National Postdoctoral Association
3rd Annual Meeting • March 11-12, 2005 • San Diego, CA
### Friday, March 11, 2005

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9.00 – 9.20
Welcome and Overview
Steven Wendell, Chair, Annual Meeting Committee

9.20 – 10.15
Session I Plenary: The NPA’s Agenda for Change
Keith Micoli, Chair, NPA Executive Board

The NPA’s mission is to advance the U.S. research enterprise by maximizing the effectiveness of the research community and enhancing the quality of the postdoctoral experience for all participants. To realize this mission, the NPA has developed a strategic plan that includes a vision, core values, goals and objectives for the organization, along with measurements of success. A Business Plan has also been developed to ensure the NPA’s long-term sustainability. The NPA’s Agenda for Change is primarily a policy document intended to describe those elements of the postdoctoral experience that the NPA wishes to change for the better. This change can only be brought about by postdocs themselves, working in partnership with principal investigators, institutional leaders, funding agencies, disciplinary societies, and allied national organizations. The centerpiece of the NPA Agenda for Change is the NPA Recommended Practices Guide. The major recommendations in this Guide will be presented at this session, with additional commentary about how stakeholders can affect positive change beyond the institutional level.

10.15 – 10.45 BREAK

10.45 – 11.45
Session II Plenary: The Sigma Xi Postdoc Survey
SESSION SPONSOR: National Institute of Environmental Health Sciences
Geoff Davis, Project Director, Sigma Xi
Amber Budden, NPA Executive Board Member

In an effort to enhance the postdoctoral experience, Sigma Xi and the National Postdoctoral Association have partnered with postdoctoral associations and offices across the U.S. to develop, support and coordinate a national set of postdoc surveys. The purpose of the Sigma Xi Postdoc Survey is to improve the training and research experiences of postdoctoral researchers by providing a better understanding of the factors that contribute to productive postdoctoral experiences. Early results from this comprehensive national survey will be presented by the Principal Investigator, Geoff Davis. The leader of the NPA Postdoc Survey Collaboration Project will present information about the NPA’s plan for further analysis of the data and how this effort will inform the NPA’s strategies and policy agenda in the coming years.

11.45 – 1.45
Luncheon and Keynote Address
Steven Sample, President, University of Southern California
1.45 – 3.15
Session III: Concurrent Professional Development Workshops*

Perspectives in Diversity I: Fostering Effective Communication and Building Trust
Shannon Bayer, Program Administrator, Office for Postdoctoral Training and Career Development, Dana-Farber Cancer Institute
Jabbar Bennett, PhD, Research and Science Specialist, Minority Faculty Development Program, Office for Diversity and Community Partnership, Harvard Medical School

This interactive workshop is designed to educate participants on issues related to building and fostering a diverse scientific workforce. The session will help to identify key resources related to diversity issues and to provide tools for individuals, program administrators and organizations to enhance diversity within their institutions. The session will begin with an overview of the current scientific workforce in terms of diversity, with a focus on both strengths and weaknesses. The moderators will then facilitate a discussion of a series of vignettes that will enable participants to practice skills integral to communicating effectively and building trust across gender, racial and ethnic lines. Outcomes of this workshop will help to identify additional resources for members of the National Postdoctoral Association as well as the Postdoctoral Office/Postdoctoral Association Toolkits.

NIH Mentored Career Development Award: Know Your K
Joan M. Lakoski, Assistant Vice Chancellor for Academic Career Development, University of Pittsburgh Health Sciences; Founding and Executive Director of the Office of Academic Career Development, and Professor of Pharmacology, University of Pittsburgh School of Medicine
Robert Milner, Professor of Neural and Behavioral Sciences and Director of the Junior Faculty Development Program, Pennsylvania State University College of Medicine.

The National Institutes of Health (NIH) primary grant mechanism for supporting new and mid-career investigators is the Mentored Career Development Award (a.k.a. K Award). This workshop explores the range of K Award options available, provides an overview of the K Award application process and review criteria, features a K Award application review by a mock study section (that reveals what really goes on behind those closed doors), and includes a step-by-step guide to preparing an outstanding and successful application.

Difficult Conversations: Strategies, Tactics and Skills
R. Kevin Grigsby, Vice Dean for Faculty and Administrative Affairs, Penn State College of Medicine
Luanne E. Thorndyke, Associate Dean for Professional Development, Penn State College of Medicine

The ability to successfully engage in difficult conversations is crucial for career advancement and conflict management. Dr. Grigsby and Dr. Thorndyke will use an interactive and case-based educational format to analyze conflict situations and discuss options for managing them more effectively. Participants will have a variety of opportunities to apply the concepts and tactics to their personal needs.

Career and Job Search Strategies for Postdocs (sponsored by ScienceCareers)
David G. Jensen, Monthly Columnist, Science's Next Wave
Bill Lindstaedt, Director, Career Center, University of California, San Francisco.

This session will focus on a unique mix of strategies and techniques for scientists who are either in the job search process currently or who are teaching others to develop a career plan. Scientific career planning tools can provide guidance to your career that you may need to fall back on from time to time. Certainly, a career plan of a few pages cannot serve as a road map through every twist and turn of your work life, but it can point out a desired destination and help you remember the reasons why you set that course in the first place. In this hands-on workshop, the speakers will introduce you to career planning tools that will help put your next five years into sharp focus. Personal career analysis such as the SWOT exercise (Strengths-Weaknesses - Opportunities-Threats) will be combined with tools used at the well-known UCSF Career Center. Along with a discussion of these tools will come a very candid analysis of the job market for scientists, and how best to manage a job search campaign.
Trends in Postdoctoral Training: Results from a Disciplinary Survey of Current Postdoctoral Fellows and PhDs 5-10 Years Later

Joseph Cerny, Department of Chemistry, University of California, Berkeley

Though this survey focused on nuclear physics and nuclear chemistry PhDs, many of the results appear to be broadly applicable to the post-PhD experience in natural science. Web surveys with questions on the overall career path, the search for the first job, the total time as a postdoc, economic factors of the postdoc, doctoral education and experience, and family and career issues, were sent to 352 postdoctoral fellows and 412 recent PhDs in nuclear science, attaining more than 60% response rates. Additional open-ended questions probed opinions such as the advice that the respondents would give to beginning graduate students and to the doctoral program itself. Some comparisons will also be made to the results of an earlier study of biochemistry and mathematics PhDs 10–13 years later.

3.15 – 3.45 BREAK

3.45 – 5.15 Session IV: Concurrent Panel Discussions

Career Symposium

Mukund Chorghade, President, Chorghade Enterprise/CP Consulting
Sandra L. Schmid, Professor, The Scripps Research Institute
Avi Spier, Director of Business Development, The Genomics Institute of the Novartis Foundation

This session will be subdivided into two parts. The first part will include a 15 minute address by each of three panel members representing diverse career experiences. Presenters will answer the following questions: how does a postdoc prepare for and transition into this career field; what skills or personality are critical for success in your field; what daily routine characterizes your current career? After the panel discussion, participants will split-up into small roundtables at which a broader variety of individuals engaged in different careers will preside. These roundtable discussions will provide an opportunity to interact more directly and informally with those in careers of your choosing.

Evaluating Best Practices

Christina Lewis, Postdoctoral Scholar, University of California, San Francisco
Mary Bradley, Director, Office of Post Graduate Affairs, Washington University in St. Louis
Ahmad Naim, President, Postdoctoral Association, Thomas Jefferson University
Lara Campbell, Senior Program Associate, American Association for the Advancement of Science

The goal for this session is to present information on established programs that have been of the greatest value in enhancing the status of postdocs at a variety of institutions and nationally. Information will be provided on how these institutions and organizations have acquired data on the needs of the postdoctoral community and developed strategies for evaluating how changes in policies are impacting the postdoctoral population.

Effective Strategies for Enhancing the Postdoctoral Experience

Jessie Peissing, Chair of the Executive Committee, Brown University Postdoc Association
Jeff Goldberg, Professor, Department of Biological Sciences, University of Alberta
Steve Johnson, Insurance Broker, Garnett-Powers & Associates

The goal for this session is to present innovative strategies undertaken by University systems, Postdoctoral Offices and/or Associations to implement various policies, benefits, programs and/or social activities at a range of institutions. Presenters will highlight special challenges encountered at their institutions and how these were resolved. Guidance will be offered on how institutional leaders, offices and associations at other institutions might address some of the issues that have been successfully resolved at the presenters’ home institutions.
5.15 – 6:30
**Social Hour and Poster Session**
**Distinguished Service Award Presentation**
Honoring the Committee on Science, Engineering and Public Policy (COSEPUP),
The National Academies

7.00  **Optional Dine Around**
Saturday, March 12, 2005

7.00 – 8.00  Continental Breakfast

8.00 – 9.00  Session V Plenary: NPA Business Meeting
Keith Micoli, Chair, NPA Executive Board, Presiding

9.00 – 10.30 Session VI: Concurrent Professional Development Workshops*

Perspectives in Diversity I: Fostering Effective Communication and Building Trust
Repeated; see description on page 4

Effective Communications at Work
Sam Castañeda, Director, Office of Visiting Scholar and Postdoc Affairs, UC Berkeley

Today, a person’s competence and effectiveness are based on their ability to communicate effectively. Competence isn’t the problem. How you communicate is! The average worker receives more than 150 communications each day through a variety of media. Learn the tips on how to be an effective communicator at work by understanding the benefits and obstacles of communicating face-to-face, in meetings, in written form, by e-mail, or by telephone, including voice mail. The only thing worse than a bad meeting is a great presentation that could have been sent as a memo. This workshop will enhance your understanding of the limitations of written communication as well as the benefits of “live” communication. Fifty-five percent of what people perceive of others comes from body language and facial expression; 38 percent comes from tone of voice; seven percent is based on the actual words people use! Come and learn to effectively communicate.

Postdoc Policy 101
Carol Manahan, Science and Technology Policy Fellow, American Association for the Advancement of Science (AAAS)
Raymond Clark, NPA Executive Board Member

“The best advocate for postdoc policy change is an informed constituent.” This session is designed to address this goal by informing postdocs and postdoc advocates about postdoc policy, the policy process, and the opportunities and challenges facing advocates for changing the postdoctoral experience. The major focus will be on national and federal policies and perspectives, but the institutional policy climate will be discussed as well. Throughout this session, past and current efforts by the NPA to change postdoc policies will be discussed. The session will directly address the following questions:

1. What issues are important to postdocs and which can be addressed by policy change?
2. What are the implications of postdoc policy change, or lack of change, to the broader scientific community?
3. Who are the big players on the national and federal scene?
4. What recent events and policy changes have affected postdocs?
5. What are the challenges for changing or proposing national and institutional postdoc policies?

This session will provide participants with the knowledge they need to be truly effective advocates for changing postdoctoral policies.

A Comprehensive Pilot Mentoring Program at the University of California, San Francisco
Christine D. Des Jarlais, Assistant Dean for Graduate Outreach & Postdoctoral Affairs, UCSF Graduate Division
James Kahn, Associate Director, UCSF-Gladstone Institute, Center for AIDS Research
To develop the next generation of scientists, the Center for Aids Research (CFAR) at the Gladstone Institutes recently launched a pilot mentoring program targeted towards the scientific career concerns of junior investigators and postdocs. This program emphasizes one-on-one interactions between well-established UCSF PIs and junior researchers from diverse academic disciplines, and also provides a series of career workshops for mentees and training for mentors.

10.30 – 11.00 **Break**

11.00 – 12.30 **Session VII Plenary: National Policy Update**

*Walter Goldschmidt*, Acting Research Training Officer, *Office of Extramural Research, National Institutes of Health*

*Jim Lightbourne*, Senior Advisor, Directorate for Education and Human Resources, *National Science Foundation*

*Keith Yamamoto*, Member, National Research Council’s Bridges to Independence: Fostering the Independence of New Investigators in the Life Sciences Committee

This session will provide an update on efforts by three national agencies, two federal and one private, to address policy issues affecting the quality of the postdoctoral training experience and the transition to independence as an early career scientist. Representatives of the National Institutes of Health and the National Science Foundation will discuss recent efforts to address these issues proactively through conferences, advisory bodies, staff task forces, programmatic changes and substantive recommendations that will impact budgets and grant requirements. The session will conclude with an overview of the National Research Council’s Bridges to Independence Committee Report. This committee within the Board of Life Sciences was charged with examining the challenges facing early career bioscientists in achieving independence, with particular emphasis on obtaining research grants from the NIH.

