute, is one of the oldest and most active in the country and helps to fulfill that mission through training and developing our young scientists. We provide an unmatched combination of professional development and social events to build a sense of community among our 370 postdocs, who come from over 35 countries. Unique features of our program include formal coursework in grant writing, scientific integrity, career planning, and lab management. Informal career exploration discussions with our Program Manager on career opportunities in all job sectors are regularly scheduled to help you decide what your next career step could (should) be. Networking is a major focus at NYU, and you will have numerous chances each month to take part in informal and fun sessions designed to foster collaboration and professional development. We invite you to learn more about us by visiting our extensive Web site at: www.med.nyu.edu/postdoc.

The Office of Diversity Affairs works closely with our Postdoctoral Program to provide robust programs and initiatives to foster inclusivity and multicultural awareness at the Medical Center. Diversity at NYU Langone is not just a matter of statistics; it is a shared commitment to breaking down barriers and fostering excellence by tapping into the knowledge, skills and creativity of all people. To learn more about our commitment to diversity, visit us at: http://diversity.med.nyu.edu/.
and her M.S. and Ph.D. in Astronomy and Astrophysics from the University of California, Santa Cruz.

Adam S. Frank, J.D., is a partner and attorney with Leavy, Frank & Delaney, LLC, located in Bethesda, Md. He practices immigration law, specializing in the areas of self-sponsored applications, business immigration, family immigration, immigrant and non-immigrant visas, and abused spouse petitions. He earned his juris doctor from the University of Baltimore School of Law and his B.A. in Political Science from Brandeis University. He was admitted to the Maryland State Bar in 1994. He is a member of the American Immigration Lawyers Association and the Montgomery County Bar Association. He is a lecturer on hiring foreign professionals and has served as a lecturer on immigration law for foreign postdocs for the NPA’s Legal Seminars for International Postdocs since 2007.

R. Kevin Grigsby, M.S.W., D.S.W., is senior director of organizational leadership development at the AAMC. He served as vice dean for faculty and administrative affairs from 2000 to 2009 at Penn State College of Medicine in Hershey, Pa, where he continues to hold an academic appointment as clinical professor of psychiatry. Over the past decade, the focus of his work shifted to organizational development in academic health centers. He remains active in promoting effective interpersonal communication and relationship building between senior medical educators, junior faculty and fellows, residents, and students involved in the learning process within academic health centers. His approach to building effective interpersonal relationships has been instrumental in breaking down the insularity that can interrupt effective transmission of knowledge between teacher and learner. Reducing traditional barriers between generations, promoting communication across diverse cultures, and promoting increased participation in decision-making processes are hallmarks of the approach. In turn, strong interpersonal relationships are instrumental in solving organizational problems that seemed to be intractable in the past. At the AAMC, he and his team are working to create programs to improve individual performance of faculty and leaders at academic medical centers, to address the needs of women and underrepresented minorities at academic medical centers, and to link individual professional development to improved organizational performance.

Carl Jackson, Ph.D., is associate director of academic programs at St. Jude Children’s Research Hospital. His research area has been hematopoiesis, focusing on megakaryopoiesis, hematopoietic cytokine signaling, and regulation of platelet formation and function. As a long-time faculty member at St. Jude Children’s Research Hospital, he has served on NIH Hematology Study Sections and review committees for other funding agencies, and as a reviewer for numerous journals. He also has served as a consultant to pharmaceutical and biotechnology companies. He developed a comprehensive postdoctoral recruitment program for St. Jude Children’s Research Hospital beginning in 1999, and, as part of that effort, initiated in 2002, the Annual St. Jude National Graduate Student Symposium, for which approximately 40 graduate students are selected nationwide each year. One focus of his efforts has been recruitment and mentoring of underrepresented minority graduate students for postdoctoral fellowships at St. Jude.

Cathee Johnson Phillips, M.A., serves as the executive director of the National Postdoctoral Association (NPA), headquartered in Washington, D.C. She manages operations of the association and works to develop programming that benefits the postdoctoral community. She is the principal investigator for the NPA’s project, From Postdoc to Faculty: Transition Issues for Women Scientists, funded by a National Science Foundation (NSF) ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) Award and also manages several other grant awards. She holds a master’s degree in leadership from Bellevue University in Omaha, Nebraska, and a bachelor’s degree in English and Spanish from Morningside College in Sioux City, Iowa. She came to the NPA from Morningside, where she served as the director of foundation and grant development, chair of the Leadership Exploration Committee, adjunct instructor with the Department of Mass Communication, and as a member of the Institutional Research Board. She also served as the president’s researcher and writer for the college’s strategic plan through 2019.

Avenel Joseph, M.S., Ph.D., is a legislative assistant in the personal office of Representative Edward J. Markey (D-Mass.), the ranking member of the House Natural Resources Committee and a senior member of the House Energy and Commerce Committee. She handles legislative and policy issues relating to environmental and public health, including food and water safety, toxic waste cleanup, radiation protection, and safe energy development on private and public lands. As a trained biologist, she first came to Congress as a AAAS fellow sponsored by the Federation of Animal Science Societies (FASS). Prior to her work on the hill she was a visiting researcher at the Emory University School of Medicine, where she investigated the role of estrogen receptor in male fertility and worked on projects evaluating the reproductive capacity of men and women accidentally exposed to large quantities of toxic and persistent chemicals.
Stella Kafka, Ph.D., holds a B.S. in Physics from the University of Athens (Greece) and an M.A./Ph.D. in Astrophysics from Indiana University. She worked as a postdoctoral fellow at the Cerro Tololo Inter-American Observatory in Chile, and then at Caltech’s Spitzer Science Center. Since the fall of 2009, she has been a NASA/NAI fellow at the Carnegie Institution of Washington. Her research interests are the nature and characteristics of magnetic activity in low-mass single and binary stars. Besides astronomy, she enjoys exploring Washington, D.C., and traveling around the world.

Jamie Lewis Keith, J.D., is vice president and general counsel of the University of Florida, a position she assumed in October 2006. In this position, she is responsible for all of the legal affairs of this large public research university and leads the university’s General Counsel’s Office. She is also a member of the Board of the Council on Governmental Relations, which provides policy advice to research universities and academic medical centers on a broad range of issues affecting academic and hospital research.

From July 1999 until her appointment at the University of Florida, she was the senior counsel of the Massachusetts Institute of Technology, establishing and leading the institute’s first primary counsel’s office. At MIT, she was also managing director for environmental programs and risk management. Prior to joining MIT, Ms. Keith was a junior partner at the Boston law firm of Hale and Dorr LLP (now Wilmer Cutler Pickering Hale and Dorr LLP), and then in former Governor William Weld’s administration as the assistant commissioner and general counsel of the Division of Capital Asset Management, a Massachusetts state agency.

She graduated with distinction in all subjects from Cornell University, College of Arts and Sciences, and magna cum laude from Boston University School of Law. She clerked for the Honorable Bailey Aldrich on The United States Court of Appeals for the First Circuit.

Drew Kohlhorst, Ph.D., is currently a Howard Hughes Medical Institute (HHMI) curriculum development fellow and a FIRST postdoctoral research fellow at Emory University, splitting his time between bench research in the Department of Cell Biology and educational research at the Emory Center for Science Education. He received his B.S. in Biology from Emory & Henry College, a M.S. in Microbiology and a Ph.D. in Molecular Genetics and Biochemistry from Georgia State University. His research interests include undergraduate curriculum development, assessment of educational outcomes and bacterial-host interactions with endothelial tissues. He is currently adjunct faculty at Georgia State University and teaches Fundamentals of Biology, He is senior co-chair of the Emory University Postdoctoral Association and a member of the NPA Advocacy Committee.

Edward Krug, Ph.D., is an associate professor at the Medical University of South Carolina, where he assesses the molecular morphology of early heart development by novel proteomic technologies and teaches a variety of graduate courses including cellular functions, grant writing, and essential scientific practices. As assistant dean for postdoctoral affairs in the College of Graduate Studies, he provides administrative oversight for over 200 postdoctoral scholars and fellows, and represents MUSC at the annual NPA conference and the GREAT Group Postdoctorate Leaders meeting. He has been conducting RCR workshops for graduate students and postdocs for the last 10 years. He developed an orientation program for incoming international scholars, with initial funding by the NPA, that focused on differences in the research environment, approaches to mentoring, and social customs between their home country and the United States. He also coordinates two NIH-funded career development programs that allow postdoctoral scholars to have a significant involvement in teaching undergraduates at Historically Black Colleges and Universities (HBCU) and Minority-Serving Institutions (HBCU/MSI), one a collaboration between MUSC and Claflin University and the other a statewide initiative that matches postdocs at any of the three.
research-intensive institutions in South Carolina with one of sixteen undergraduate campuses. Diversity outreach efforts are complemented by his regular attendance at SACNAS, ABRCMS, and Understanding Interventions that Broaden Participation in Research Careers conferences.

Marc Kuchner, Ph.D., is an astrophysicist, a staff member at NASA Goddard Space Flight Center, and an expert in extrasolar planets. He received his A.B. in physics from Harvard in 1994 and his Ph.D. in astronomy from Caltech in 2000. He won the 2009 SPIE Early Career Achievement Award for his work on coronography. He also writes country songs. One of his songs was named demo of the year by L.A.’s Music Connection Magazine. Another appeared on MTV in P. Diddy’s “Making the Band.” He is the author of “Marketing for Scientists,” published by Island Press and to be released this fall.

Darlene Mitrano, Ph.D., FIRST postdoctoral research fellow at Emory University, holds a B.S. in Psychology from Washington & Lee University in Lexington, VA. In 2002, she entered the molecular & systems pharmacology graduate program at Emory University. Her primary research interests were, and still are, examining the neural correlates of cocaine abuse and dependence. Currently she is in her third year as a FIRST postdoctoral fellow at Emory. While not examining the interactions and localization of the receptors involved in the brain’s response to reward, she has taught classes at Spelman College and Emory University. Additionally, she mentors Emory undergraduates in laboratory research.