12.30 – 2.00 **Networking Lunch**

2.00 – 3.30 **Session VIII: Concurrent Professional Development Workshops**

**Perspectives in Diversity II: Fact versus Fiction – A Roundtable Discussion**

*Jabbar Bennett*, Research and Science Specialist, Minority Faculty Development Program, Office for Diversity and Community Partnership, Harvard Medical School

This interactive workshop will build on the background presented in “Perspectives in Diversity I: Fostering Effective Communication and Building Trust” and provides participants an opportunity to share their experiences and perspectives with regards to diversity. The session will conclude with a presentation of statistics related to diversity in Science, Technology, Engineering and Mathematics (STEM) disciplines. The session will serve to put individual thoughts and experiences into the context of creating a more diverse scientific workforce.

**Policy Roundtable: Fostering Collaboration**

FEATUR ED PARTICIPANTS:

*Walter Goldschmidt*, Acting Research Training Officer, *Office of Extramural Research, National Institutes of Health*

*Jim Lightbourne*, Senior Advisor, Directorate for Education and Human Resources, *National Science Foundation*

*Keith Yamamoto*, Member, National Research Council’s Bridges to Independence: Fostering the Independence of New Investigators in the Life Sciences Committee

*Raymond Clark*, NPA Executive Board Member

*Avi Spier*, Director of Business Development, *The Genomics Institute of the Novartis Foundation*

This session is designed to bring influential stakeholders together with postdoctoral scholars to discuss ways these groups can collaborate to enact effective and beneficial policy changes at national and institutional levels. It is clear that stakeholders are actively seeking to improve postdoctoral train-
ing, but it is less clear how coordinated this effort is. This session is an ideal opportunity to (1) match the needs and unique capabilities of complementary stakeholders, (2) harness the energy and initiative emerging from earlier sessions at this meeting, (3) discuss which NPA Policy initiatives resonate most strongly with our constituents, and (4) identify the challenges that need to be addressed in implementing these policies. Active participation of the NPA membership is highly desired during this session to enhance the exchange of ideas and to enable all participants to gain an appreciation for their role in the process of creating innovative and essential post-doctoral policies. The final goal of this session is to create a set of suggestions that the Policy Committee and Executive Board can use in setting policy priorities for the NPA.

**Postdoc Work Visa Options and Permanent Residence in the U.S.**

**Adam Green, Immigration Attorney, Law Office of Adam Green, Los Angeles, CA**

**Sam Castañeda, Director, UC Berkeley Visiting Scholar and Postdoc Affairs, UC Berkeley**

Most international postdocs enter the U.S. with either a J-1 or H-1B visa. Leading national immigration attorney, Adam Green, will present an information session that will provide a comparison between these visas. The J-1 visa waiver and H-1B work visa options will be discussed and an overview of how to obtain permanent residence as an Outstanding Professor/Researcher, as an individual of Extraordinary Ability, or through the National Interest Categories will be offered. The new labor certification program will also be discussed. Plenty of time will be set aside for your questions.

**Career and Job Search Strategies for Postdocs (sponsored by ScienceCareers)**

Repeated; see description on page 4

**A Comprehensive Pilot Mentoring Program at the University of California, San Francisco**

Repeated; see description on pages 7-8

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3.30 – 4.00  **Break**

4.00 – 5.30  **Session IX Plenary: Academic-Industry Relations**

**Jim Severson, Vice Provost, Intellectual Property and Technology Transfer, University of Washington**

**Doros Platika, President & CEO, Pittsburgh Life Sciences Greenhouse**

**Trevor Penning, Associate Dean for Postdoctoral Research Training, University of Pennsylvania**

The evolving relationship between academia and industry impacts postdoctoral training on several levels. In addition to direct effects, training for a future in academia or the many careers available outside academia is better served by understanding this relationship. This session will provide an overview of the relationship between academic research and industry, the potential for regional collaborations to enhance training that respond to these influences, and the challenges for institutions as they strive to provide innovative training that is cognizant of this relationship.

5.30 – 6.00  **Meeting Summary and Closing**

**James Austin, Associate Editor, Science’s Next Wave**

**7.00  Optional Dine Around**
Science should serve society.
Where do you go to make sure it does?

Questions and Answers

When it comes to answering the questions facing society and the world today, one publication keeps you right up-to-date with the very latest scientific thinking, news, and research.

*Science* magazine, the weekly journal of AAAS, gives you an inside track to a world of scientific information, understanding, and knowledge. Every week, our members and other researchers make astounding discoveries inside the pages of *Science* and are kept up-to-the-minute with privileged access to the latest via *Science* Online. By becoming a member of AAAS, you too can gain access to this world of scientific insight.

AAAS has been helping to answer the questions of science and scientists since 1848, and today is the world’s largest multidisciplinary, nonprofit membership association for science-related professionals. We work hard at advancing science and serving society — by supporting improved science education, sound science policy, and international cooperation.

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Join AAAS today and you’ll discover the answers are all on the inside.

www.aaas.org/join
Acknowledgements

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

SPONSORS
AAAS/Science
The Alfred P. Sloan Foundation
The National Institute of Environmental Health Sciences (NIEHS)
ScienceCareers.org

Our Colleagues at the American Association for the Advancement of Science (AAAS)

Jim Austin, PhD, Associate Editor, Science’s Next Wave
Cathy Campos, Directorate Administrator, Education and Human Resources
Beth Dwyer, Sales Manager, ScienceCareers.org
Shirley Malcom, PhD, Head of Directorate, Education and Human Resources
Ginger Pinholster, Director, Office of Public Programs
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Avron Spier, PhD, Director of Business Development, Genomics Institute of the Novartis Research Foundation
Crispin Taylor, PhD, Executive Director, American Society of Plant Biologists

Our Colleagues at the American Chemical Society

Jura Viesulas, EdD, Manager, Professional Services
Jerry Bell, Senior Scientist
Marta Gmurczyk, PhD, Senior Education Associate
Beverly Johnson, Manager, Logistics, Meetings and Expositions Services
Kathleen Thompson, Assistant Director, Meetings and Expositions Services
The National Academies’ Committee on Science, Engineering and Public Policy (COSEPUP), including its staff and volunteer members, has shown unprecedented leadership on behalf of enhancing the postdoctoral experience. For over a decade, COSEPUP has drawn much-needed attention to the issues of mentoring, postdoctoral training, and the role of the scientific community in proactively addressing these issues. With the publication of its *Mentoring Guide in Science and Engineering* in 1997, COSEPUP provided critical guidance for faculty and other professionals who interact with postdoctoral scholars. Perhaps the most significant contribution by COSEPUP was the publication of its handbook on *Enhancing the Postdoctoral Experience for Science and Engineers* in 2000. This book provided a blueprint for all stakeholders wishing to address the shortcomings of the current postdoctoral training system. Never resting on its laurels, COSEPUP sponsored the first Convocation on Enhancing the Postdoctoral Experience for Science and Engineers in 2001, bringing together a diverse group of faculty, postdocs, administrators, funders and disciplinary society leaders to foster collaborative approaches to implementing solutions. Since that time, the COSEPUP Chair and its staff have been active in many conferences and meetings focused on these issues. The NPA was pleased to join with COSEPUP and other allies to co-sponsor the second Convocation on Enhancing the Postdoctoral Experience for Science and Engineers in 2004, immediately followed by the NPA’s 2nd Annual Meeting. COSEPUP has continued to be a vital source of leadership on critical issues facing the postdoctoral community, as evidenced by its current investigation into the Policy Implications of International Graduate Students and Postdoctoral Scholars in the U.S. The NPA is pleased to recognize the efforts of COSEPUP, which have served as a catalyst for significant change in the quality of the postdoctoral experience.

*About the award....*

Each year, the NPA offers a Distinguished Service Award to an individual or entity that has demonstrated a profound, sustained, or leadership contribution to improving the postdoctoral training experience. Nominations are welcomed from the public, including NPA members. A formal call for nominations is issued each Fall. The first recipient of the NPA Distinguished Service Award in 2004 was Dr. Ruth Kirschstein.
Jim Austin graduated from Swarthmore College in 1987 with a major in physics. After completing a M.S. (UNC, 1989) and a Ph.D. (UNC, 1992) he worked for several years as a postdoc, one year as a visiting research professor, and an additional year as soft-money research professor before following his chemist wife to the wilds of Maine where he navigated a chaotic but eventually successful career change into science writing and policy.

Jim joined Science's Next Wave in 2001, as writer/editor for the Career Development Center for Postdocs and Junior Faculty (CDC). In this capacity he studied and wrote about the essential career skills needed for success in academic science. Jim has since become Next Wave's global Editor; the scope of his work has expanded to encompass science careers inside and outside of academia. Since joining Next Wave, Jim has consistently advocated the interests of young scientists against an often indifferent scientific establishment.

Shannon Bayer, BS, is the Program Administrator in the Office for Postdoctoral Training and Career Development (OPTCD) at the Dana-Farber Cancer Institute (DFCI). As the Program Administrator of OPTCD she is responsible for leading a variety of projects, such as a salary analysis for the postdoctoral population and a benefits analysis for those who are changing their funding status. Shannon began working at the DFCI as a Research Recruiter in 2002. She is responsible for finding the best and brightest technicians, researchers and postdoctoral candidates to further Dana-Farber’s mission to treat and cure cancer. Shannon received her Bachelor’s Degree from the University of Vermont in Animal and Biological Sciences. Shannon is currently pursuing a J.D. at Suffolk University with a focus on International Employment and Labor. One of her main interests is dealing with equality in the workplace. Dana-Farber recently implemented a standardized Diversity training for all employees and mandates that all employees attend the training. She leads internal trainings in Dana-Farber for the Human Resources department and plans to expand her trainings for OPTCD.

Jabbar R. Bennett, PhD, is Research and Science Specialist in the Office for Diversity and Community Partnership at Harvard Medical School (HMS), and Adjunct Professor in the School of Education at Lesley University in Cambridge, MA and at Roxbury Community College in Boston, MA. He received his B.S. in biology and minor in Spanish from North Carolina A&T State University and his PhD in biomedical sciences from Meharry Medical College where his dissertation research focused on the ablation of gene expression in Leishmania. He is Co-Principal Investigator of the HMS Minority K-12 Initiative for Teachers and Students (MKITS) grant funded by the National Heart Lung and Blood Institute (NHLBI) of the National Institutes of Health (NIH), and is currently an Administrative Fellow in the Harvard University Administrative Fellowship Program. He recently completed a tenure as an Education Policy Fellow in the Massachusetts Education Policy Fellowship Program (EPFP) sponsored by the Institute for Educational Leadership in Washington, DC, and now serves as co-chair of the Diversity Committee of the National Postdoctoral Association (NPA).

Mary Brenan Bradley is Director, 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 and primarily supports postdocs at the School of Medicine. OPGA provides resources & welcome packets for postdocs, manages the website (http://dbbs.wustl.edu/postdoc), and runs seminars for career and professional development in conjunction with the University Career Center. Ms. Bradley has also worked with multiple offices at the Washington University to implement the Postdoctoral Education Policy which was effective July 1, 2004. Ms. Bradley is a native of St. Louis but has also lived in Washington, DC and Park City, UT. She has a degree in International Relations from The American University and is currently working on her Master of Liberal Arts at Washington University.

Amber Budden, PhD, is currently a postdoctoral scholar within the Museum of Vertebrate Zoology, University of California, Berkeley. Prior to this appointment Dr. Budden worked within the department of Environmental Science, Policy and Management at Berkeley and the department of Natural Resources and Environmental Science at the University of Nevada, Reno. In addition to her ecological research activities, she served the postdoc community as President of the Berkeley Postdoctoral Association from 2002 to 2004, was committee member on the UC Council of Postdoctoral Scholars and is active on various National Postdoctoral Association committees. Dr. Budden was recently elected to serve on the NPA Executive Board for a two year term, commencing January 2005. She is the Chair of Strategic Planning Governance Committee, Co-chair of the Publications Committee, and a member of the International Postdoc Committee. She is the principal liaison between the NPA and the Sigma Xi Postdoc Survey project, leading the NPA’s efforts to analyze the results of this national survey.