Shawn Mullen, Ph.D., received his Ph.D. in Biophysics from Portland State University and is a former University of Maryland, Baltimore and NIDDK postdoctoral fellow. His scientific interests included calcium transport in skeletal and cardiac muscle and adipose tissue dynamics in Type II Diabetes. In 2007, he transitioned from bench research to scientific administration and professional development for NIH fellows in the Office of Intramural Training and Education. He is currently the deputy director of postdoctoral services, where he manages the OITE’s scientific communication and teaching programs, develops scientific professional development resources, and is the adviser to the Visiting Fellows Committee.

Jennifer M. Oh, B.A., established the Postdoctoral Scholar Affairs office at UC San Diego, as a unit under the Vice Chancellor for Research, in 2004. She is responsible for overseeing policy development and implementation, benefits administration, career development services, and campus advising for the scholars in School of Medicine, Pharmacy, Scripps Institution of Oceanography, Rady School of Management, and the divisions of the main campus. With colleagues from The Scripps Research Institute (TSRI) and Sanford Burnham, she founded the San Diego Postdoctoral Training Consortium, which hosts an annual San Diego Lab Management Symposium. She has over 20 years of service in academic personnel administration and has weathered the storm from the 2000 COSEUP report to the 2010 UC postdoc unionization.
Roland Owens, Ph.D., is assistant director of the NIH Office of Intramural Research Alternative Hiring Models: NIH Earl Stadtman Investigators.
He received his bachelor’s degree in biology from the University of Maryland Baltimore County (UMBC), and his Ph.D. in Biology from The Johns Hopkins University. He began his career at NIH as a National Research Service Award Fellow in the National Institute of Child Health and Human Development. In 1988 he received an Intramural Research Training Award in the National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK). He became a principal investigator in NIDDK in 1992, and was tenured in 1998. His research focused on adeno-associated virus type-2 (AAV2). He is a co-inventor on two patents involving AAV2 gene therapy applications. He served on the editorial board of Journal of Virology from 1997 to 2002. He he is active in the mentoring of minority scientists and in 2002 was selected as Mentor of the Year by the UMBC Meyerhoff Scholarship Program. In 2008 he was named an assistant director of the NIH Office of Intramural Research. A major duty of his current position is the recruitment and mentoring of tenure-track investigators. In 2010, he won an NIH Director’s Award for leading the trans-NIH Earl Stadtman tenure-track investigator search.

Amil Patel, Ph.D., is a research engineer at NASA Goddard Space Flight Center, where he is developing cryogenic detector technology for studying Cosmic Background Radiation. He holds a Ph.D. in Electrical Engineering from MIT and a B.S. in Electrical Engineering and Computer Science from Duke University. Besides working towards understanding how our universe evolved, he also tutors math and science to students at Thurgood Marshall Academy in the District of Columbia. He is interested in marketing science to the general public, to help inspire the next generation of scholars.

Karen Peterson, Ph.D., is the director of the Office of Scientific Career Development and the scientific ombudsman at the Fred Hutchinson Cancer Research Center (FHCRC) in Seattle, Wash. She is the author of the Guide to Life Science Careers and is a former member of the NPA Board of Directors and Advisory Board. At the FHCRC, she is the advisor to the Student-Postdoc Advisory Committee and a member of the Diversity Council and Research Ethics Education Committee. She is also a co-investigator on a National Cancer Institute (NCI)-funded grant to build minority research capacity in collaboration with New Mexico State University.
She received a B.A. in Genetics from UC Berkeley and a Ph.D. in Experimental Medicine from McGill University. She was a FHCRC postdoctoral fellow before making a career transition into administration, serving as the associate for interdisciplinary training before moving into her current positions.

Larry Petcovic, M.S., is vice president for communications at Human Workflows and a co-founder of SciPhD. He has 20-plus years of experience in the social sciences and has trained thousands of scientists in the art of effective communication. The SciPhD program is the result of the combination of his many years of experience in developing and teaching social communications skills combined with the scientific and human industry knowledge of the co-founders of Human Workflows. He has worked as a health physicist, trainer, video/film producer and has held executive positions in human resources, customer service, and training and development in a variety of industries. He holds a M.S. in both Radiation Sciences and Behavioral Sciences and continues research in the social neurosciences.

Todd Pihl, Ph.D., is partner, chief technology officer, and vice president for research and development at Human Workflows, as well as SciPhD co-founder. He has been in the scientific research and biotech fields for over 15 years. Prior to co-founding Human Workflows, he worked at Celera Genomics where he served in several roles including customer support, sales support, training, product management of software development and business development for the Informatics business unit. His main role at Celera was to train and guide customers to take full advantage of Celera’s informatics and bioinformatics products and to advise Celera’s engineering groups as to enhancements to Celera product offerings that more fully support customer’s workfows.
He came to Celera from Bioveris Corp (formerly IGEN International) where he worked on applications utilizing electrochemiluminescence (ECL). His work there focused both on developing assays using ECL as a detection method as well as working with engineers to develop next-generation ECL instruments.

He has extensive experience as a scientist in the academic sector as well. After performing his graduate work at the Johns Hopkins University on the basic metabolism of bacteria from extreme environments, he went on to further his research at Ohio State University where he developed a program to study gene regulation in methanogenic bacteria as well as supervised graduate and undergraduate students. He conducted additional research at the NIDDK, where he focused on small RNA molecules.

Jan Rinehart, M.S., is executive director of the NSF-funded ADVANCE Program at Rice University. She works with faculty and administrators to diversify the faculty, create an equitable culture, and change institutional processes. She has over twenty years in higher education with most of her work focused on diversity in STEM fields. Prior to assuming the ADVANCE position, she served as the deputy director of the Space Engineering Institute for two years and the director of
Randall Ribaudo, Ph.D., partner, president, and chief executive officer of Human Workflows and SciPhD co-founder, has over twenty years of experience in the scientific research and biotechnology field and has successfully made the transition from academia to industry. He co-founded Human Workflows after more than five years at Celera Genomics. During his time at Celera, he has acted as a liaison between Celera and the pharmaceutical, biotechnology and academic communities, served as product manager responsible for developing support products for the Proteomics Groups mass spectrometry software, led the iScience Task Force to define strategic directions for sister company Applied Biosystems, advised on product development for the Celera Discovery System and enterprise solutions for information integration, and worked as a manager of strategic solutions in the Informatics business.

Prior to Celera, he worked at the biotechnology and bioinformatics company Molecular Applications Group. MAG developed pioneering bioinformatics solutions for molecular modeling, information integration, gene expression analysis, and protein function prediction. While at MAG, he was responsible for presenting the revolutionary capabilities of MAG’s products to representatives in the pharmaceutical, biotechnology and academic communities.

He also has extensive experience in the academic biological life sciences arena as well. After receiving a Ph.D. in Immunology at the University of Connecticut, he joined the National Institute of Allergy and Infectious Diseases (NIAID) Laboratory of Immunology where he studied the molecular basis of antigen presentation. He then accepted a position in the National Cancer Institute in the Laboratory of Immune Cell Biology as a principal investigator where he developed his own research program studying the immune response to viruses and tumors, leading a team of postdoctoral fellows, technicians, and university and high school students. His work at the NCI led to the development of a novel technology to develop vaccines against tumors and viruses. He holds patents for this technology that are now being further developed by private companies.
Compact for Faculty Diversity’s annual Institute on Teaching and Mentoring, and the COSEPUP Second Convocation on Enhancing the Postdoctoral Experience. In recognition of his achievements, he has received the UC-Irvine Chancellor’s Living Our Values Award as well as the SACNAS Presidential Service Award. Currently, he has been working full-time as a diversity consultant, helping graduate students transition to postdoc training and helping grads/postdocs transition to professional positions.

Elba Serrano, Ph.D., is a professor at New Mexico State University (NMSU). She received her Ph.D. in Biological Sciences from Stanford University. Currently professor of biology and affiliate professor of electrical and computer engineering at NMSU, her biomedical research interests include neural regeneration and sensory disorders of hearing and balance, traumatic brain injury, and quantum dot nanoparticles. She is an advocate of interdisciplinary research and collaborates with scientists and engineers at LANL and Harvard University as well as with physicists and philosophers on the NMSU campus. She serves as a member of the National Institutes of Health Auditory System Study Section grant review panel and the Hispanic Association of Colleges and Universities Health Sciences Advisory Council. She has numerous accolades and honors, including a Ford Foundation Postdoctoral Fellowship, a AAAS Lectureship in Women in Science and Engineering, and an NMSU Roush Award for Excellence in Teaching and was named an NMSU Regents Professor. She was recently honored as a Living Our Values Award as well as the SACNAS Presidential Service Award. Currently, he has been working full-time as a diversity consultant, helping graduate students transition to postdoc training and helping grads/postdocs transition to professional positions.

Melanie Sinche currently serves as director of the Office of Postdoctoral Affairs at Harvard University. She has built two career centers for postdocs and has offered career development presentations and training sessions for universities, government agencies, professional associations, and non-profit organizations across the country. She came to Harvard from the NIH, where she served as a consultant and career counselor. In this role, she assisted in the design, planning, and implementation of the first NIH-wide career center for trainees. Her duties included defining services, developing workshops, creating content for the career center Web site, and authoring a careers blog for scientists. Prior to this, she served as the founding director of the Office of Postdoctoral Services at the University of North Carolina at Chapel Hill (UNC). Before this role, she worked with graduate students as assistant director of University Career Services at UNC. She earned a bachelor’s degree from Colgate University and a master’s degree from the University of Michigan. She completed a second master’s degree in counseling at North Carolina State University and earned the National Certified Counselor (NCC) credential.