Lara Campbell is a Senior Program Associate with the Research Competitiveness Program at the American Association for the Advancement of Science (AAAS). This program provides review, evaluation, and guidance to the science and engineering community on the development of quality research programs. She is also a Program Manager with the AAAS Fellowship Programs, which bring professional scientists and engineers to Washington DC for a year to advise and learn from policy makers. There, she manages the AAAS Defense Policy, Department of Homeland Security, and AAAS/NTI Global Security Fellowships. Prior to joining AAAS, Lara was a postdoctoral research fellow in the Heart, Lung, and Blood Institute (NHLBI) of the National Institutes of Health (NIH), where her research focused on the effects of HIV infection on cellular redox. Before working at NIH, she served as lecturer and postdoctoral researcher in the Department of Chemistry and Biochemistry at the University of Texas at Austin. She holds the PhD in Chemistry from the University of Texas at Austin where her graduate work focused on synthetic organic and bioorganic chemistry. Her bachelor’s degree, also in chemistry, is from Rice University. Lara has studied Arabic for many years. Despite her knowledge of statistics, she continues to ride a motorcycle.

Sam Castañeda has worked for the University of California—Berkeley and Los Angeles campuses—for more than 20 years. During this time, he coordinated international support services for both students and scholars and has held several leadership positions with the NAFSA: Association of International Educators. At the Berkeley campus, Sam has introduced several innovations that have supported the postdoctoral enterprise including the establishment of a postdoc affairs office, ombudsman for postdocs, postdoc grievance procedure, and worked diligently for several years on the newly launched UC Systemwide postdoc health and welfare benefits. He also co-chaired a Berkeley campus postdoc oversight team; developed a speech improvement class for international postdocs; and introduced the Postdoc Pizza Parlor, a forum whereby postdocs could informally meet campus officials who are responsible for their oversight. Sam currently is an advisory board member of the National Postdoctoral Association (NPA); is author and project leader of Quick Guide to Visas for International Postdocs, one of the NPA’s first publications; and, serves on several NPA and NAFSA sub-committees.

Joseph Cerny is a Professor of Chemistry at the University of California at Berkeley and a Faculty Senior Scientist at the Lawrence Berkeley National Laboratory. He received a BS in Chemical Engineering from the University of Mississippi in 1957, was a Fulbright Scholar at the University of Manchester, England (1957-58), and received a PhD in nuclear chemistry at Berkeley in 1961. Remaining at Berkeley, he was the Chair of the
Mukund Chorghade, PhD, is currently President of Chorghade Enterprise/CP Consulting, Inc. in Natick, MA, where he provides consultations to major pharmaceutical companies on collaborations with Indian academic, government and industrial laboratories, European technology based companies, process re-engineering, and project management of technology transfer. In this role, he has marketed technologies and the capabilities of Indian laboratories to other countries, represented custom synthesis vendors to pharmaceutical companies for establishing strategic partnerships, and conducted cGMP training and implementation in academic and industrial laboratories. Dr. Chorghade earned his B.Sc. and M.Sc. degrees from the University of Poona in India. After coming to the US in 1975, he earned a PhD in organic chemistry at Georgetown University in Washington, DC, in 1982. He completed postdoctoral appointments at the University of Virginia and Harvard University, visiting scientist appointments at University of British Columbia, Vancouver, Canada and College de France/ Universite’ Louis Pasteur and directed research groups at Dow Chemicals, Abbott Laboratories and CytoMed. He has been the recipient of three “Scientist of the Year Awards” and had the honor of being a featured speaker in several national and international symposia. He established his own enterprise as a consultant to the pharmaceutical industry in 1995. He was the Vice President of Chemical Development Sciences at Geltex / Genzyme. Dr. Chorghade was privileged to become an ACS member in 1982, was section chair (Brazoria) in 1990 and is currently on the Board of Directors of the Northeastern Section. He heads the Public Relations and Public Affairs Committees of the local section and is an active participant in the activities of the ACS Career Services at the national level.

Raymond J. Clark, PhD, is a Founding Member of the National Postdoctoral Association and currently serves as Vice Chair of the Policy Committee, where he addresses national postdoctoral and workforce policy issues. In addition to his work as an Executive Board Member of the NPA, Raymond is a Program Administrator for the University of California Institute for Global Conflict and Change’s (IGCC) Biological Threats and Public Policy Project. He is also an adjunct Professor of Physiology at Palomar Community College. A former postdoctoral fellow in Molecular Cardiology at UCSD, Raymond also works on a variety of projects designed to enhance the visibility of and increase opportunities for early career scientists and engineers in the San Diego region. He recently founded a consulting company (Science Professionals Consulting Group) that designs and implements career workshops for early career scientists. Raymond remains active in research as a consultant, providing advice and performing fieldwork on projects involving amphibian and avian biodiversity. He has also formed another company (Nguyen and Clark, LLC) that is developing residential real estate for low to medium income families in San Diego.

Geoff Davis is a Visiting Scholar at Sigma Xi, The Scientific Research Society, where he is serving as the principal investigator of the Sigma Xi Postdoctoral Survey Project. Davis received a PhD in applied mathematics from New York University's Courant Institute in 1994, and has since employed his doctoral education in a wide range of capacities. Davis was a John Wesley Young Research Instructor and later an assistant professor in the Mathematics Department at Dartmouth College, a researcher working on audio compression algorithms in the Signal Processing Group at Microsoft Research, and a senior software developer at 4charity, a San Francisco startup company.

Christine D. Des Jarlais, EdD, is the Assistant Dean for Graduate Outreach and Postdoctoral Affairs at the University of California, San Francisco. Dr. Des Jarlais earned her bachelor’s degree in Psychology from Smith College, a Master’s degree in Psychology from Pepperdine University, and her doctorate in Higher Education Administration from the University of Hawaii at Manoa (UHM). She lived in Hawaii for 25 years and worked as a Director of Cooperative Education at Hawaii Pacific University and as a Program Officer in the UHM Executive Vice Chancellor’s Office handling faculty affairs such as promotion and tenure, faculty men-
Jeff Goldberg, PhD, has been a Professor in the Department of Biological Sciences at the University of Alberta since 1987. He is currently an Associate Dean in the Faculty of Graduate Studies and Research, where he is responsible for graduate programs in Science and Engineering, and the Postdoctoral Fellows Office. He received a Bachelor of Science in Neurobiology from McGill University in 1978 and a PhD in Neurophysiology from the University of Calgary in 1983. He conducted postdoctoral research at the University of Iowa and Colorado State University between 1983 and 1987. He has sat on numerous administrative and adjudication committees both locally and nationally, including the Natural Sciences and Engineering Council of Canada Scholarships and Postdoctoral Fellowships Committee from 1996-99. His research examines the physiological and developmental roles played by neurotransmitters during embryonic development, using the pond snail Helisoma trivolvis as a model experimental system.

Adam Green, J.D., has specialized in immigration law and representing international students and scholars all over the United States for 20 years. He has authored numerous articles on immigration law and speaks to students and scholars on the laws affecting employment of foreign nationals. His office specializes in obtaining work permits and "green cards" for international scientists through the Outstanding Scientist, Extraordinary Ability and National Interest categories. Mr. Green is immigration legal advisor to the International Postdoc Committee of the National Postdoctoral Association. This Association is sponsored by the American Association for the Advancement of Science (AAAS). Mr. Green is the former Vice Chair of the American Immigration Lawyer’s Association’s State Department Liaison Committee. He was also its F-1 foreign student committee chair for five years. He is the former Vice Chair of the National Association for Foreign Student Advisors (NAFSA) Employment Based CIS committee. He was a foreign student advisor at Harvard University. Most recently he has produced and presents on the educational videotapes, "Applying for the F-1 Visa at an American Consulate and F-1..."
Student Visas and Status in the U.S. He has also co-authored the booklet, “The F-1 Visa Regulations: As the Dust Settles.”

R. Kevin Grigsby, DSW, is Vice Dean for Faculty and Administrative Affairs and Professor in the Department of Neural and Behavioral Sciences at Penn State College of Medicine in Hershey, Pennsylvania. Prior to being appointed to his current position, he served as Vice-Dean for Administration and Research in the School of Medicine at the Medical College of Georgia, where he was also Professor of Psychiatry and Health Behavior. Dr. Grigsby has an extensive history of program planning, implementation, and evaluation in the area of innovative home and community based health and mental health services. His practice experience has been primarily in under served rural and inner city areas. Areas of practice expertise include children at imminent risk of out-of-home placement, perinatal intervention with substance abusing women, children and adolescents in shelter care, home-based services to parents and children with HIV related illnesses, and the use of advanced telecommunications technology in health services delivery. His research interests include evaluating innovative service delivery via advanced telecommunications technology and the culture-bound syndrome of kaolin-specific pica. During the past five years, the focus of Dr. Grigsby's work has shifted to organizational development in academic health centers.

Dave Jensen writes the popular “Tooling Up” column for monthly career tips and techniques on the AAAS NextWave website at www.nextwave.org. In addition to his work for the AAAS, his monthly column “Managing Your Career” has been visible in biotech industry trade journals for more than fifteen years. His column ran for twelve years in BioPharm and is now in each issue of Contract Pharma where he is a Contributing Editor. Mr. Jensen has published over 265 papers on management and personal development topics for these journals along with regular features in Genetic Engineering News and other specialty magazines such as those published by the ACS or the ASM. He has delivered seminars and workshops in industry meetings internationally, including keynote presentations at career events held by Johns Hopkins University, UNC Chapel Hill, Vanderbilt, University of Rochester, UCSF and the California State University Program for Education and Research in Biotechnology (CSUPERB). Dave Jensen is the founder and Managing Director of CareerTrax Inc., a recruiting firm (Sedona, AZ). Prior to the launch of CareerTrax in 2001, Jensen was the founder and CEO of Search Masters International (SMI), a top biotechnology executive search practice founded in 1985. The SMI brand is now a unit of Kelly Services (Troy, MI) with its main offices in Chicago, IL. Prior to 1985, Jensen established a life sciences practice for Govig and Associates (Phoenix, AZ) under the Management Recruiters International franchise.

Steve Johnson’s experience includes an eleven-year career with the University of California, working for ten years in the Office of Graduate Studies at the Irvine Campus, and one year in the Graduate Division at the Santa Barbara Campus. In 1997, Steve joined Garnett-Powers & Associates as an Insurance Broker, specializing in the procurement and implementation of comprehensive benefit plans for Educational Institutions. During this time, Steve has assumed co-responsibility for the UCI Graduate Student Health Insurance Plan, helped to implement a comprehensive benefit program for the students at Vanguard University, set up the Post-Doctoral Fellow Insurance Programs at UCI, and UCLA, and most recently helped with the implementation of the University of California Systemwide Postdoctoral Scholar Benefits Plan.

James O. Kahn, MD, is a Professor of Clinical Medicine and Associate Director of the Center for AIDS Research and also Director of the CFAR Pilot Mentoring Program at the University of California, San Francisco. Dr. Kahn earned his bachelor's degree in American History at the University of California, Berkeley and his MD at the University of California, San Francisco. He completed an internship and junior residency at Johns Hopkins University and a senior residency at UCSF. He also completed two fellowships in Clinical Epidemiology, and Hematology and Oncology at UCSF. In recent years, Dr. Kahn has conducted research and supervised high school, undergraduate, graduate students, and postdocs. He has carried out both inpatient responsibilities on the Medical Service of San Francisco General Hospital and has had a part-time outpatient practice with the UCSF Positive Health Program at SFGH. His research activities have focused on three areas: antiretroviral and novel therapeutic treatments of HIV infection, HIV
vaccine development and electronic medical records for outcome research. He has conducted Phase 1 through Phase 3 protocols. He has acted as the National chairman for the NIAID sponsored AIDS Clinical Trials Group study and is presently focused on developing systems to store and retrieve data from various platforms for research.