Arianna Sutton-Grier, Ph.D., NSF-FIRST postdoctoral fellow, is an ecosystem ecologist with research interests in wetland ecology and restoration, biogeochemistry, and microbial community dynamics. Prior to starting a AAAS Science and Technology Policy fellowship at NOAA in the fall of 2010, she was a postdoctoral fellow at the Smithsonian Environmental Research Center in Edgewater, Md., and studied how plants influence microbial competition for resources in tidal wetlands. She has also served as an adjunct faculty member at Goucher College in Towson, Md., teaching “Ecology and Evolution.” She completed her doctoral work in ecology at Duke University, where she focused on the impacts of different wetland restoration strategies on ecosystem function, particularly nutrient removal. During graduate school, she also developed interests related to science education and mentoring including (1) the role of diversity, particularly gender diversity, in science, and (2) the need to improve and broaden graduate training so as to prepare today’s scientists and engineers for job opportunities that are increasingly in non-academic settings. Her current scientific and policy interests include ecosystem management including ecosystem service valuation and environmental markets, conservation and restoration, sustainable water and energy use, and adaptation to climate change.

Jennifer Wilhelm, Ph.D., is a FIRST postdoctoral research fellow at Emory University and holds a B.S. in Neuroscience from Davidson College and a Ph.D. in Neuroscience from Emory University. Currently, she investigates the role of neurotrophin signaling in the regeneration of injured peripheral nerves. She has taught courses at Emory and Morehouse College.

Katie Wilkinson, Ph.D., is a FIRST postdoctoral fellow at Emory University. She holds an undergraduate degree in neuroscience and history at the University of Pittsburgh and a doctorate from the University of California at San Diego. Her dissertation research was on neural mechanisms of acclimatization to chronic hypoxia, which one would experience at altitude. Her postdoctoral research focuses on pathological changes to the sensory nerves which innervate muscles. As a FIRST fellow, she has taught General Biology at Morehouse College and Introductory Neurobiology at Spelman College.

Kristy Wilson, Ph.D., is a FIRST postdoctoral research fellow at Emory University. She received her B.S. in Chemistry with a minor in biology from the University of South Dakota; then received her Ph.D. in Medicinal Chemistry and Molecular Pharmacology from Purdue University. Her thesis research
examined growth factor signaling in breast, prostate, pancreatic, and lung cancers. As a FIRST postdoctoral fellow, she works in the laboratory of Dr. Guy Benian. Her research examines giant muscle proteins that have been linked to muscular dystrophy and cardiomyopathies using the genetic model system C. elegans. She has been assisting in Introductory to Biology for Non-biology Science Majors at Morehouse College with her teaching mentor Dr. Alexandra Peister.

Donna Vogel, Ph.D., is a graduate of Bryn Mawr College and the Albert Einstein College of Medicine. In 1980 she came to NIH as an endocrinology fellow in the National Institute of Child Health and Human Development, conducting clinical and basic research relating to infertility and reproductive disorders. She moved to the extramural program in 1987 to manage the reproductive medicine grant portfolio, and worked as a program director for 13 years. Her particular interests were training and career development, women’s health research, and minority/disability issues. In 2001, she moved to the NCI as the first director of its Fellowship Office. She retired from federal service in 2005, becoming deputy director of the Ellison Medical Foundation. Since 2007, she has been director of the Professional Development Office of Johns Hopkins Medical Institutions. The office provides courses, workshops, and guidance on transitioning to independent careers in science. She teaches and advises students, fellows, and early-career faculty in the Schools of Medicine, Public Health and Nursing. She has organized many workshops, published research and administrative papers and book chapters, and has received awards from NICHD, the U.S. Public Health Service, professional societies, and community groups.

Jennifer Zeitzer, B.A, became the director of legislative relations at the Federation of American Societies for Experimental Biology (FASEB) in October 2008. She directs the FASEB Capitol Hill Office, represents FASEB on Capitol Hill, coordinates FASEB’s communications with the U.S. Congress and develops legislative strategies related to issues involving federal funding for the National Institutes of Health. She also coordinates FASEB’s efforts with other advocacy partners in the biomedical and scientific research community and organizes the annual FASEB Capitol Hill Day. Prior to joining FASEB, she was with the Alzheimer’s Association for 13 years where she served in various capacities, most recently as the director of Congressional Relations. While at the Alzheimer’s Association, she led that organization’s efforts in support of securing increased federal funding for biomedical research. Her areas of issue expertise include the federal budget and appropriations process and grassroots advocacy for non-profits. She has given guest lectures on the budget and appropriations process to graduate students at George Washington University and has spoken at both domestic and international conferences, most recently at the NPA 2010 Annual Meeting.

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Leslie Beckman is the coordinator of special programs for the Office of Postdoctoral Affairs at The University of Texas Health Science Center at Houston (UTHealth). The office was created in October 2005, and since then she has implemented numerous university wide postdoctoral programs and procedures. She developed and now manages a comprehensive postdoctoral certificate training program that involves semester-long courses including responsible conduct in research, career development, and presentations skills. She graduated from the University of Texas at Austin and has made a career of implementing start-up programs in several entrepreneurial endeavors in the areas of healthcare, finance and staffing. She has served on the NPA Annual Meeting Committee since 2004 and co-chaired the Host Committee for the 7th Annual Meeting held in Houston.

Mary B. Bradley, M.L.A., is the founding director of the Office of Post Graduate Affairs in the Division of Biology & Biomedical Sciences at Washington University in St. Louis. The Office of Post Graduate Affairs (OPGA) was created in November 2002 to support postdocs primarily at the School of Medicine. Upon approval by the administration, she led a committee to implement postdoctoral policies and benefits university-wide and continues to provide oversight and input. OPGA provides a variety of activities for approximately 500 postdocs, including professional and career development seminars and social activities. OPGA runs a monthly Professional Development seminar, an annual Postdoc Symposium, annual Grant-Writing and Manuscript Writing workshops and coordinates Career Month twice a year with The Career Center. OPGA also distributes a bi-weekly newsletter, The Postdoc Update and presents at the monthly HR orientation. The Career Center, Human Resources, the International Office and others.

She has a bachelor’s degree in international relations from The American University and a Master of Liberal Arts from Washington University in St. Louis.

Sanjukta Chakraborty, Ph.D., is presently a postdoctoral research fellow at the Texas A&M Health Science Center, College Station, Texas. She is the recipient of a postdoctoral fellowship from the American Heart Association. Her experience in basic and translational research involves multiple therapeutic areas with focus on oncology and signal transduction mechanisms contributing to lymphatic inflammation and pathogenesis. She obtained her Ph.D. in Human Molecular Genetics from the Indian Institute of Science, India, in 2007, for which she was awarded the CVH Rao Memorial Award for the best doctoral dissertation. She has wide experience in various leadership roles and currently, serves as the founding chair of the postdoctoral association of her department. She is involved in various capacities with the AWIS. She has been actively involved with the NPA since 2009 and presently serves as the vice chair of the Resource Development Committee.

Philip Clifford, Ph.D., is associate dean for postdoctoral education and professor of anesthesiology and physiology at the Medical College of Wisconsin. He has a long standing interest in postdoctoral issues and was one of the founding members of the NPA Advisory Board and remains a member of the board, now called the Advisory Council. As a part of FASEB’s Science Policy Committee on Training and Careers, he was a co-author of the individual development plan for postdoctoral fellows. He also contributed to the “Compact Between Postdoctoral Appointees and Their Mentors” as a member of the AAMC GREAT Group Postdoctorate Section.

He heads an active research program investigating the physiological mechanisms regulating skeletal muscle blood flow during exercise. His research laboratory has been funded by the NIH, the American Heart Association, and the Department of Veterans Affairs. He is a fellow of the American Heart Association and the American College of Sports Medicine, sits on the editorial boards of several physiological journals, and participates on grant review panels at the NIH, NASA, and the American Heart Association. He is also a consultant in the medical device industry and a member of the Anesthesia and Respiratory Devices Panel at the FDA.

Garth A. Fowler, Ph.D., is the assistant chair of the Neurobiology and Physiology Department and the director of Career Development for the Center for Sleep and Circadian Biology at Northwestern University. He joined Northwestern’s faculty in 2007. He currently serves as the vice chair of the NPA Board of Directors and has served on the Board since January 2010. Previously he was the outreach program manager for Science magazine’s Science Careers, which offers career training and professional skills development for scientists.

He completed his postdoctoral fellowship at The Salk Institute for Biological Studies, where he conducted research on attention, decision-making, and visual processing and was a member of the Salk’s postdoc association, the Society of Research Fellows. Earlier, he held a short postdoctoral fellowship with the University of Washington (UW), Department of Biological Structure, where he studied retinal blindness and adaptive prosthetics. As a graduate student at the UW, he was president of the psychology graduate student group, the student representative of the graduate training commit-
Schaun Korff, Ph.D., a native of South Africa, completed his undergraduate training in biochemistry at North-West University, South Africa, his M.Sc. in Molecular Pharmacology at the University of Hertfordshire, England, and went on to do his Ph.D in Pharmacology at the North-West University, South Africa, before moving to Memphis, Tenn. in 2008. He is currently a postdoctoral fellow in the Department of Genetics at St. Jude Children’s Research Hospital, where his work focuses on the DNA damage response in brain tumors and exploring the utility of manipulating DNA damage signaling as a means to enhance brain tumor therapy. He was awarded a Rotary Foundation Ambassadorial Scholarship in 2002/2003; this scholarship is awarded annually to 20 individuals from developing countries on a word-wide competitive basis. He was also the recipient of a Scholar in Training award from the American Association of Cancer Research for his work in 2009.

He is the current deputy chair of the Postdoctoral Association Council at St. Jude Children’s Research Hospital, was vice chair for Mentoring until June 2010 and served as co-chair of the Innovation Sessions Subcommittee for the 2011 Annual meeting.

Molly Starback is the founding director of the Duke University Office of Postdoctoral Services. Opened in 2006, the office is the central resource for over 750 postdocs, serving both Campus and School of Medicine appointees. She organized a taskforce of faculty, postdocs, and senior administrators to create the university-wide Duke Postdoctoral Policy, which standardized salary and benefits for postdocs, outlined the rights and responsibilities of both postdoc and mentor, and instituted annual evaluations modeled on the individual development plan. She advises faculty, staff, and postdocs on postdoctoral policy and procedure, and liaises between postdocs, faculty, and administrators to resolve postdoctoral concerns. She serves as the career counselor for postdoctoral appointees in the life sciences, natural sciences, humanities, and social sciences, provides professional development programming, and counsels postdocs with grievance issues.

In 2006 she created Postdoctoberfest, a yearly appreciation event at which awards are presented to the Outstanding Postdoc and Outstanding Postdoc Mentor at Duke. She also established annual awards for postdoctoral professional development, helped create the Provost’s Postdoctoral Scholars for Diversity Program, and co-created the Duke Postdoc Mentor Program, in which postdocs mentor female undergraduates in STEM fields. She is also an academic adviser for first-year students at Duke. She is a member of the AAMC GREAT Group Postdoctorate Leaders Section Steering Committee and the Graduate Career Consortium, and has served as a member of the NPA Membership Committee and Web Site Taskforce. In 2008 Molly received the Duke Meritorious Service Presidential Award in recognition of her work on behalf of Duke postdocs.

Tuba Sural, Ph.D., grew up in Istanbul, Turkey, where she obtained her dual B.S. degrees in Molecular Biology and in Chemistry at Bogazici University. She then went on to pursue a Ph.D at Harvard University, studying epigenetic regulation of X-linked gene expression in fruitflies. She is currently a postdoctoral scholar the University of Chicago, studying the role of the autism susceptibility gene, c-met, in neuronal development in zebrafish cerebellum.

Soon after she started as a postdoc, she was elected as the president of the Biological Sciences Postdoctoral Association (PDA) at the University of Chicago. She believes there is much more to being a postdoc than doing experiments in the lab. She is passionate about giving back to the community and enjoys helping other postdocs on a day-to-day basis. During her tenure as the president of the PDA, she initiated multiple programs, including the inaugural symposium for postdocs, a postdoc blog and grievance guidelines, for which she is presenting a poster at this year’s meeting. She became actively involved with the NPA in 2010, where as part of the meetings committee, she served as the chair of the Distinguished Service Award Sub-committee.

Lorraine Tracey, Ph.D., completed her undergraduate training in human genetics at the University of Dublin, Trinity College, Ireland, where she was a recipient of the Bloomer Prize in Genetics and went on to do her Ph.D. at the Spanish National Cancer Center in Madrid, Spain, before moving to Memphis in 2005. She is currently a postdoctoral research associate at St. Jude Children’s Research Hospital, where her work focuses on the role of NF-kB in treatment response and on rational drug combinations for the treatment of pediatric solid tumors. She has published 20 original research papers in both Spanish and English in addition to receiving numerous awards including the 1999 Bloomer prize in Human Genetics and the 2003 Spanish Academy of Dermatology and Venereology Prize for research. She was elected chair of the Postdoctoral Association Council at St. Jude Children’s Research Hospital for the 2009-2010 year and currently serves as the national outreach chair. She has been involved with the NPA since 2009, serving as the vice chair of the Meetings Committee for the 2010 Annual Meeting and was elected to the Board of Directors for the 2010-2011 term. She served as the vice chair of the Board in 2010 and is an active member of the Meetings and Outreach Committees.
POSTER ABSTRACTS

In alphabetical order by institution; not including posters presented by the NPA Board and Committees; the asterisk signifies the main/first/presenting author

The Einstein Administrative Fellowship: An Innovation for the Career & Professional Development Program

Albert Einstein College of Medicine

Joerg Schlatterer* and Victoria H. Freedman

Career development and professional training are essential components of the graduate education process, enabling graduate students and postdoctoral fellows to be prepared for and successfully compete in the job market. A strong CPD program also confers added value, since it may contribute to a competitive advantage in the recruiting of excellent researchers to the institution. The Career and Professional Development Program for graduate students and postdoctoral researchers at Einstein was formalized in January 2010 with the creation of an Administrative Fellowship (20% FTE). The Administrative Fellowship has two major goals: (1) to develop organized career advising activities and resources for the graduate student and postdoctoral fellows (2) to provide an opportunity for a postdoctoral fellow or faculty member to attain administrative experience in higher education. The appointment of an Administrative Fellow has facilitated the expansion of the Career and Professional Development Program. Major accomplishments include: a) A detailed survey (to be repeated annually) to identify the needs of the target groups; b) a program of seminars and information sessions to highlight career opportunities in academic and non-academic scientific settings; c) workshops, panel discussions, and networking events to enhance the development of professional skills; and d) implementation of bi-monthly “clinics” for personalized review of CV’s and resumes. In the next year we anticipate further growth in the program by a) expanding the professional skills development repertoire, e.g., networking, interview skills; b) implementing an Einstein alumni mentoring network, and c) working with other local institutions to enhance the career development offerings for the graduate student and postdoctoral community.

AAMC GREAT and GRAND Professional Development Groups

Association of American Medical Colleges

Steve Heinig, Jodi Lubetsky*, Tammi Simpson, Irena Tartakovskiy, Marquita Whiting

The Group on Graduate Research, Education and Training (GREAT) and Group on Research, Advancement and Development (GRAND) are AAMC professional development groups that provide forums for the leaders of biomedical and health sciences, Ph.D., M.D.-Ph.D. and postdoctoral training programs – including basic, clinical, translational, and implementation research – at medical schools and teaching hospitals. These Groups engage research and research training leaders in national issues and policies, as well as provide valuable networking opportunities and resources.

Association for Women in Science Work-Life Satisfaction Program

Association for Women in Science

Cynthia Simpson*, Donna Dean, Janet Bandows Koster

The Association for Women in Science (AWIS) received a three-year grant to develop and facilitate a program on work/life satisfaction to give women in STEM the tools they need to achieve success. Work/life satisfaction is an important concept in helping to prepare postdoctoral individuals for future success on both a personal as well as professional level. The poster presentation will review the outcome of the research conducted on the topic of work/life satisfaction, what postdoctoral individuals should receive from an employer or advocate for to assist in work/life satisfaction, and the seven major issues to consider including ways to establish guilt-free boundaries, how to say no, and determining methods to use in asking for what you want or need.

Brown’s IMSD Grant Addresses NPA Core Competencies

Brown University

Susan Rottenberg, Nancy Thompson*, Andrew G. Campbell*, and Elizabeth O. Harrington

The Initiative to Maximize Student Development (IMSD) Program at Brown University began in 2008 with the overall goals of increasing the success of under-represented trainees and transforming the institutional culture regarding the need to train a diverse future workforce. The program has focused efforts to enhance trainee successes through improved pedagogy by developing a “menu” of skill-based training modules. Modules were developed originally with pre-doctoral trainees in mind, but have now been extended to postdoctoral trainees as they share the need for professional development and progression of many of the same skills. The IMSD training modules are “not-for-credit” interactive sessions that complement and serve as preludes to regular academic coursework and training. Module topics include among others, research design and critical analysis, effective verbal and written scientific communication; and professionalism. Each module provides intensive developmental training over 8-12 contact hours. Trainees receive certificates upon completion of each module. Annual evaluations help to enhance module quality, effectiveness, and assess trainee needs. In addition the IMSD Program offers a unique seminar series which showcases cutting edge scientific research of guest lecturers with interactive seminars focusing on career issues of scientists, such non-traditional career paths, conflict resolution, ethics, and effective leadership and management. Evaluations indicate that the IMSD Program at Brown University has enriched the scholarly community by providing resources that help trainees maximize their potential. Because several of the modules and seminar topics directly address the NPA Postdoctoral Competencies, they have had an unexpected multiplier effect in benefit. Supported by: NIH R25GM083270 (to A.G.C. and N.L.T.)
FIRST, Fellowships in Research & Science Teaching: A differential approach to postdoctoral training  
Emory University & Morehouse College  

As part of the Institutional Research and Career Development Awards (IRACDA) National Institute of General Medical Sciences (NIGMS) initiative, the FIRST program was developed in order to increase underrepresented minorities in postdoctoral fellowship positions in the life sciences, as well as to increase research oriented teaching at Minority-Serving Institutions (MSIs). In order to accomplish this collaborative effort, the FIRST postdoctoral fellows conduct research at Emory University or Morehouse School of Medicine and complete their teaching component at a local HBCU in the Atlanta area. Currently, this collaboration is between Morehouse College, Spelman College and Clark-Atlanta University, the undergraduate schools of the Atlanta University Center. The combination of these initiatives gives FIRST fellows research-intensive experience while engaging in teaching activities, an experience that is unusual compared to traditional postdoc training. A study of 114 FIRST fellows compared to more than 500 traditional postdoctoral fellows at Emory revealed that not only do FIRST fellows publish in scientific journals at the same rate as the comparison group but they also obtain more academic jobs; receive NIH grants at a comparable rate; and contribute more to diversity and outreach at Emory; and are hired as faculty at the MSIs. Over the past decade 17 other IRACDA programs have been instituted at universities across the United States with missions of combining research-intensive and teaching components into the postdoc experience.

I’m Leaving on a Jet Plane: Planning and Executing a Travel Award for Postdocs  
Harvard School of Public Health  
Johan Ockinger*, Norah Verbout, David Kasahara, Lawrence De Koning, Anne Lusk, Alison Williams

Postdoctoral fellows benefit enormously from attending national and international conferences by learning about cutting edge developments in their fields, developing professional networks, enhancing career prospects, and present their own findings. Many postdocs, however, have trouble finding sufficient funds to attend conferences. We therefore wanted to establish a travel award for highly competitive postdoctoral fellows at the Harvard School of Public Health. In order to negotiate extra funding on top of our annual budget for this award, we retrieved survey data indicating (1) the average cost of attending a conference, and (2) the desire among postdoc to attend more conferences. This information was used as evidence for the need of such award, and we were granted funding for four annual awards. A call for applications was placed two months in advance of the application deadline. The requirements for each application included an abstract, personal statement, estimated expenses, and letter of support from a mentor. Each application was scored (1-5) based on scientific merit, innovation and contribution to the field by faculty members recruited on a volunteer basis. Winning postdocs were compensated following their trip and the submission of their receipts as per HSPH policy. In our experience, good supporting data was a key factor in the negotiations for extra funds for this travel award. Through this award we hope to support travel and academic activities among postdocs, and further raise the awareness of the research done by postdocs.