Joan M. Lakoski, PhD, is the Assistant Vice Chancellor for Academic Career Development, University of Pittsburgh Health Sciences, Founding and Executive Director of the Office of Academic Career Development, and Professor of Pharmacology in the University of Pittsburgh School of Medicine. She is an internationally recognized neuropharmacologist, whose research focuses on the interactions of steroid hormones with serotonin receptor function in the aging brain. In addition, Dr. Lakoski provides oversight for new initiatives focused on the comprehensive career development of medical and graduate students, postdoctoral and clinical fellows, residents, and faculty across the six Health Science Schools at the University of Pittsburgh and lectures widely on topics related to mentoring, career planning, professional development skills and research ethics.

Christina Lewis, PhD, is a 3rd year postdoc at UCSF, where she is using functional genomics to study the pathogenesis of asthma. Dr. Lewis earned her doctorate in physiology from Colorado State University in Ft. Collins, CO, but conducted her doctorate research at the National Jewish Medical & Research Center in Denver, CO. Dr. Lewis is currently the President of the Postdoctoral Scholar’s Association at the University of California, San Francisco, where her interests and roles in postdoctoral issues are both diverse and extensive. In addition to her responsibilities as the President of the PSA, she is committed to the UCSF campus community, as evidenced by her numerous roles which include postdoctoral representation to the Chancellor’s Advisory Committee on the Status of Women, the Graduate Council of the Academic Senate, facilitator and participant for Women in Life Sciences Postdoctoral Peer Mentoring Group, member of the newsletter committee for the San Francisco chapter of the Association for Women in Science, and active participant on the executive planning committee for the “Preparing Future Faculty” (PFF) pilot program at UCSF that was launched in 2004, modeled after the national initiative. In her capacity as the President of the PSA, Christina is also providing UCSF representation to the University of California system-wide Council of Postdoctoral Scholars, whose mission is to foster communication among UC postdocs, administration and faculty, to facilitate working together with the UC administration and faculty to ensure equitable treatment of postdocs, and to facilitate a productive climate for postdoctoral training on the individual UC campuses.

James Lightbourne received his PhD in Mathematics at North Carolina State University in 1976. His areas of research have been in partial differential equations, initially partial differential equations in abstract spaces and later work in multi-phase flow models. He joined the faculty at Pan American University in 1976 and at West Virginia University 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 later was appointed Director, Division of Graduate Education, and currently is Senior Advisor, NSF Directorate for Education and Human Resources.

Bill Lindstaedt has spent more than a decade helping scientists and engineers make career decisions. He began his own career as a chemical engineer, later moving into a career counseling position and now draws on his own experiences as a career-changer when helping his clients find their ideal professional paths. “After practicing as an engineer and then discovering that I was not interested in following the traditional engineer’s path, I struggled to redefine myself. But what I do now is highly rewarding!” Bill completed a Master’s degree in the Counseling Psychology and Higher Education Departments at Indiana University. His career counseling experience includes work with engineering and science students at Case Western Reserve University and Rose-Hulman Institute of Technology. Since 2002, he has served as Director of the Career Center at the University of California, San Francisco, where he assists graduate-level
trainees and postdoctoral research scientists with career and professional development issues. He has developed particular expertise working with life and health scientists as they transition from academic positions to careers in biotech and other industry settings. Bill has written career-related pieces for the Boston Globe, the Indianapolis Star and Science's Next Wave. His insights have been featured in job market articles in the New York Times, Science Magazine, the San Francisco Chronicle, USA Today and Newsweek.

Carol Manahan, PhD, is currently an American Association for the Advancement of Science (AAAS) Science and Technology Policy Fellow placed at the National Science Foundation. She is in the Division of Science Resources Statistics (SRS) working on the Postdoc Data Project. This project is a multi-year process to determine the feasibility and design for an ongoing data collection on postdoctorates (foreign as well as domestic) in the United States. Prior to the National Science Foundation, she was a postdoctoral fellow at Johns Hopkins School of Medicine in the laboratory of Dr. Peter Devreotes, Director of the Department of Cell Biology (Sept. 2000-Sept. 2004). Her research focused on determining the mechanisms of adaptation to chemotactic signals in the social amoeba, *Dictyostelium discoideum*. While at Johns Hopkins, she was President (2002-2003) and Treasurer (2001-2002) of the Johns Hopkins School of Medicine Postdoctoral Association (JHPDA). Dr. Manahan is one of the founders of the National Postdoctoral Association, was Chair of the Executive Board (2002-2004). In addition, she has served as Chair of the Executive Director Selection Committee, member of the Board Development and Finance Governance Committees and as member of the AAMC’s GREAT Group Postdoctoral Committee. Currently, Dr. Manahan is serving on the National Academies’ Committee, “Bridges to Independence: Identifying Opportunities for and Challenges to Fostering the Independence of Young Investigators in the Life Sciences.”

Keith Micoli, PhD, is a postdoctoral trainee at the University of Alabama at Birmingham (UAB), currently working in the Department of Pathology, with research focusing on the pathogenesis of AIDS. Dr. Micoli earned his PhD at UAB in 2001 from the program in Molecular and Cellular Pathology. He joined the graduate school at UAB following receipt of his bachelor's degree from New College of USF, now New College of Florida, in Sarasota. Dr. Micoli has been a member of the NPA since its inaugural meeting in Berkeley in 2003, has served on many of its committees, and was elected to the Executive Board in 2004. He served as co-chair of the Policy Committee and chair of the Strategic Planning Committee until his election as NPA Executive Board Chair in January 2005.

Robert Milner, PhD, is Professor of Neural and Behavioral Sciences and Director of the Junior Faculty Development Program at the Pennsylvania State University College of Medicine. He has a long-standing interest in the professional development and education of individuals at all stages of academic careers. His background as a basic science researcher in the field of neuroscience and as a former department chair provides a wealth of experience and knowledge about the challenges of advancing an academic career in the research arena. He is also the Director of the Neuroscience Graduate Program, directs courses in professional development and ethics for graduate students, and coordinates professional development programs for postdoctoral fellows and scholars at the College of Medicine.

Ahmad B. Naim, MD, is a Postdoctoral Fellow at Thomas Jefferson University, where he conducts research on human dilated cardiomyopathy and spontaneous dilated cardiomyopathy. Prior to his current appointment, Dr. Naim held positions as a Whitaker Foundation Fellow, as a Postdoctoral Researcher at the University of Pennsylvania, and as a Scientific Officer in the Biomedical & Genetic Engineering Division of KRL, in Islamabad, Pakistan. He also worked as an Attending Physician in Internal Medicine at the Family Hospital in Lahore, Pakistan. Dr. Naim completed his Residency Training in Internal Medicine at Services Hospital Lahore, Pakistan. He earned his MD from the University of Punjab, Allama Iqbal Medical College, Lahore, Pakistan in 1990, and his Fellow of Science (F.Sc., pre-medical) in 1983 from Burn Hall College, Abbottabad, Pakistan. Dr. Naim is currently the President of the Thomas Jefferson University Postdoc Association.
Jessie J. Peissig, PhD, is a postdoctoral research associate in the lab of Michael J. Tarr in the Cognitive and Linguistic Sciences Department of Brown University. She is currently studying the properties of face recognition and the role of surface properties in object recognition. From 2002 to 2004 Jessie was a postdoctoral fellow for the Perceptual Expertise Network, working with David Sheinberg and Michael Tarr at Brown. She received her PhD from the Behavioral and Cognitive Neuroscience Program at the University of Iowa, and a B.A. in psychology with a minor in biology from Winona State University.

Trevor M. Penning, PhD, is Professor of Pharmacology, Biochemistry & Biophysics and Obstetrics & Gynecology, and Associate Dean for Postdoctoral Research Training and Director of Biomedical Postdoctoral Programs at the University of Pennsylvania. He received his PhD in Biochemistry from Southampton University, U.K. and conducted postdoctoral studies at The Johns Hopkins School of Medicine. In 1982, he joined the faculty of the University of Pennsylvania. Dr. Penning’s research on steroid hormone enzymology and action have led to The Albert Ethelbert Ebert Prize and Medal from the American Pharmaceutical Association, a Career Development Award from the National Cancer Institute, and election to The Johns Hopkins Society of Scholars. He is a member of the Editorial Boards of the Journal of Biological Chemistry, Chemical Research in Toxicology and Steroids, and is a full-member of the Cancer Etiology Study Section at the National Institutes of Health. He has published over 130 peer-reviewed papers. In 1997, he became an Associate Dean, he is Chair-Elect of the GREAT Group, a member of the GREAT Group Steering Committee, and he is Co-Chair of the GREAT Group Postdoctoral Committee, he is also a member of the advisory board of the National Postdoctoral Association.

Doros Platika, MD, currently serves as President and CEO of the Pittsburgh Life Sciences Greenhouse. Dr. Platika joined the PLSG from MPM Capital, a leading national venture capital firm. Before that, Dr. Platika was Chairman, President and CEO of Centagenetix, Inc.; Chairman, CEO, President and Founder of Curis, Inc.; President and CEO of Ontogeny, Inc.; and Executive Vice President of Research and Development with Progenitor Inc. Prior to his entrepreneurial experience, Dr. Platika served as chief resident at the Massachusetts General Hospital and as a faculty member of both Harvard Medical School and the Albert Einstein College of Medicine after serving as a medical doctor for 11 years. He earned his B.A. at Reed College, majoring in Biology and Psychology; he received his MD, from the State University of New York at Stony Brook, School of Medicine; and completed his postdoctoral study at the Massachusetts Institute of Technology’s Whitehead Institute in gene therapy, and at Massachusetts General Hospital, Harvard Medical School, in developmental biology.

Steven B. Sample, PhD, became the 10th president of the University of Southern California (USC) in March 1991. He is the university's first holder of the Robert C. Packard President’s Chair. Dr. Sample is also a past chairman of the Association of American Universities, a consortium of the 63 leading North American research universities. From 1994 to 1998 he chaired the AAU’s Committee on Postdoctoral Education, which published an influential report with recommendations in March of 1998. Dr. Sample is a member of the National Academy of Engineering and the American Academy of Arts and Sciences and a tenured professor in the USC Viterbi School of Engineering. His patents on digital appliance controls have been licensed to practically every major manufacturer of appliance controls and microwave ovens in the world. Over 300 million home appliances have been built using his inventions. Dr. Sample is the author of an acclaimed book, The Contrarian’s Guide to Leadership, which was a Los Angeles Times best-seller, was chosen by the Toronto Globe and Mail as one of the top 10 business books of 2001, and has been translated into five languages. Dr. Sample came to USC from the State University of New York at Buffalo, where he served as president from 1982 to 1991. He earned his bachelor’s, master’s, and doctoral degrees in electrical engineering from the University of Illinois, and he holds honorary degrees from Northeastern University, the University of Nebraska, Purdue University, the University of Sheffield in England, Canisius College, and Hebrew Union College.

Sandra L. Schmid, PhD, is an internationally recognized cell biologist and professor at The Scripps Research Institute (TSRI) and is its first female department chairman. Dr. Schmid plays a strong leadership role in the institutional and intellectual
life of TSRI as well as in the broad context of the international scientific community. Dr. Schmid has also played a key role in developing a new initiative at TSRI, the Center for Integrative Molecular Biosciences, which has recently opened and is the world's most advanced biological microscopy center. Additionally, Dr. Schmid has participated as a round table discussant at ASCB Women in Cell Biology luncheons and has served as a mentor both to local high school science teachers as well as high school students who have spent summers in her laboratory working as part of the research team. She is a strong advocate for science literacy/science education and is involved in the promotion of science and scientific careers for young women.