Ying and Yang are Necessary for Effective Negotiation: Experience of HSPH PDA in Negotiating Creative Solutions for Postdocs  
Harvard School of Public Health, Postdoctoral Association Council  
David Kasahara*, Norah Verbout, Johan Ockinger, Larry De Koning, Anne Lusk, Alison Williams

Oftentimes postdoctoral fellows are not able to raise institutional awareness about issues that concern them, or have these concerns evaluated. The postdoctoral association (PDA) is the key to resolve this solution and can raise awareness of concerns about administrative, training, salary or conflicts. We established a novel approach to raising postdoctoral issues to administration and faculty in a collaborative way, in order to improve postdoctoral experience and training. HSPH-PDA uses school-wide surveys and opinions from the community to understand the concerns of postdocs. Once disclosed, we work on strategies to address these concerns by discussing plausible and feasible solutions, while avoiding confrontation, and work in a collaborative way with three major supporters: the Dean, a Postdoctoral Advisory Committee (PAC), and the department of Faculty Affairs. During the last two years our council has identified several issues and implemented: (1) subsidized cafeteria food; (2) 4x travel awards, (3) training workshops, (4) improvement of non-bench-skills, (5) rewarding mentorship, (6) minimum hiring salaries , and (7) the creation of a postdoctoral alumni network. Our PDA places great importance on surveying and analyzing all data to support claims from postdocs, in order to present compelling evidence together with possible solutions, budget estimates, and feedback from postdoctoral fellows. Effective communication with university’s officers requires a non-confrontational approach with understanding of the limits of issues such as budget constraints and regulations. Gaining support from both Faculty Affairs and our PAC is essential to the success of proposals.

Focus on Improving the Postdoctoral Experience at Iowa State University: Year 2  
Iowa State University  
Andrew Severin*, Megan Grunert, Ragothaman Yennamali, Ronald Holtan and William R. Graves

At Iowa State University (ISU), postdoctoral training is a collaborative effort involving the Graduate College, the Office of the Provost, the Office of the Vice President for Research and Economic Development, and faculty advisors. In the last year, our association has been challenged by its first turnover in leadership and struggles to generate the initial inertia required to improve postdoctoral participation. Fortunately, our constitution, which was approved upon the formation of our association last year, provided for smooth transitions in leadership. A new core group of postdocs leading the association has come up with creative solutions to improve social and networking opportunities that increase the awareness of and improve the professional development for postdocs at Iowa State University. Here, we reflect on our trials and tribulations over the last year, including a successful Postdoc Appreciation Day to improve awareness, a postdoctoral research day for networking opportunities between two universities in Iowa, a successful petition for improved retirement benefits, an improved Web site and a postdoctoral seminar series that provides an outlet for improving postdoctoral speaking and communication skills.
We will also discuss how these activities are fostering broader participation by postdocs. Our goal for the next year is to provide a postdoctoral handbook that provides reference material on everything from where to live and get a drivers license to how to identify and manage potential research misconduct, to continue to improve overall postdoctoral connectivity within and between universities and create outreach programs using Facebook and Twitter to improve communication.

**Yearly Mentoring Evaluation as a Tool to Improve Postdoctoral Training**

*J. David Gladstone Institutes*

**Daniel Zwilling* and John LeViathan**

Every year The J. David Gladstone Institutes are conducting a (general) postdoc survey in order to evaluate how satisfied the postdocs are with their work and their training. In a previous survey the scores for mentoring revealed that a low but significant percentage of postdocs were not satisfied with the mentoring they received. The Gladstone Postdoctoral Advisory Committee (GPAC) then started an initiative to address this issue. GPAC proposed a comprehensive set of questions that are related to all aspects of mentoring. A task force consisting of PIs and postdocs was formed to decide on the set of questions and the general form of the survey. The survey will be conducted starting next year and all postdocs and graduate students will be asked to rate their PI according to those questions anonymously. The results will be made available to the PIs in aggregated form (scatter plot). Every PI will only see his/her own individual results. The survey will be conducted for the first time in spring 2011 (and then on a yearly basis) and will serve primarily as a feedback mechanism for the PIs. In case the PI receives low ratings in certain areas, HR will notify the director who will then get engaged to offer help. In conclusion, GPAC implemented a very effective tool to give feedback on mentoring to each PI in an anonymous and thus unbiased fashion. This will be a very helpful evaluation tool that will identify strengths and weaknesses in the mentoring of individual PIs.

**Los Alamos Postdoc Association Annual Career Fair**

*Los Alamos National Laboratory*

**Virginie Dupont*, David Kuiper, Bertrand Rollin, Javier Baca, Praveen Sekhar, Katharine Page, Shadi Dayeh, Rajinder Singh, Ryan Trovitch, Mary Anne With**

For the past four years, the Los Alamos Postdoc Association (LAPA), in coordination with the Postdoc Program Office, has organized a 3-day Career Fair in Los Alamos, New Mexico. Postdocs and students from Los Alamos National Laboratory (LANL) participate in this annual event, with an invitation to Sandia National Laboratories as well. This Career Fair has been growing every year, with 21 companies attending in 2010, and more than 170 postdocs visiting the booths. The participating recruiters were from industry and national laboratories with a majority of them coming from across the United States, while some were local. The Career Fair included Information Sessions by recruiters, a Meet and Greet reception, a 3-hour Career Fair event, as well as on-site interviews. In 2010, more than 120 interviews were conducted at Los Alamos. A number of postdocs secure their next position by attending the Career Fair. The Career Fair takes approximately ten months of organization and preparation by LAPA organizers, including extensive communication to companies by e-mail and phone, coordination with the Postdoc Program Office, and a number of postdoc volunteers to help during the 3-day event. Securing financial support from companies and LANL is essential. We will discuss effective methodologies in bringing up a successful institutional career fair by summarizing lessons learned during preparation and conduction of our career fair.

**Industry Experience Program 2.0**

*Massachusetts General Hospital*


In 2009 the Massachusetts General Hospital’s Postdoc Association (MGPA) partnered with the Office for Research Career Development (ORCD) and Massachusetts Biotechnology Education Foundation to create the Industry Experience Program (IEP). The program aims to help postdocs decide whether a career option in industry is a good fit for them, by providing an opportunity to spend a day on-site at a local biotech and pharmaceutical company. Following a successful pilot phase of the program, which involved the participation of AstraZeneca, New England Biolabs, and EMD-Serono, we have expanded the program to accommodate more postdocs and more industry partners. In doing so, we have established a Web site that hosts all postdoc participant biosketches that has a keyword search tool built into it. This search tool is designed to help companies identify and select postdocs with similar interests. We have also designed a brochure and logo to enhance company participation in this program. IEP is a win-win partnership as it serves to benefit both companies as well as postdocs. It provides a platform for MGH postdocs to interact with people that have successfully transitioned from academia to an industry position, as well as providing industry scientists an opportunity to exchange ideas fostering collaborations with local academic institutes.

**Networking for Success in Science**

*Massachusetts General Hospital*

**Tooba A. Cheema*, Hilary F. Luderer, Adnan O. Abu-Yousif, Erroll Rueckert, Ann Skoczenski, Tayyaba Hasan**

Choosing a career path is a difficult decision for many postdocs. Regardless of the specific path chosen, networking is a key skill for success in science. The Massachusetts General Hospital Postdoc Association (MGPA) and the MGH Office for Research Career Development are committed to providing postdocs with opportunities to learn how to effectively build and maintain networks. In 2010, a thematic series of programs addressed networking. First, MGH postdocs were invited to practice networking at a series of mentored luncheons. These were designed to help postdocs network with scientists within and outside of academia, including tenure-track faculty, medical science liaisons, patent attorneys, journal editors, and consultants, in order to make an informed decision regarding their career path. Small group discussions, with postdocs switching tables at intervals, allowed postdocs to speak to multiple guest mentors. In addition, two invited speakers presented seminars at MGH on different aspects of networking. Brianna Blaser Ph.D., of AAAS, spoke to postdocs about networking strategies, including making use of internet networking sites. Career strategist, Sarah Cardozo-Duncan presented an interactive workshop titled “Building Your Value Proposition.” This seminar introduced postdocs to the concept of having a value proposition and a self-evaluation geared at marketing their strengths. Both speakers emphasized the importance
of attaining informational interviews and discussed how these can be used for finding a job. This thematic series has helped educate postdocs about the steps needed for success in academia, career options outside academia, and the importance of networking to achieve career goals.

The Michigan State University CAFFE: A Professional Development Planning Tool for Postdoctoral Scholars

Michigan State University
Hayoz, S., Molenda-Figueira, H., Santos, P., Steiner, A., Pike, S. and A. A. Nunez*

CAFFE stands for “Center for Academic and Future Faculty Excellence” and is a Michigan State University initiative funded by the NSF. By coordinating the efforts of many offices and programs, CAFFE provides workshops and short courses aimed at preparing postdocs for successful careers, particularly in academic institutions. At the MSU CAFFE Web site, “patrons” receive a “Menu” with a variety of activities covering four major areas: Expectations of Academic Institutions, Faculty Knowledge Essentials, Academic Work Skills and Responsibilities, and Professional Attitudes and Ethics. This Menu can be utilized to develop an individualized curriculum complementing the preparation received by a postdoctoral scholar in their graduate training and current research lab. Repeated annually, the process starts by identifying the professional goals of the postdoc and with an assessment of the postdoc’s current level of preparation. Next, offerings from the CAFFE Menu are strategically selected and integrated with the research activities planned for the year. The intent is to prepare this curriculum in parallel with the research and discipline-specific development plan already implemented by the postdoc and his or her principal investigator (PI)/mentor. The parallel mentoring endorsed by the CAFFE requires that the postdoctoral scholar and his or her PI jointly set expectations. It also provides the context for annual reassessment and discussions of these expectations. This not only serves to develop and implement individualized plans for the postdoctoral scholars but also serves as a template for preparing grant proposals requiring descriptions of professional development plans.

NCI CCR Fellows and Young Investigators Association: Training, Mentoring and Career Development

National Cancer Institute, Centre for Cancer Research Fellows and Young Investigators Steering Committee

Majda Haznadar*, Brid M. Ryan, James Gould, Marty Sklavos and Jonathan Wiest

The Center for Cancer Research (CCR) at the National Cancer Institute (NCI) is home to more than 1,000 trainees including postdoctoral fellows, clinical fellows, post baccalaureates, and graduate students, spread over two campuses: Bethesda and Frederick. The CCR Fellows and Young Investigators (FYI) Association was organized to foster the professional advancement of member clinicians and scientists at CCR. FYI enhances the intramural training program, fosters communication among fellows and the CCR community, and serves as a liaison to administration programs that affect the training experience. To accomplish these goals, FYI undertakes several initiatives. It actively participates in orientations for new trainees at least once a month. New trainees have to complete a comprehensive training plan that was developed through the CCR Office of Training and Education. To help trainees develop strong presentation skills, FYI organizes scientific seminars that allow trainees to present and discuss their research. Realizing the importance of presentation skills for a successful career, FYI initiated PASS (Presentation And Seminar Skills). PASS offers an innovative opportunity to trainees to practice and polish their presentation skills and receive constructive feedback. To increase its visibility on both campuses, FYI publishes its own newsletter, which offers an avenue to keep trainees updated with current events. The most comprehensive initiative that FYI undertakes, however, is the organization of the Annual Colloquium. The multi-day colloquium brings trainees together for networking with their colleagues and invited guest speakers to start new research collaborations or learn how to land the career position of their dreams.

Efforts to Support and Advance the Careers of Women in Biomedical Careers at the National Institutes of Health

National Institutes of Health, Office of Research on Women’s Health
Joslyn Yudenfreund Kravitz*, Vivian W. Pinn, and the NIH Working Group on Women in Biomedical Careers

In January 2007, the National Institutes of Health (NIH) director established and became co-chair of the NIH Working Group on Women in Biomedical Careers (WG) in response to the recent National Academies report Beyond Bias and Barriers: Fulfilling the Potential of Women in Academic Science and Engineering. That report concluded that women face institutional and environmental barriers to advancement at all career stages and called for broad, innovative action from universities, professional societies, and government funding agencies. The WG, which is co-chaired by NIH Director Francis S. Collins, M.D., Ph.D., and Office of Research on Women’s Health (ORWH) Director Vivian W. Pinn, M.D., includes NIH deputy directors and Office of the Director (OD) senior staff, Institute and Center (IC) directors, and other men and women representatives of NIH intramural and extramural staff. This poster summarizes the major activities and accomplishments of the WG to date, emphasizing new and enhanced programs and policies which support the career development of postdocs. This includes an extension of paid parental leave for NIH-supported trainees, expansion of the NIH Reentry Program to include postdoctoral fellows, support for research and collaborations on career issues, and a variety of electronic resources provided on the WG website that are continually updated, among others. Under the leadership of the NIH director and ORWH, the members of the WG are continuing to work towards even greater accomplishments, acknowledging that this will be a long journey and recognizing that sustaining advancement of women in biomedical careers will require persistent attention.

NPA ADVANCE: Facilitating the Advancement of Women in the Academic Career Pipeline

National Postdoctoral Association
K. Flint Ehm* and C. Johnson Phillips

The transition from postdoctoral scholar to faculty is the time of greatest attrition of women, relative to men, from the academic career pipeline in science and engineering. The principal reasons appear to be related to family formation and confidence issues, which create challenges that often disproportionately impact women’s careers. To help mitigate these issues the NPA, with funding from the National Science Foundation, has undertaken the NPA ADVANCE project. NPA ADVANCE aims to foster the transition of postdoc women into
the professoriate through the promotion and dissemination of promising institutional practices. The project’s key activities include: conducting background research on postdoc gender issues and institutional practices; organizing the National Summit on Gender and the Postdocate, which was held in March 2010; establishing a Web portal featuring an overview of the data on postdoc gender issues and a clearinghouse of promising practices; developing a compendium resource handbook of models and recommended practices for helping women make a successful transition from postdoc to faculty (coming in 2011); and the provision of technical assistance to those seeking to implement programs for postdocs at their institutions.

Postdoc Committee (IPC), this past fall. Made up of a number of disciplines, the Postdoc Committee (IPC) is made up of a diverse mix of domestic and international postdocs. About 75% of these postdocs are foreign nationals, many of whom are adapting to life in the US for the first time. For many years, TJU has had an active Office of International Exchange Services (OIES) and with the help of the Office of Postdoctoral Affairs (OPA) has recently implemented programs, such as English as a Second Language, to help international postdocs with their adjustment. However, further initiatives were still needed to better acclimate international postdocs in a foreign land. For this purpose, the Jefferson Postdoctoral Association (JPA) and the OPA started a subcommittee, the International Postdoc Committee (IPC), this past fall. Made up of a number

our own research, we host seminars on the different types of research such as basic science, clinical science, and behavioral science. As most postdocs are transitioning from a training position to a faculty position, this program provides them both teaching and mentoring opportunities. Thus, our local outreach program has been a useful tool for postdoctoral fellows.

Meta-analysis of Postdoc Survey Results by the Stanford University Postdoctoral Association Reveals Shift in Career Goals Following Financial Crisis
Stanford University
Hedwich F. Kuipers*, Brandon Steelman

The Stanford University Postdoctoral Association (SUPD) has conducted annual surveys of enrolled postdocs for a decade. The survey results have been critical advocacy tools for both SUPD and the Stanford University administration. The data have been used to support salary increases, provide feedback about benefits and career development, and recently helped support the first opportunity for Stanford postdocs to apply for independent grants. A meta-analysis of surveys from 2008-2010 revealed stable trends in postdoc satisfaction about research training and mentorship. The primary concern of postdocs continues to be career development and the opportunity to obtain independent funding. In addition, the paucity and cost of childcare are important concerns for postdocs with and without children. We found that the career goals of postdocs shift away from academia (when entering Stanford) to alternative careers (after an average of 2+ years). This shift is consistent with the scarcity of tenure-track faculty positions nationwide. Alarmingly, after the financial crisis, this shift has declined: postdocs no longer consider careers outside of academia, despite a decrease in the number of academic positions and a growth in the area’s biotechnology market. This academic fixation continued into 2010. Despite potential skepticism about the utility of providing financial incentives to complete the survey, we observed a strong correlation between response rate and the availability of incentives for respondents. This meta-analysis highlights trends in the Stanford University postdoc community, which now exceeds 1,800 enrolled postdocs. Many of these observations may be applicable to other institutions, and some may represent national trends.

Teaching and Mentoring Opportunities through Local Outreach
St. Jude Children’s Research Hospital
Wilda Orisme* and Rebecca Dubois

The local outreach branch of the postdoctoral council has served as a platform for postdoctoral fellows at our institution to teach and mentor students from local Memphis schools. This unconventional teaching opportunity has given postdocs insight into possible career paths like teaching, health policy, and educational outreach. Our effort to establish this program has been three-fold. First, we teach and mentor students in elementary schools through St. Jude Cure4Kids International Outreach Program. This established program gives postdocs a chance to give cancer and health-related presentations to third and fourth graders. We also teach them how to use a microscope, collect data and analyze their results. Second, we teach high school students the principles of polymerase chain reactions, how to run an electrophoresis gel, and even expose them to fluorescent microscopy. These teaching sessions allow the students to spend time in a research laboratory with a postdoc where they learn techniques as well as ask health-career related questions. Finally, we help undergraduate students understand the career opportunities that are available in research. We provide a road map to those paths and the possible outcomes. In addition to presenting
of dedicated foreign postdoc volunteers from a variety of ethnic backgrounds, this committee will provide information to international postdocs before they arrive and will help newly arrived international postdocs to establish themselves and their families within the community at large. Current projects of this committee include initiating a "Country Buddy" program, formulating country-specific lists of items that international postdocs may seek, expanding the postdoc Web site to meet the demands of an increasingly culturally-diverse postdoc population and setting up culture-specific social events. These current and future projects, performed in collaboration with the OPA, JPA, and OIES, will be implemented in hopes of helping international postdocs transition to life away from their home countries and have an enjoyable experience while at TJU.

Improvements to the University of Alabama at Birmingham Postdoctoral Experience through PDA and OPE Collaboration
University of Alabama at Birmingham
Marlene Winkelbauer* and Lisa Schwiebert

The overarching goal of the UAB Postdoctoral Association (PDA) and the Office for Postdoctoral Education (OPE) is to improve the quality of the postdoctoral experience at our institution. To that end we have worked together to identify key concerns that needed to be addressed and have made advancements that will benefit our postdoctoral population now and into the future. Here we outline three examples of this process. First, with an increasing number of postdocs receiving career transition awards which require training in laboratory management, we determined that the best way to serve this need was to develop a course addressing this topic. The PDA provided suggestions of topics to cover while the OPE organized the timing of the lectures and handled registration. A second concern involved a discrepancy in the benefits being received by our postdoctoral employees versus our trainees. Working with the UAB administration in conjunction with the PDA and OPE we were able to get equalization of most of the postdoctoral benefits. Finally, the UAB minimum postdoctoral stipend level had not been raised in 5 years. To remedy this situation the PDA and the OPE again worked with the administration to establish a minimum stipend level annual review committee to evaluate this issue. This committee has since recommended a 2% increase in the minimum postdoctoral stipend level for 2011. This shows that when a postdoctoral association and office work together big improvements benefiting the postdoctoral population can be achieved.