James A. Severson is the Vice Provost for Intellectual Property and Technology Transfer at the University of Washington. In this role, he has responsibility for programs to commercialize discoveries made from research conducted at the UW. Prior to joining the University of Washington, Jim was the President of the Cornell Research Foundation where he had responsibility for technology transfer from Cornell's Ithaca campus and the Weill Medical College of Cornell University in New York City. From 1990 to 1999, Jim held positions in technology transfer at the University of Minnesota, including the position of Director of Health Technologies, Office of Patents & Technology Marketing. In this position he was responsible for technology transfer activity from the University's Academic Health Center. From 1986 to 1990, he was with Amersham Corporation and held positions in new technology assessment and market development. At the time that he left Amersham he was the Manager of Pharmaceutical Market Development. Jim received a B.S. in zoology and a PhD in physiology from Iowa State University, and did postdoctoral research at the University of Southern California. From 1980 to 1986 Jim held a faculty appointment in the University of Southern California School of Medicine. Jim is a Past President of the Association of University Technology Managers (AUTM), a national organization of university technology transfer professionals, and has served as a member of the Board of Directors of the Council on Governmental Relations (Cogr), a Washington-based association of over 140 research universities that focuses on the policies and issues of federally sponsored research programs at universities.

Avi D. Spier, PhD, is the Director of Business Development, The Genomics Institute of the Novartis Foundation (GNF). Dr. Spier was an NRSA postdoctoral fellow at The Scripps Research Institute (TSRI) La Jolla, California, where he worked on the neurobiology of two neuropeptide neurotransmitters, hypocretin and cortistatin. He received his B.A. in biological sciences from Oxford University, and PhD on the molecular characterization of the 5-HT3 receptor from Cambridge University. In 2001, Avi left TSRI to start Allon Therapeutics, Inc, a biotech company developing therapeutics for neurodegenerative conditions. Following two rounds of financing, in September 2004 the company was acquired and joined the Toronto Stock Exchange [NPC.V]. In November 2004, Avi joined the Genomics Institute of the Novartis Foundation (GNF), in La Jolla, as Director of Business Development, where his responsibilities include developing opportunities stemming from the Institute's advances in research technologies, genomics, and proteomics. Avi was a leader of the TSRI postdoctoral association, the Society of Fellows (SOF), has written on postdoc issues for Science's NextWave, has been an advocate for improvements in postdoc policy, is a founding member of the National Postdoctoral Association, and remains active in postdoc issues.

Luanne Thorndyke, MD, FACP, is the Associate Dean for Professional Development and Associate Professor of Medicine of the Penn State University College of Medicine. She is responsible for leading activities to recruit, sustain and retain faculty, and for post-graduate educational programming for physicians, nurses, and allied health personnel. Initially serving as the Assistant Dean of Continuing Education at the College of Medicine, she has extensive experience in educational planning, program implementation, and accreditation standards. As a young physician and medical entrepreneur, she established a community-based private practice in Philadelphia. Advancing to clinical administration, she has served as the medical director of a large, inner-city public health clinic, an outpatient academic group practice, and as a board officer of a multi-hospital system. A board certified internist with certification in geriatrics and menopausal medicine, Dr. Thorndyke remains an active and established clinician with a primary focus in women's health and geriatrics. Dr. Thorndyke facilitates initiatives in women's leader-
ship development and mentoring at the Penn State College of Medicine. Born and raised in rural Nebraska, she is committed to improving the health and status of women and men—rural and urban—through clinical practice, educational programs, administrative leadership, and community service.

Steven K. Wendell, PhD, is currently the Assistant Director, Postdoctoral Affairs, Schools of Health Sciences, and Research Assistant Professor, School of Dental Medicine, at the University of Pittsburgh. His research interests include the use of animal models to understand the genetics of craniofacial development and the therapeutic potential of stem cells. Dr. Wendell received his PhD from the University of Minnesota while studying the effects of ancient endogenous retroviral elements on the evolution of cellular gene expression in the laboratory of Anthony J. Faras, PhD. While pursuing postdoctoral training under Joseph Glorioso, PhD, Dr. Wendell co-founded the University of Pittsburgh Postdoctoral Association (UPPDA) in 2002 and was elected Senior Co-Chair. He was subsequently elected to the National Postdoctoral Association (NPA) Executive Board in 2003. Dr. Wendell is currently serving on the Executive Board of the NPA and as the Chair of the Annual Meeting Committee.

Keith Yamamoto, PhD, is the Executive Vice Dean for Research in the UCSF School of Medicine. Dr. Yamamoto has been a member of the UCSF faculty for more than 25 years, starting as an Assistant Professor in the Department of Biochemistry and Biophysics in 1976. He served as the Director of the Biochemistry and Molecular Biology Graduate Program at UCSF from 1988-2001, and as Chairman of the Department of Cellular and Molecular Pharmacology from 1994-2003. He obtained a B.Sc. in Biochemistry and Biophysics from Iowa State University in 1968 and trained as a graduate student with Bruce Alberts at Princeton University, receiving a PhD in 1973. Dr. Yamamoto conducted postdoctoral research with Gordon Tomkins in the Department of Biochemistry and Biophysics at UCSF through 1975. Dr. Yamamoto has a longstanding interest in public policy relating to scientific research and has devoted his effort to issues that include the ethical conduct of science, scientific misconduct, the public funding of scientific research, biological research in the military, and more recently, issues surrounding stem cell research in the United States, and the impact of special interest groups on publicly funded research. From 1996-2000, Keith Yamamoto served as Chairman of the Advisory Committee to the Center for Scientific Review, the body at the National Institutes of Health (NIH) that determines how the majority of federal biomedical research funds are distributed. He currently serves on the Joint Steering Committee for Public Policy, the National Academy of Sciences’ Board on Life Sciences, and the National Research Council’s Bridges to Independence: Fostering the Independence of New Investigators in the Life Sciences Committee.
Annual Meeting
Planning Committee
2005

Steve Wendell, PhD, Chair
Sam Castaneda
Richard Bodnar, PhD
Joan Lakoski, PhD
Carol Manahan, PhD
Keith Micoli, PhD
Arti Patel, PhD, MPH
Alyson Reed, MA

Distinguished Service Award Subcommittee

Joan Lakoski, PhD, Chair
Arti Patel, PhD
J. Lille Tidwell, PhD

Travel Awards Subcommittee

Rahul Bakshi, PhD, Chair
Dawn Eastmond, PhD
Michelle Hamlet, PhD
Arti Patel, PhD, MPH

Local Planning Subcommittee

Adam Mullick, PhD, Chair
Avi Spier, PhD
Raymond Clark, PhD
Huong Huynh, PhD
NPA Travel Award Recipients 2005

Janeen Azare
Memorial Sloan Kettering Cancer Center

Brian Bailey
National Cancer Institute, NIH

Jabbar Bennett
Harvard University

Nicole Bianco
University of Pittsburgh

Robert Brennan
University of Minnesota

Rajas Chodankar
Cedars-Sinai

Samuel Howerton
National Institute of Standards and Technology

Crystal Icenhour
The Mayo Clinic

Christina Lewis
University of California, San Francisco

Ahmad Naim
Thomas Jefferson University

Claire Neilan
Incyte Corporation

Melissa Pasquinelli
Environment Protection Agency

Jessie Peissig
Brown University

Ivonne Vidal Pizzaro
University of Pennsylvania

Maria Psatha
Harvard University

Venkatraman Sriram
Indiana University
NPA COMMITTEES
ANNUAL REPORTS
2004
Diversity Committee

The National Postdoctoral Association’s (NPA) Diversity Committee is dedicated to promoting diversity in the postdoctoral ranks and to providing a national voice on diversity issues relevant to postdoctoral training.

The Diversity Committee seeks to:

• **Serve** as a national resource for groups underrepresented in the postdoctoral community, which include but are not limited to women, persons with disabilities, and individuals from certain ethnic/racial groups, geographic areas and scientific/scholarly disciplines,

• **Enhance** the postdoctoral experience of these groups by advocating for common interests with a national voice,

• **Educate** individuals and institutions about the need for diversity-focused initiatives and a diverse scientific workforce,

• **Increase** diversity within the NPA to reflect the postdoctoral community that it serves,

• **Promote** networking opportunities between and among all individuals engaged in scholarly research, especially diverse groups, and

• **Develop** innovative programs for the NPA that will advance the professional and personal development of all its members.

2004 Current Diversity Committee initiatives:

• Creation and maintenance of a website that provides up-to-date information on Committee initiatives and links to sites that address diversity issues, which include:

  - Diversity, Affirmative Action and Non-discrimination policies
  - Statistics on diversity
  - Publicly available resources for minority scientists and researchers
  - Resources for administrators, organizers and individuals interested in diversity
  - Identification of current and potential funding sources

• Co-sponsorship of the 2004 Howard University-University of Texas at El Paso (HUTEP) Postdoc Preparation Institute

• Co-sponsorship of the 2004 Minority Postdoc Summit, a pre-conference event at the Annual Society of Chicanos and Native Americans in Science (SACNAS) Meeting (www.minority-postdoc.org)

• Formation of task-specific working groups

• Development of collaborations with interested parties and funding agencies

We invite you to join the efforts of the NPA Diversity Committee and to provide input on its initiatives. Committee members include current and former postdocs. For more information and a list of current committee members, visit the website at www.nationalpostdoc.org/committees/diversity_committee or contact the Committee Chair at diversity@nationalpostdoc.org. We look forward to hearing from you!
Over half the current postdocs in the USA are from other countries. The International Postdoctoral Committee (IPC) is dedicated to addressing the particular needs of these postdocs. It strives to be a resource of information, and to advocate for policy changes that would enhance the postdoctoral experience for international postdocs (IPs). For the past year, it has been chaired by Executive Board member Derek Scholes, with Chiara Gamberi as Vice Chair.

At a breakout session at the NPA 2004 meeting, the IPC listened to suggestions from NPA members about how the committee could best respond to the needs of international postdocs (IPs). A consensus emerged that IPs would benefit greatly from a web-based resource providing information on all aspects of being a postdoc in this country. Thus, the Survival Guide for International Postdocs was born. The Survival Guide has been a major collective effort of the committee. At the time of writing it is nearing completion, and many sections are already available to members on the NPA website. It describes the nature of a US postdoctoral fellowship; advises a prospective postdoc on how to choose a fellowship suitable for them in the USA; gives general information on working, taxes, health insurance, and driving in the USA; and presents options to those who have had difficulty obtaining a credit card. It features an expansive visa guide that compares the J1 and H1B visas, and provides links that enable IPs to make contact with other scientists in the USA from their home country. Lastly, it includes a section for IPs to contribute their individual anecdotes based on their experiences as IPs.

The IPC has also been working hard advocating on behalf of IPs in the past year. The IPC Chair represented the NPA in a large group of major scientific associations and professional societies – including the American Association for the Advancement of Science, the American Association of Universities, and the National Academies – that wrote a document stating how visa regulations are hindering science (see Science (14 May 2004) 304, 943). The IPC also testified in July and November 2004 in front of a National Academies' Committee on Science, Engineering, and Public Policy (COSEPUP) focusing on “Policy Implications of International Students and Postdoctoral Scholars in the United States.” Our testimony emphasized the problems that IPs still have going in and out of the USA, recommended that IPs be allowed to work within the US on a single visa type for five years, and stated that all postdocs should receive equal compensation regardless of their nationality.

The IPC plans to increase its advocacy role in 2005. It will continue its IPC News service that posts stories of interest to IPs on the IPC pages. And it will continue to look for other opportunities for it to serve the IP community. It is an enthusiastic, diverse group of university administrators, PIs and postdocs originating from every continent. We welcome enquiries from people interested in volunteer work within the committee.

The Survival Guide for International Postdocs can be found from clicking on a link from the NPA home page (www.nationalpostdoc.org). You can read more about the advocacy work of the IPC and read IPC News within the IPC pages in the “Committees” section of the website. To join the IPC, to request information, or to send an anecdote, comments or suggestions about the Survival Guide, please contact IPC Chair Derek Scholes (dscholes@national-postdoc.org).
The Membership Committee worked throughout 2004 to develop new member benefits and services, while actively recruiting members in all categories.

Sustaining Members: We continued our institutional membership outreach targeted primarily at postdoc offices and associations. By the end of 2004, the NPA had recruited 58 sustaining members.