Journal of Postdoctoral Affairs: The First Peer-Reviewed Journal Focused Exclusively on Topics of Relevance to Postdoctoral Scientists
1 University of California–San Francisco; 2 Ernest Gallo Clinic & Research Center; 3 University of California, San Diego; 4 U.S. Department of State; 5 Harvard School of Public Health
Daniel Almonacid1, Cory Blaiss2, Hady Felfly3, Andrew Hebbeler4, Peter Kolb1, Evelin Szakal1, Vuk Uskokovic1, Norah Verbout5

The Journal of Postdoctoral Affairs is conceived as an international platform for addressing conceptual and practical issues that pertain to the foundations and contexts of the postdoctoral experience. It will be the first peer-reviewed journal focused solely on subjects of interest to postdoctoral scholars all over the globe. Analyses of the future, present, and past of the postdoctoral appointments from social, educational, economic, political and psychological viewpoints will all be gathered under the umbrella of this journal. Shorter opinion articles and letters as well as longer research and critical review papers will be considered for publication. This interdisciplinary peer-reviewed online forum will serve the purpose of disseminating the opinion of current and former postdoctoral scholars, their faculty advisors, postdoctoral policy analysts, administrators, and labor affair specialists. The selection of publishable articles will be based on a rigorous peer-review process conducted by an expert editorial team. The inaugural issue of Journal of Postdoctoral Affairs will be released in April 2011, and we extend the invitation for submission of manuscripts for the subsequent issues.

The UCSF PSA: A Legacy of Postdocs and Role of the NPA
University of California–San Francisco (UCSF)
Hady Felfly*, Walter German, Daniel Almonacid, Evelin Szakal, Ulrike Boettcher, Peter Kolb

The University of California San Francisco’s (UCSF) Postdoctoral Scholars Association (PSA) was established in 1995. Since its inception, and because of the temporary nature of postdoctoral appointments, it has passed through several dormant/active phases. The UCSF PSA was established by about a dozen postdocs who published a survey on postdoctoral training and secured funding for an educational seminar series. Today, the UCSF PSA is a cornerstone of postdoc life on campus. It has a well established funding strategy; 28 officers and representatives that serve in multiple campus committees and councils; it hosts several seminar series and events; and implements various ideas and recommendations emanating from the NPA. Of important mention is the UCSF PSA fundraising system which consists of the drafting of a detailed budget plan to be presented to all departments on campus with proposed events and seminars. This fundraising effort has consistently resulted in donations of approximately $20/postdoc per year and has ensured the continuity of our PSA within the UCSF community. Recently, the PSA has also targeted companies for sponsorship of particular events. Especially, networking hours have been successful attracting interest, for instance from Roche Diagnostics and Genentech. The original educational seminar series remains a big focus of the organization, but new activities are continuously being added. In fact, following NPA recommendations, the UCSF PSA has incorporated several new events and tasks to its portfolio, including National Postdoc Appreciation Day/Week, which has become one of the most well attended events of the year.

Resolving Workplace Conflict: University of Chicago PDA Approach
University of Chicago
Tuba Sural*, Larissa Belova, Zhengying He, Ariel Finkielstein, Nancy Schwartz

Workplace grievances affecting postdocs are unfortunately not all that uncommon. According to our 2007 survey conducted among the University of Chicago (U of C) postdocs, as many as 40% said they have experienced grievances at work. Issues usually include difficult work or academic environment, authorship and intellectual credit, and discrimination, harassment or abuse of power. Resources for informal conflict resolution at the university are limited to undergraduates and medical students. This prompted the postdoc association (PDA) to undertake a conflict resolution/mentoring program
specifically for U of C postdocs. The PDA is following a two-pronged approach on conflict resolution for postdocs: (1) measures taken to prevent conflict before it happens and (2) dealing with conflict after the fact. Our main objective is to create an ombudsperson specifically for postdocs, together with the implementation of an informal Grievance Resolution Procedure. This poster highlights the different programs initiated by the PDA to achieving this objective. Examples include creating an individual development plan (IDP) to encourage postdocs to use as a communication tool to clarify expectations with their advisor; setting up seminars on how to deal with conflict and creating a speed mentoring program. Our approach to deal with existing conflict includes establishing written guidelines on how to approach the situation at hand and appointing ombudspersons among faculty members to specifically deal with postdoc conflicts.

Programming for Postdocs Using Focus Groups, Questionnaires, and Feedback Forms
University of Colorado at Boulder
Richard Threlfall*, Vivek Kaila, Laura L.B. Border

In 2004, CU Boulder joined a national survey effort on postdoctoral fellows led by Sigma XI. Questions posed specifically to postdoctoral fellows in the Boulder area underscored the need to provide professional development for both academic and nonacademic careers. The resulting effort, the Postdoctoral Association of Colorado (PAC) relies on results from the Sigma XI survey, local focus groups, and feedback forms from local activities to address postdocs’ unique needs and positions. Topics covered include professional development, the job search, administration, entrepreneurship, immigration, and teacher training. PAC has also benefited from our membership in the NPA and from the services it provides. This poster offers an overview and interpretation of local data on interests, activities, and differences in our local postdoc population. Discussion of the poster will include a question and answer session as well as the invitation to critique our programming and offer suggestions for improvement.

Establishing an Association by Postdocs for Postdocs
University of Maryland, College Park
Joseph Ross*, Robert Dooling, Arthur Popper

In 2004, catalyzed by the support of administration, postdocs in the College of Chemical and Life Sciences at the University of Maryland, College Park established the first postdoc association (PDA) on campus. Our mission is to improve the training and success of postdoctoral members by providing career development and community-building opportunities. In the last two years, the PDA formally organized by adopting bylaws, and then produced a Web site and assembled an e-mail list. We have since addressed our mission statement by surveying our membership to identify their needs and concerns, developing a postdoc orientation program, and organizing a monthly PDA workshop on career training and exploration for our members, all for the cost only of event refreshments. We have faced several challenges and made several advances while furthering our mission. The initial absence of a campus postdoc office gave us the opportunity to play a role in developing postdoc resources and addressing postdoc issues on campus. However, identifying all postdocs has been difficult. Also, the present economic situation has made it necessary to be very persuasive when requesting funds from campus sources and to be frugal with expenses. Our successes have caused our PDA to mature rapidly into a valued campus resource. We describe how our Association overcame obstacles common to new PDAs, is addressing current growing pains, lobbies for funding and other resources, organizes and holds workshops, advertises events, interacts with faculty and administration, and implemented “Bringing it Home” from last year’s NPA Annual Meeting.

Launching Professional Development & Project Management Activities for UMB Postdocs
University of Maryland School of Medicine
Derek Haseltine

Established in May 2010, the Office of Postdoctoral Scholars (OPS) at the University of Maryland, Baltimore (UMB) serves the unique needs of approximately 400 scholars. The creation of OPS resulted in an expansion of services targeted to UMB postdoc’s career and professional development needs. New offerings include interactive career skills workshops, one-to-one career and funding consultations and instructional courses in grant writing, presenting and teaching. A scientific Leadership and Project Management seminar series was also launched to address the various skills required for an independent research career. While the content for these sessions was tailored to postdocs, junior faculty and graduate students were encouraged to attend. The initial series consisted of 11 seminars, led by UMB investigators and external guest speakers, which focused on scientific, financial and interpersonal aspects of research management. The series also included an interactive session on writing and implementing an individual development plan (IDP) as well as an academic job search panel discussion. This poster will detail the new career development offerings for UMB postdocs as well as the challenges faced and lessons learned during the inaugural year of the OPS. Current efforts aimed at formalizing the leadership seminar into a certificate program as well as additional initiatives to address the leadership and management core competencies identified by the NPA will be discussed.

Easing the Transition for New Postdocs with an Interactive Web Site
University of Nebraska–Lincoln
Neal Bryan*, Richard Lombardo

Postdocs arriving at a new institution face a daunting to-do list, even before they begin their research. They need to visit the proper offices to complete the hiring process, enroll for employee benefits, register vehicles, obtain building access, et cetera, all of which are critically important to complete in a timely way—yet the process is often ill-defined. With no central location for this information and inconsistencies between departments, newly arrived postdocs may suffer frustration and, in some cases, be deprived of benefits or pay. To ease the transition and to help new postdocs prioritize, the UNL Office of Postdoctoral Studies compiled a list of tasks common to all postdocs into a simple, easy-to-read webpage. This arrival checklist is the Web site entry point for new postdocs, ensuring maximal exposure and easy access. The list includes business to be conducted at university and department offices, as well as local government agencies. The webpage is interactive, thus suitable for tracking progress on a mobile device, and may be downloaded as an offline PDF or converted to hard copy (sans hyperlinks, naturally). Provided together with general information about UNL,
Lincoln, local housing resources and the NPA, our New Postdoc Arrival Checklist has proven a valuable resource, appreciated by new hires and adopted by many departments campus-wide.

Propensity, Prestige, and Program: What Determines Who Becomes a Postdoc?
University of North Carolina – Chapel Hill
Jennifer Miller*

As scientists become more likely to participate and persist in postdoctoral appointments, especially in the life sciences, scientists and those who employ, fund, organize, and support them would like to better understand who becomes a postdoc and why. Some express concern that postdoctoral appointments have become a holding pattern and a source of cheap labor. However, many of the most talented new Ph.D.s also become postdocs. This poster will present a review of the academic literature, government and professional association reports, and publicly available data to summarize what we know about who becomes a postdoc. Do individual characteristics like personal motivation, human capital, and demographics predict who will become a postdoc? What role do characteristics of the doctoral institution play? The answers to these questions may be of particular interest to university administrators of postdoc affairs as a form of market research.

Celebrating Postdoctoral Accomplishments: Annual Data & Dine Symposium at the University of Pittsburgh
University of Pittsburgh Postdoctoral Association
Drew D. Dudgeon, Steven R. Woodcock, Timothy M. Maul, Pei-Ying Chuang, Ruben K. Dagda, Tammy L. Dennis*, Steven K. Wendell, Darlene F. Zellers

Now in its sixth year, the University of Pittsburgh Postdoctoral Association’s Data & Dine Symposium is a scientific poster session and networking dinner at which University of Pittsburgh postdocs present their research to colleagues, faculty, and administrators. Postdocs showcase their research at a formal poster session and practice their presentation skills much like they would at a professional meeting. The presentation of a concise and scientifically sound research project is an important aspect of a postdoc’s career and this multidisciplinary symposium provides the opportunity for postdocs to practice these essential skills. Networking is facilitated between postdocs and faculty during the formal dinner, keynote presentation (carefully chosen to entertain postdocs from all disciplines while fitting the career skill theme), and poster award ceremony. Such interactions foster new collaborations and future job opportunities for our postdocs. Established investigators serve as judges for the poster competition and ten $500 travel awards are given to outstanding postdocs in recognition of their best poster presentations. The addition of travel awards, funded through donations from departments, has helped to grow abstract submissions to over 100 for the past two years. The reasons are two-fold: the lure of a travel award entices postdocs to participate and the awards motivate academic departments to encourage their postdocs to compete for an award. Moreover, regular scheduling each year (e.g. 3rd week in May) after work hours at a central location, and providing an elegant, catered dinner are good strategies for attracting a wider audience for this postdoctoral professional development activity.