Individual Members: We launched an individual membership campaign in the Summer of 2004. Marketing strategies included: “viral” e-mails to current members; advertising in selected publications; direct mail appeals (with purchase of mailing labels for postdocs affiliated with various societies); dissemination of an attractive membership brochure and other materials at various venues; exhibitions at national meetings; and the recruitment of local membership campaign chairs at selected institutions. We recruited 226 new individual members in 2004.

Joint AAAS Members: The NPA signed an agreement to promote a discounted postdoc membership category to AAAS members in May 2004. By the end of 2004, the campaign had yielded 77 new members and 8 renewing NPA members.

Society Members, Corporate Partners and Friends of the NPA: Representatives of societies have been contacted both informally (at meetings/conferences) and more systematically. About 100 AAAS affiliated societies were invited to participate in a special briefing in June 2004. By the end of 2004, four societies had joined, and FASEB has become a Friend of the NPA. A fundraising prospectus is in the process of being printed for dissemination to priority corporate partner targets.

BUILDING THE MEMBERSHIP BASE

To evaluate the NPA’s membership efforts, the committee conducted an extensive review of all previous marketing efforts, and also a survey of postdocs from the Postdoc Network listserv, and two focus groups at institutions (not affiliated with the NPA) in order to gain a better perspective on what postdocs want from the NPA. Membership issues were discussed at length and in great detail at the Executive Board winter retreat in December 2004. The Chair of the Membership Committee and the staff presented an extensive summary of all marketing strategies. The consensus was that the Membership Committee needed to make recommendations to streamline our membership and address the concerns from all of our marketing research. The NPA needs a plan that sets the stage for the future and supports dynamic and long-term potential, accomplishing our mission and goals as an advocacy organization. We anticipate changes to the membership program that will serve to broaden our base.

Other membership plans call for changing our venue at society annual meetings by co-sponsoring an event where we have better personal interactions with postdocs and graduate students rather than just hosting an exhibit booth. We would like to create an online Membership Directory, improve customer service, and work more directly with other NPA committees.
The Outreach Committee was formed in order to develop a Postdoctoral Outreach Program, and to provide resources for professional development. 2004 has seen a number of major achievements for this Committee, and work continues on a number of items that the Committee hopes will ultimately aid in the improvement of the overall postdoctoral experience.

The main focus of the Outreach Committee over the past year has been to further develop the Postdoctoral Outreach Program. This program has three main components:

1. PDA (Postdoc Association) tool kit
2. PDO (Postdoc Office) tool kit
3. Team Visit Program

The PDA tool kit is expected to be complete at the time of the Annual Meeting. This on-line based resource for postdocs contains invaluable information to aid in the formation of newly forming associations, or to give additional advice to currently existing PDA's. Articles in the tool kit include how to write bylaws, how to develop a budget, and how to engage faculty and administrative support. There are a multitude of references and additional links to other items of interest. In addition, there is a section on professional skills such as leadership and time management. The Outreach Committee hopes that 2005 will see institutions adopting this tool kit as their main source of guidance for the formation of their PDA.

The PDO tool kit is similar to the PDA tool kit, only this resource is targeted to the formation of a Postdoc Office, and so will serve other institutional members in addition to postdocs. This kit is part of a collaborative process with the AAMC GREAT group. It is currently under development, and the Outreach Committee anticipates that this project will be complete by early summer 2005. This tool kit will contain items such as creating a standardized appointment process, developing a postdoc database, and career development.

Thanks to the excellent continued efforts of the Outreach Committee members, the NPA Team Visit Program was launched in late 2004. Institutions can now apply to request on-site assistance from the NPA with almost any aspect of their postdoctoral programs and services. These visits are tailored to suit the needs of the individual PDA/PDO, and a downloadable questionnaire is available to help determine what site visit format would be most suitable for any institution.

As always the Outreach Committee strives to provide continued professional development resources. A wealth of information can be found in the “For Postdocs” folder of the NPA website.

To learn more about the Outreach Committee and its current activities, please visit the website: http://www.nationalpostdoc.org/committees/outreach_committee/
For the Calendar Year 2004 the Policy Committee has engaged in the following projects and activities in the furtherance of the NPA's Strategic Plan.

Institutional Policy Database: The first online database that catalogues postdoctoral-specific policies at institutions across the United States was created by the NPA Policy Committee and is updated regularly with publicly available information. Examples of the institution-specific information contained therein include whether there is a Postdoctoral Office, the existence or absence of a formalized review process, as well as monetary considerations (e.g. salary, health care). Portions of this database are available to non-members, with members having access to all data.

NPA Policy Update: The Committee publishes a bimonthly electronic newsletter that summarizes current policy and news stories relevant to the mission and interest of the NPA. The newsletter is distributed currently to the NPA Executive Board, the NPA Advisory Board, Policy Committee members, as well as individuals involved in science and workforce policy at other organizations. Future issues will be distributed to Chairs of NPA Committees to facilitate and encourage cross talk among the various working groups. Current issues and archived editions of the Policy Update can be found on the Policy Committee web page.

Established NIH/NPA Working Groups: Through ongoing interactions with members of the National Institutes of Health’s Training Advisory Committee (NIH TAC), working groups have been formed to assess three areas of overlapping interest between the NPA and NIH: Data Collection, Career Transition, and Training/Mentoring Guidelines. The groups will develop recommendations for the NIH administration over the coming calendar year.

Website Reformatting: To facilitate the dissemination of Policy Committee initiatives and products, the website for the Committee has undergone revision through collaborative work with the Publications Committee.

Other Activities of Note:
- Participated in and helped organize NSF Postdoc Meetings on policy and data collection
- Participated in AAMC/GREAT Postdoc Group
- Submitted white paper to NAS BHEW “National Needs Committee”
- Meeting with NSF Director Arden Bement and staff
- Meeting with House Science Committee Staff
- Participated in NSF Graduate Student/Postdoc Benefits meeting
- Participated in NAS “Bridges to Independence” workshop
The Publications Committee is dedicated to increasing awareness of issues facing the postdoctoral community by providing easy access to NPA resources. Our editorial team oversees three primary publications that serve contrasting goals for diverse audiences.

**NPA E-alert**: a regular, alerting and timely publication highlighting breaking news.

**POSTDOChet**: a well-considered, in-depth, edited newsletter recruiting individual opinion with growing sponsorship. The fourth most frequently visited area of the website, the POSTDOChet is available as a quarterly periodical and provides a snapshot of key issues in an accessible and easily distributed format.

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

The NPA’s web site serves as a critical element of our communication and outreach efforts. The Publications Committee has focused attention on streamlining the site to provide critical and current information to NPA members and the general public. Its success is demonstrated by the increase in visitors to the site. Since June 2004 we have seen a 135% increase in visitors to the site and a 172% increase in page impressions (Fig 1). Sixty three percent of visits are direct links from bookmarks indicating an engaged community. An additional 16% of visits originate from partner (e.g. Sigma Xi, Science Careers) and associated web sites (e.g. Nature, National Academies, Science Next Wave).

Our current priority project is the collaboration with Sigma Xi on producing targeted articles from their postdoctoral survey data. These publications aim to examine demographic and disciplinary variation, the minority postdoctoral experience, the importance of a PDO/PDA and mentoring on the postdoctoral experience. This project has enhanced the NPA partnership with Sigma Xi and resultant publications are designed to educate stakeholders and provide analyses to support policy change.

The Publications Committee has enjoyed significant progress over the past twelve months, attributable directly to our active members. Most committee members also hold positions on other NPA committees ensuring the development of cross-cutting ideas for publication and facilitating effective communication and information dissemination across the NPA.

Brian Bailey (co-chair), Amber Budden (co-chair), Orfeu M. Buxton, Claire Neilan, Tasha Belfiore, Xenia Morin, Joan Schwartz, Samuel Howerton, Cindy Jo Arrigo, Melinda Butsch Kovacic, Frank Bottone, Daniel Kolker, Sunita Jones

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**Fig. 1 — NPA Web Statistics.**

Grey data points represent estimates based on monthly trends.

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www.nationalpostdoc.org/committees/publications_committee
POSTER SESSION
ABSTRACTS
The Brown University Postdoctoral Association was formed in 2000 to address the needs of postdoctoral appointees at Brown and provide a link between postdoctoral researchers and the administration. BUPA assessed the status and concerns of postdoctoral researchers through a survey administered in October of 2000 to approximately 120 postdoctoral researchers across campus. The information gathered through the survey indicated that postdoctoral researchers at Brown have concerns similar to those identified for postdoctoral researchers in a nation-wide study conducted COSEPUP. Since 2000, BUPA has met regularly with the administration to address these issues.

As a result of these meetings with the administration, Brown formed an ad hoc committee during the 2003-2004 academic year to explore improvements for postdocs. The committee produced a report with several recommendations for changes at Brown.

Below are the main points.

1. Clarify Brown's definition of a postdoc. The two most common titles are postdoctoral research associate and postdoctoral fellow The University has no consistent method for defining postdocs across all departments. Also, postdocs should be promoted to the title of Senior Postdoctoral Research Associate after three years, and to Research Scientist after six years.

2. Provide equal benefits to all postdocs. In general, postdoctoral research associates are university employees and receive full benefits as employees. Postdoctoral fellows generally bring their own funding, and thus are not considered Brown employees. Therefore they do not receive university benefits. The report recommends that the University provide Fellows access to health and dental benefits at the same individual costs as they are provided to associates

3. The report does not recommend implementing university-wide salary minimums. The large differences in the market pressures for different departments makes this impractical. Salary should, however, be closely monitored by the mechanism recommended in point four.

4. A postdoc liaison will be created within the Office of the Vice President of Research to work with BUPA. The liaison will assist with organizing events and programs, gather information for distribution to postdocs, maintain information on current postdocs, and help develop grievance procedures for postdocs.

Creating a Community for Postdocs from Start to Finish

Jeff Goldberg and Susan Buchsdruecker
University of Alberta

Postdoctoral fellows play crucial roles in enabling research-intensive universities to realize their full potential in research activity and accomplishment. However, historically postdocs have lagged behind academic staff, students and non-academic staff in developing or accessing organized structures that provide essential protections and serve their professional and academic needs. This poster will showcase the University of Alberta’s postdoctoral roadmap to date and our plans for the future, as we strive to create an environment in which these important research partners can flourish.

The initial step in supporting the postdoctoral community started with the creation of the Postdoctoral Fellows Office in April 2003—a central, one-stop administrative unit to support the needs of U of A postdocs and the respective departments. From the onset, all U of A postdocs are provided a standardized appointment letter, outlining the duration of their appointments, the amount and nature of financial compensation, health benefits offered, and the nature of the research being undertaken. Postdoctoral fellows then formally become part of the university community by registering with the PDF Office. Registration ensures access to the University of Alberta’s research libraries and allows postdocs to enroll in supplementary health and dental benefits regardless of their source of funding. Beyond their research, U of A postdoctoral fellows have the opportunity to hone their academic skills-set in the Professional Development Program. Comprised of three units (communication, career development, and professional practice), the program gives postdocs a leading edge as they cover concepts such as academic administration, management, leadership, and teaching. A certificate of completion and exit survey are the final components of the U of A postdoctoral experience.
However, the University of Alberta is continuing to build upon this postdoctoral infrastructure. The formation of a Postdoctoral Fellows Association is currently under discussion. The PDF Office is also spearheading the creation of dispute resolution and discipline procedures, which will provide postdocs and departments with avenues for recourse should academic disputes arise.

We look forward to sharing information and ideas about the evolution of the postdoctoral infrastructure at the University of Alberta and other postsecondary research institutions as you continue to enhance the postdoctoral experience at your institution.

**Providing Health Insurance Benefits to Postdocs**

*Steve Johnson*  
*Garnett-Powers & Associates*

Postdoctoral Scholars working in the same lab, at the same university often find the health benefits available to them are very different. Most Postdoctoral Scholars fall into one of three categories; Postdoctoral Employee, Postdoctoral Fellow, or Postdoctoral “Paid Direct”. Generally, Postdoctoral Employees, working on a faculty member’s research grant, will receive full faculty/staff benefits through the University’s employee benefit program. Postdoctoral Fellows, many of whom submitted proposals and were awarded their own fellowship administered by the University, find they have a very different benefit package available, or on some campuses no benefits at all. And finally, the “Paid Direct” Postdoctoral Scholar receives funding directly from the granting agency and the funds do not flow through the University. These Postdoctoral Scholars rarely have any group health coverage available through the University. This poster session includes a brief summary of the unequal treatment of Postdoctoral Scholars based on their individual funding source and some of the reasons for these inequities. The session will also review the planning and implementation process for the University of California Postdoctoral Scholar Benefits Plan (PSBP). The PSBP is a comprehensive health benefits program that offers all Postdoctoral Scholars, within the University of California System, the same set of health benefits, regardless of funding source.