Expanding the Postdoctoral Association Presence
University of Southern California
Glovioell W. Rowland*, Krishna Ramaswamy,

The Keck Postdoctoral Association (PDA) of the Keck School of Medicine at the University of Southern California has come into its own! After three years of growing pains, the PDA has experienced major advances. This poster chronicles those achievements. Most notably, serious deliberations with the university administration have yielded results: 1) “Equity” among Postdocs—a clear policy decision to preferentially hire Postdocs as staff versus fellows with starting salaries of $37,000; 2) Negotiations to establish a “Career Center” on the Health Science Campus; and 3) Initiated posting of Keck PDA events on the Keck School of Medicine News and Notes for campus-wide prominence. Further, the Office of Research Advancement has assumed postdoctoral office functions. A designated officer orient all new postdocs and expedites all PDA financial affairs. In 2009-2010, the Keck PDA e-Newsletter was launched. The PDA Executive Council created, edited and published its first Keck PDA Handbook in the fall of 2010. Uniquely tailored sessions such as the Postdoc Survival Workshop, Immigration and Taxes Workshop and How to Manage your Energy were held and found to be incredibly applicable to the postdocs! Now, the PDA is expanding its reach to the University Park Campus—we are building our own Web site and expecting a continual upsurge in membership and promise.

Grassroots Effort to Peer-Mentor Chemistry Postdocs
University of Wisconsin-Madison
Uzma I. Zakar*, Jonathan Hudon, Sean Moran, Andrew Palmer

Mentoring constitutes a vital component in learning and identifying appropriate career paths. This is especially relevant to postdoctoral fellows who are at the crossroads of identifying appropriate passageways to their future. Interaction between postdoctoral peers is critical in identifying common aspirations, similar obstacles, appropriate resources, and motivation to help each other persevere. Within the chemistry department at the University of Wisconsin-Madison, we previously did not have any formal way of linking postdoctoral students with one another. This presentation will highlight the grassroots effort of a few postdoctoral fellows to initiate a peer mentoring social program. We will share how we tapped into the resources of the department as well as the beautiful city of Madison to help us inspire each other. While this program is still under development, substantial headway has been made. Meetings are held at local cafes, bars and hallways. Postdoctoral fellows discuss their strategy to apply to academic jobs. Seminars may be given to peers and the department to prepare for an upcoming job interview. Others may inform one another about an opportunity in government and discuss fellowships or conference resources that can be availed. Still others may know of openings in industry. Future directions include pairing up with postdoctoral associations in neighboring disciplines at UW to broaden perspective; however, immediate outcomes from our nominal organization include a sense of community and satisfaction of being connected. There is momentum to expand our directions, and this meeting will serve as a source of inspiration to define our efforts.

Vanderbilt University Medical Center Postdoctoral Association
Vanderbilt University Medical Center
Angela Boutte, Greg Digby, Jennifer Noto*, Jennifer Konopka

The Vanderbilt University Medical Center Postdoctoral Association (VUMC-PDA) was formed in 1998 and has successfully united postdoctoral research fellows from the basic sciences as well as clinical departments. The VUMC-PDA provides postdoctoral fellows the opportunity to network with leaders of VUMC to voice their suggestions and concerns to help shape postdoctoral policy. With the support of faculty, the VUMC-PDA has accomplished several goals related to advocacy and scholarly learning, including but not limited to negotiation of health benefits, procuring

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postdoctoral funding, and, of course, fostering productive scientific collaborations. Each year, the VUMC-PDA participates in postdoctoral fellow recruiting, career development, and an annual research symposium. Being a member of the VUMC-PDA can be a beneficial part of postdoctoral training, as PDA members often gain valuable experience in networking, leadership, and acquiring key committee organizational skills such as creating agendas and budgets. Members are also provided opportunities to attend departmental chair meetings, plan seminar series and research symposiums, and select invited speakers for VUMC career development and scientific research events. These core leadership skills are an essential part of training as they provide postdocs an understanding of the dynamics of leadership in academia.

First Year as a Postdoctoral Association at Virginia Commonwealth University: Progress and Future Goals
Virginia Commonwealth University
Lynn C. Hull*, Brian Shapiro, Wendy Murdock, Amy Hawkins, Catherine Kobel, Katherine Falenski, Sarah Golding, Lathika Mohanraj, Sai Koka, Laura Thorpe, Jennifer Kienzle

In October of 2009 the Postdoctoral Association of Virginia Commonwealth University (PDA) was founded with support from our OPS. In the first full year of our organization we have made notable progress. We are organized into six committees (Policy, International, Social, Teaching/Service, Communications/Newsletter and Programming) whose chairs join our President, Vice President, Treasurer and Secretary in forming our Executive Committee. This past year one of our major accomplishments has been the progress the Policy Committee has made in informing the university leadership of the unequal benefits resulting from multiple classifications of postdocs at our university dependent on type of funding. The administration has indicated that it is willing to address this problem and the Human Resources Department is currently taking steps to remedy the situation. Additionally the Executive Committee is working with the OPS to establish a Strategic Plan for the next ten years of the PDA. This document is meant to function as a road map for the overarching issues the PDA faces while the actual membership fluctuates as officers naturally move on in their careers. The main goals of the document are to outline the steps needed to increase the visibility of the PDA and postdocs at our university dependent on type of funding. The administration has indicated that it is willing to address this problem and the Human Resources Department is currently taking steps to remedy the situation.

Transformative Postdoctoral Training and Education at Virginia Tech
Virginia Tech
Imran Akhtar, Daniela Cimini, Abdulaziz Kaya, Meredith Katz, Anuj Mittal, Debabrata Mohapatra* and Shereef Sadek

Virginia Tech postdoctoral Association (VTPA) is an active organization of postdoctoral scholars at Virginia Tech. Our aim is to initiate "Transformative Postdoctoral Training and Education" in line with the "Transformative Graduate Education" initiative taken by the graduate school. While the association was created with the aim to provide career development services to the Virginia Tech postdoc community, feedback from the postdocs indicated that there was a need for networking and community building amongst the postdoctoral community. Based on this information and the overall mission of the association, we have organized social events to promote interaction among postdocs, and invited a number of speakers to talk about career development issues. Finally, a periodic VTPA newsletter is distributed to keep our postdoctoral community informed on the events and progress made by the association.

Uncovering the Invisible Minority Postdoc Talent Pool
www.MinorityPostdoc.org
Alberto I. Roca*, Ph.D.

Ethnic minorities are underrepresented among STEM faculty. This situation has motivated interventions to encourage minority undergraduates to pursue doctoral degrees. However, the actual talent pool for a STEM faculty search is the postdoctoral population. Diversity efforts have often overlooked underrepresented minority (URM) postdocs. This poster will describe four objectives for uncovering this invisible talent pool. First, a fundamental question is whether there is an adequate supply of URM postdocs. Demographic data were taken from national and institutional surveys resulting in these average percentages of URM postdocs in the domestic population: 3% African American, 4% Hispanic, and 0.5% Native American. Therefore, estimates of the total number of minority postdocs ranges from about 2000 to 3300 individuals (assumptions affecting these figures to be discussed). Second, policy issues specific to the minority postdoctoral experience can impact the training pipeline. For example, can affirmative action be applied to non-advertised postdoc positions? The most competitive postdoctoral training experiences are created by an informal agreement between the prospective candidate and the advisor thereby circumventing the typical employee recruitment process. Third, the MinorityPostdoc.org Web site is a highly visible portal featuring resources, events, and articles about career advice, jobs, funding, mentoring, and diversity issues. In particular, the site promotes the activities of both national and regional diversity-related postdoc groups. Fourth, our outreach efforts have led to the creation of a database of 900 postdocs of which many are from underrepresented ethnicities. Stakeholders and recruiters could utilize this community for engaging URM postdocs especially for faculty diversity interventions.

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Providing a national voice for the postdoctoral community
TRAVEL AWARD RECIPIENTS

The National Postdoctoral Association would like to express its appreciation to the organizations who sponsored travel awards. Because of their generosity, 18 postdoctoral scholars were able to attend the 2011 Annual Meeting. The NPA Travel Award Subcommittee chose the recipients and matched them with sponsors according to the amount awarded.

Jonathan Hudon, University of Wisconsin-Madison
Patricia Jumbo Lucioni, Emory University
Timothy Maul, University of Pittsburgh
John Scatizzi, The Scripps Research Foundation
Arti Shinde, Albany Medical College
Mesia Moore Steed, Wake Forest University
Health Sciences Center
Tuba Sural, University of Chicago
Richard Threlfall, University of Colorado at Boulder
Weiwei Zhao, University of Buffalo

Center for Cancer Research/
National Cancer Institute
Matthew Crook, The Pennsylvania State College
M. Nia Madison, Meharry Medical College

Leavy, Frank, & Delaney, LLC
Dalip Sethi, Thomas Jefferson University

Science Careers
Thekkethil Nedungadi,
University of North Texas Health Science Center
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• Strong inter-institutional collaborations between SKI, Weill Cornell Medical College and The Rockefeller University

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• Office of Postdoctoral Affairs
• Structured Mentoring
• Postdoctoral Advisory Council and Postdoctoral Association
• Postdoctoral Social Hours
• Annual Postdoctoral Research Symposium
• Office of Career Services
• Career Development Symposia and Courses
  - Grantsmanship and Scientific Writing
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Find out more at: www.ski.edu or contact opa@mskcc.org

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