**Two Solutions at UCSF: Practice of Science Seminar Series and Mentoring Dinners**

*Christina C. Lewis and Samara Reck-Peterson*  
*University of California, San Francisco*

The Postdoctoral Scholars Association (PSA) at UCSF was founded in 1995 and is one of the most active postdoctoral associations in the United States. This is due to active participants in the association and our combined efforts with other groups both on and off-campus. The PSA seeks to promote policies and programs that will foster a sense of community among UCSF postdocs through social, educational, and political activities. Since its inception, the PSA has hosted a wide range of activities that seek to improve the quality of the professional life and training of postdoctoral scholars at UCSF. We present two such PSA events, the Practice of Science (PofS) annual seminar series and the faculty/postdoc mentoring dinners. The PofS augments traditional bench-science training to include career-oriented and personal management seminars. These seminars are devoted to introducing postdocs to career paths in academia, industry, and other scientific professions. This training is indispensable for contemporary scientists who are positioned to make important contributions to both the academic and biotechnology sectors. PofS topics have included Controversial Science: research, ethics, and policy; Leading a Laboratory; Negotiation; Business, Communications, and Government; Careers for the PhD; Making the Most of Your Postdoc Years: training beyond the bench; Postdocs are from Mars, P.I.s are from Pluto: how to communicate when you are worlds apart; and, The Future of Biomedical Sciences: driven by need or greed? In addition to the PofS, the UCSF PSA hosts faculty/postdoc mentoring dinners. The aim of these dinners is to encourage postdocs to explore career options and cultivate career networks with scientists/UCSF alumni from local academic institutions and industries. Individual representatives of scientific career paths are selected by postdocs and invited to share their personal experiences and insight into a specific field over dinner. To date, we have hosted representatives from consulting, patent law, as well as academic and biotech research. Both the PofS and the mentoring dinners have filled a need that was not being met by any other organization on campus and have been well received by postdoctoral scholars, faculty and administrators.
Equalizing Postdoc Benefits: Employee vs. Non-employee
Mary Brenan Bradley
Washington University

Washington University in St. Louis’s Postdoctoral Education Policy became effective July 1, 2004. The new policy pulls all postdocs together, regardless of funding source and treats them as equally as possible within the limits of the law. The new policy sets forth two new titles specifically for postdocs, a five-year term limit to postdoctoral training, a required minimum stipend/salary amount, letters of appointment and a benefit package specifically for postdocs. The benefit package includes health and dental insurance, long term disability insurance, optional life insurance, tuition remission for career development classes, optional investment savings and vacation/sick/time away policies.

One of our unique challenges was creating a benefit package that worked for both employee and non-employee postdocs. Because postdocs often flip back and forth between employee and non-employee status throughout their appointment, we strived to make the benefit package as equal as possible. However it was difficult because of Federal tax law. At WashU, all postdocs now have access to the same limited benefits, but they may be administered slightly differently depending upon their status as an employee or a non-employee. For example, employees are allowed to take deductions on a pre-tax basis but anything the University provides to non-employees is a taxable benefit to that non-employee. So, while we have accomplished our goal of a one benefit package for postdocs, it is still not entirely equal due to tax law, which is something the University cannot change.

Empowering the Postdoc Community at Jefferson: Challenges, Opportunities, and Solutions
Ahmad B. Naim, and Lisa Kozlowski
Thomas Jefferson University

Jefferson Postdoctoral Association (JPA) was formed by a group of highly motivated postdocs in response to an institutional initiative launched by the Office of Postdoctoral Affairs in the Jefferson College of Graduate Studies in November 2003. Our vision is to empower postdocs by offering academic development programs, alternative career choice seminars, effective communication skills workshops, and above all fostering scientific, social, and multi-cultural collaborations. In a relatively short period of time, we have achieved major operational and organizational goals. These include developing and ratifying our bylaws, which enabled us to be recognized as a formal institutional entity, holding elections for the Executive Board, securing representation on the Graduate Council, and formulating a comprehensive plan to achieve the academic, career development and social goals. The Jefferson postdoc community is a wonderful eclectic mix of global cultures. So, we focused our efforts on engaging the postdocs in multicultural social activities to foster friendships and inter-lab collaborations. For this purpose, our first social event- a summer BBQ -proved to be a great success with more than 50% of the postdocs attending with their families. This was followed by monthly open meetings and social hours in the fall. Our monthly open meetings provide a forum for discussion and feedback for future planning to enhance the postdoc training experience. 30% of our postdocs participated in the Sigma Xi National Postdoc Survey and any concerns raised there will be addressed. Concurrently, we are developing a comprehensive website that includes an interactive online postdoc database. This database will foster collaborations among postdocs, highlight various campus resources including online databases, workshops on grant writing, presentation and communications skills, journal clubs, career seminars, etc. Work is also progressing on developing comprehensive online guides to advise on finding appropriate housing, childcare, and immigration issues. Volunteer counselors are available to assist new foreign postdocs in transitioning to Jefferson and Philadelphia. Future planned events include a Welcome 2005 Celebration, an Annual Postdoc Research Day, Alternative Science Careers symposium, a Chinese New Year celebration, a summer family Fun Day and BBQ at a local park and monthly social hours.

Reforming policies and practices for the support and training of postdoctoral researchers
Lara A. Campbell, Daniel C. Stanzione, and Robert E. Barnhill
American Association for the Advancement of Science
Dr. Campbell will discuss, and seek input from the audience, on the steps needed to improve the support and training of the next generation of science and technology professionals. She will describe the policy recommendations concerning graduate education and postdoctoral research training that resulted from the June 2004 workshop “Support of Graduate Students and Postdoctoral Researchers in the Sciences and Engineering: Impact of Related Policies and Practices”, which included leaders from higher education, science organizations, and the federal government and was convened to discuss the relationship between graduate education, postdoctoral training, scientific discovery, and the workforce.

Some questions that will be addressed include:

• The main obstacle in terms of drawing trainees into the grad student/postdoctoral pipeline is career outcome uncertainty. What can we do to train postdocs and grad students for the real world?

• What can be done to provide more adequate information to both policy makers and trainees about career outcomes, thus ensuring better decision making at the outset?

• As stipends begin to increase, what effects might there be on the postdoctoral situation? Will fewer trainee positions be available? Will fewer grants be awarded? How might the situation differ between fields?

• In order to make understand how policy changes affect the quality of the scientific workforce, we need to have metrics. What are useful measures of trainee quality? (Who are the “best and brightest” and what career paths do they pursue?)

• What is being done and what more could be done to promote a diverse science, technology, engineering and mathematics (STEM) pipeline.

• More money for postdocs and grad students is certainly a good thing, but too little support is probably a bigger problem—what can be done to ensure that all postdocs have adequate health care?

• Do we need to be drawing more trainees into any STEM (science, technology, engineering, math) fields, or do we simply need to do a better job of more broadly training the people who are there so that they can work in the sectors (beyond the academy) that would benefit from their insights and experience?

Facilitating Collaboration Through a Regional Postdoctoral Community

Zellers, D.F., Wendell, S.K., Bianco, N.R., Bodnar, R.J., Bell, A.W., Strotmeyer, E.S., Lakoski, J.M. University of Pittsburgh

A defining characteristic of a community is that its members, through common experiences, have a shared history. History is in the making in the Pennsylvania, Ohio, and West Virginia corridor as a new postdoctoral alliance is taking shape within this regional community. In October 2004, the University of Pittsburgh Postdoctoral Association (UPPDA) partnered with the National Postdoctoral Association (NPA), with support from the Office of Academic Career Development, University of Pittsburgh Health Sciences (OACD), to host a regional postdoctoral symposium. Postdocs, faculty, and administrators from 12 regional institutions and organizations gathered in Pittsburgh to identify the core features of a postdoctoral experience and how a national, regional, and local postdoctoral association could contribute to this experience. The outcomes of this historic regional event are highlighted in the 13 January Nature, 2005. As to the value of a regional affiliation, a consensus was very clear: regional postdoctoral networks are optimal for facilitating collaborations— in science, in policy advocacy, and in professional career development. The 2004 Regional Postdoctoral Symposium held in Pittsburgh was the first collaboration and shared experience within this postdoctoral community. But to the region, it was just the beginning. In February 2005, regional postdoctoral community members were invited to a special NIH Training funding update presented at the University of Pittsburgh Health Sciences by Dr. Walter Goldschmidts, Acting NIH Research Training Officer for the Department of Health and Human Services. Plans are underway to include regional colleagues in the 2005 UPPDA/OACD career exposition held annually in October. As representatives of one of the premier biomedical postdoctoral institutions in the region, the UPPDA continues to provide on-going leadership to its regional postdoctoral community and is making history in the process.
The Postdoctoral Association at the University of Minnesota: A Helping Hand for Enhancing the Postdoctoral Experience

Michael Autry, Robert Brennan, Barbara VanDrasek, Sridhar Sivasubbu, Richard Walsh, Jorune Balciuniene, Allen MY Cheong, and Esam El-Fakahany
University of Minnesota

In an effort to enhance the postdoctoral experience at the University of Minnesota, Dr. Esam El-Fakahany founded the Office of Postdoctoral Affairs (OPDA), with the support of the Graduate School administration, in the fall of 2002. As the founding and current director of OPDA, Dr. El-Fakahany encouraged a small group of interested postdocs to form an advisory panel intended to assist with this effort. The shared vision that developed out of those early meetings resulted in formation of the University of Minnesota Postdoctoral Association (UMN-PDA), open to anyone in the postdoctoral ranks. The mission of the UMN-PDA is to help improve the quality of the postdoctoral experience and to facilitate the long-term success of our members. The Association comprises all non-tenure track postdoctoral appointees including but not limited to Postdoctoral Fellow, Postdoctoral Associate, and Research Associate, who together number around 1100 at the U of MN’s Twin Cities campuses.

UMN-PDA volunteer members assist in the development of career workshops and serve as liaison between postdocs and the OPDA. To date, the Postdoctoral Association has focused on professional development and human resource policies. The PDA has been instrumental in helping to organize numerous postdoctoral workshops focused on fund raising, mentoring, and job hunting. The PDA has also worked with the Office of Postdoctoral Affairs on addressing human resource policies affecting postdocs at the University of Minnesota, bringing added clarity and equity to issues of health insurance, retirement benefits, and vacation and leave.

The UMN-PDA continues to grow. In the fall of 2004, a seven-member PDA Board was formalized and officers were elected to serve as President, Vice-president, Secretary, Administrative Liaison, Workshop Coordinator, International Representative, and Social Planner. The purpose of the Board is to provide leadership for the UMN-PDA in areas of career development, human resource policies, international matters and family issues. It is our hope that the Postdoctoral Association will serve as a core in the formation of a vibrant community of postdoctoral researchers on our campus, where information, ideas, and inspiration are shared.

Improving the Postdoctoral Experience at Caltech

Eloisa B. Imel
California Institute of Technology

In late 2002, the Office of Human Resources recognized the need for a position to manage the Postdoctoral Scholars/Visitors Services (PDS/V) office and to implement programs to improve the quality of life for postdoctoral scholars, visitors and their families. Eloisa Imel was hired from another department at Caltech to fill this position. In addition to streamlining the administrative aspects of the office, Eloisa and her staff has turned the office into a resource for postdoctoral scholars, visitors and their families who face social and cultural challenges.

The PDS/V office provides individual check-in orientations for all incoming postdocs and visitors to discuss benefits, taxes and specific transitional issues. In addition, a comprehensive web site (http://www.hr.caltech.edu/postdoc/about.htm) was developed to assist domestic and international scholars regarding the many aspects of working and living in Pasadena.

In September 2003, the PDS/V office launched the “ESL Club for Postdoc Spouses” program. The club provides free ESL instruction (provided by a TESOL certified instructor) along with free childcare services. In addition, they are planning a “Buddy Program” where an already established postdoc would befriend a newcomer to Caltech and Pasadena.

In September 2004, the PDS/V office obtained use of three transitional apartments that incoming postdoctoral scholars could rent on a short-term basis until they find permanent housing. These units are fully furnished and are walking distance to the Caltech campus. This program has been such a success that other units made be available for transitional use.
In addition to the programs mentioned above, Caltech has also improved the overall benefits of postdoctoral scholars (regardless of funding source) to include: Long-term disability insurance, Life Insurance and paid maternity leave. Finally, effective July 2005, postdoctoral scholars with three or more years of Caltech service and who receive qualifying compensation will, for the first time, become participants in the TIAA-CREFF staff retirement program.

The PDS/V office works closely with the Caltech Postdoc Association (CPA) and its initiatives. In addition, under the direction of Ms. Imel, the PDS/V office collaborates with the other offices and services, such as the Career Development Center, Staff/Faculty Consultation Center, and the Women’s Center, to improve the quality of the postdoctoral experience at Caltech.

Opportunities for Graduate Students and Postdoctoral Scientists

Irene V. Hulede,
American Society for Microbiology

While graduate students and post-doctoral scholars have numerous opportunities to conduct scientific research during their training, they have limited and inconsistent training in career planning, grant writing, communications and networking. The American Society for Microbiology addresses these shortcomings in the annual ASM Summer Institute in Preparation of Careers in Microbiology, an intensive week of closely guided instruction in five key areas important for choosing and preparing for a career as a scientist in government, industry, academia and other places. In a second program, the ASM/National Center for Infectious Diseases (NCID) Postdoctoral Fellowship Program, fellows receive both hands-on research in infectious diseases and formal training in grant writing and communications. The last program, the Annual Biomedical Research Conference for Minority Students offers 300 graduate students and postdoctoral scholars topics spanning from preparing an abstract to seeking the right post-doctoral position to balancing ones personal and professional life. Hear how the ASM fosters the professional development of post-doctoral scholars through its national programs and services.

The ABCs of NIH Fellowship, Research Career Awards, and Training Grants

Peter J. Kozel and the NIH Training Advisory Committee
National Institute of Health

The National Institutes of Health (NIH) supports the training and career development of research scientists in the areas of biomedical, behavioral, and clinical research with specific grant awards for every career stage, from undergraduate to senior investigator. The NIH has more than a dozen grant award mechanisms that are of potential interest to soon-to-be postdocs, current postdocs, and newly independent investigators. Each NIH Institute or Center (IC) may use these grant award mechanisms in slightly different ways to enhance their research mission and to best assist new investigators entering research fields supported by the IC. Given the complexity of this system, figuring out which is the best type of grant award for you can appear to be a daunting task — but it doesn’t have to be.

To aid in demystifying this process, this poster translates the alphanumeric codes associated with NIH grant award mechanisms and illustrates when, over the course of your career, one might want to consider submitting specific types of NIH grant award applications. It also outlines the major NIH grant award mechanisms appropriate for postdoctoral trainees and newly independent investigators. In addition, the poster describes the important information found in NIH Program Announcements. Finally, the contact information is provided for the training program officers at each NIH IC.

The CCR-FYI Association: A Story of Postdoctoral Fellows Making a Difference

Melissa Maderia, Kwang Suh, Arti Patel, Kevin Chang, Jonathan West
Center for Cancer Research, National Cancer Institute, National Institutes of Health

The Center for Cancer Research Fellows and Young Investigators (CCR-FYI) Association is comprised of early career scientists at the National Institutes of Health (NIH), National Cancer Institute (NCI), Center for Cancer Research working to promote science and to ensure that the concerns of the postdoctoral and clinical fellows are heard by the
administration. The CCR-FYI Association was created in 2001 by a group of proactive fellows with the enthusiastic support of the Scientific Director, Dr. J. Carl Barrett, to promote the career development of the 1,000 early career scientists training at the NCI. The CCR-FYI Steering Committee is a self-governing committee that has elected positions, operates under a set of by-laws, and is advised by our NCI administrative liaison, Dr. Jonathan Wiest. The main objectives for the CCR-FYI include organizing and hosting an annual off-site retreat, fostering presentation skills through a regular seminar series, providing information to incoming fellows, disseminating information via a newsletter which is published on a quarterly to semi-annually basis, and serving as the representative for CCR fellows in administrative meetings.

One of the key endeavors of CCR-FYI Steering Committee is planning and organizing the annual CCR-FYI Retreat. The CCR-FYI Retreat provides an opportunity for postdoctoral researchers to present their work, to explore various career paths, to interact directly with the NCI administration, and to learn about the research of prominent biomedical scientists outside of NCI. A number of workshops, such as grant writing and financial planning, that address professional and personal issues faced by CCR fellows are held at the retreat. Last year, approximately 500 postdoctoral fellows, clinical fellows, NCI trainees as well as several Principal Investigators who are active in the leadership of the CCR attended the retreat. The featured keynote speakers in 2004 included Dr. Robert Weinberg, Dr. Stephen Lippard, Dr. Stanley Prusiner, and Dr. Shiv Grewal. This year, our keynote speakers will include Dr. Margaret Foti, Dr. Rita Colwell, Dr. Tom Misteli, and Dr. Emanuel Petricoin. Due to the tremendous support from the CCR director’s office, we are able to recognize eight outstanding oral and poster presenters with $1,000 travel awards to attend a scientific meeting of their choice.

Over the past 4 years, the CCR-FYI has evolved into a resource for all investigators at the NCI. The CCR-FYI actively promotes opportunities for fellows to be involved in advancing their scientific career. Some of these opportunities include two noteworthy organizations at the NIH, FELCOM (The Fellow’s Committee at NIH) and the CCR-Fellows Editorial Board. The Fellows Editorial Board enables individuals to gain experience with the scientific editorial process through editing manuscripts submitted by theirs peers. Communication between the NCI administration and key committees ensures that CCR Fellows are in an environment that fosters their professional development and establishes a strong scientific foundation for their future careers.

If you would like more information about the CCR-FYI please visit our website, http://ccr.nci.nih.gov/careers/fellows/default.asp.

**NPA Committee Posters**

**ANNUAL MEETING**
Steve Wendell

**DIVERSITY**
Jabbar Bennett and Arti Patel

**INTERNATIONAL POSTDOC (IPC)**
Chiara Gamberi

**MEMBERSHIP**
Lille Tidwell

**OUTREACH**
Claire Neilan and Chris Blagden

**POLICY**
Sam Howerton and Raymond Clark

**PUBLICATIONS**
Amber Budden and Brian Bailey
2005 NPA
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NPA Executive Board Biosketches

Keith Micoli, PhD
NPA Executive Board Chair

Keith Micoli, PhD is a postdoctoral trainee at the University of Alabama at Birmingham (UAB), currently working in the Department of Pathology, with research focusing on the pathogenesis of AIDS. Dr. Micoli earned his PhD at UAB in 2001 from the program in Molecular and Cellular Pathology. He joined the graduate school at UAB following receipt of his bachelor’s degree from New College of USF, now New College of Florida, in Sarasota.

Dr. Micoli has been a member of the NPA since its inaugural meeting in Berkeley in 2003, has served on many of its committees, and was elected to the Executive Board in 2004. He served as co-chair of the Policy Committee and chair of the Strategic Planning Committee until his election as NPA Executive Board Chair in January 2005.

“My goal as chair is to facilitate the transformation of the good intentions and innovative ideas of the NPA and its collaborators into widespread application as national and local policies and practices. This goal will not be achieved easily or quickly, our success is not certain, and many real and perceived obstacles to progress lay in our path. But I have tremendous faith in our executive board, the NPA staff, its members, and our friends at all levels, and believe that they will continue to work with the same intensity and spirit that has made our current progress possible.”

“I hope that my experience, moving from an attendee at the first NPA meeting with no practical committee experience, to chair of the executive board in less than two years will be an example of what can be achieved by individuals through service with the NPA. The NPA is a special organization, and working with the NPA is an opportunity open to every postdoc, faculty member, administrator and policy maker. Together, we can improve the professional lives of postdocs and ensure the future excellence of the scientific enterprise in the United States”.

Derek Scholes, PhD
NPA Executive Board Vice-Chair

Derek Scholes is a Research Scientist at the Wadsworth Center in Albany in upstate New York. Dr. Scholes studies the virulence of influenza A, with a particular interest in the avian highly pathogenic H5N1 strain that in Asia has been transmitted from birds to humans with fatal results. Previously, he was a Postdoctoral Fellow at the Wadsworth Center analyzing the cellular regulation of retrovirus-like DNA elements called retrotransposons (Genetics 159: 1449-1465; PNAS 100: 15736-15741). A British citizen, he received his BSc (Hons) in Genetics and his PhD from the University of Liverpool in the United Kingdom, before accepting his postdoctoral appointment in the USA.

Having experienced some of the difficulties of being a postdoc in the USA, Dr Scholes joined the NPA in the summer of 2003 wishing to enhance the postdoctoral experience for future postdocs. He was elected to the Executive Board in October 2003, and was elected as Vice Chair by the Executive Board in January 2005. Dr Scholes has a passionate belief that the postdoctoral experience can be enhanced by changes in the policies that frame the modern postdoc, and is a member of the Policy Committee. He is also a member of the Oversight Committee charged with overseeing elections for the Executive Board and with writing amendments to the Constitution and By-Laws. Having been an international postdoc, he has a natural interest in issues that affect foreign nationals who come to the USA to perform postdoctoral research, and has chaired the International Postdoctoral Committee since November 2003.
Douglas Rowland, PhD
NPA Executive Board Treasurer

Doug Rowland is a Research Instructor at Washington University in St. Louis in the Mallinkrodt Institute of Radiology. Dr. Rowland’s research focuses on in vivo imaging of small animals using Positron Emission Tomography in order to study both cancer and cardiac diseases. Prior to joining the NPA Executive Board, he held several leadership positions starting with his tenure in graduate school. Dr. Rowland was a representative in both the Graduate Student Association of Chemistry and the Graduate Student Council (GSC). While serving on the GSC, he became the Academic Affairs Officer and was a liaison to both the Faculty Senate and the Council of Principle Investigators. During this time, Dr. Rowland also represented graduate students by lobbying the Texas State Legislature. Currently, he serves as a representative on the Associate Member Council of the American Association of Cancer Research and as an ex officio member of the Science Policy and Legislative Affairs Committee representing the Council. Dr. Rowland also serves on the Steering Committee for the Postdoctoral Association at Washington University. Within the NPA, he serves as a member of the Policy and Diversity Committees. Dr. Rowland earned a B.A. from Kenyon College and a PhD from Texas A&M University.

Christopher Blagden, PhD

Chris Blagden, a current member of the Executive Board, is a Postdoctoral Fellow at New York University School of Medicine, in the Molecular Neurobiology Program, studying regulation of gene expression in skeletal muscle by electrical activity. He completed his PhD, on the subject of Hedgehog signalling in muscle development, at the University of London in 1999.

Dr. Blagden is a postdoctoral council member of the Postdoctoral Office at NYU SoM, driving the development of the postdoctoral community there. He is the chair of the NPA’s Board Development Governance Committee, and Vice-Chair of the Outreach Committee. He has been involved in multiple projects of importance to the NPA, including formulation of hypotheses for the Sigma Xi National Postdoc Survey, and development of the NPA’s PDO/PDA toolkit, for which he has written several pieces of documentation. More recently he has coordinated the development and implementation of the NPA’s Team Visit Program, an initiative designed to allow the NPA to directly assist institutions, upon request, to develop areas of their postdoctoral programs.

Dr. Blagden is also one of the founder members of the Future Science Educators at NYU SoM (http://www.med.nyu.edu/Sackler/fse), a postdoc-driven forum which encourages both graduate students and postdocs to attend professional development workshops on various aspects of good science teaching, maintains contacts with surrounding schools and institutions about teaching opportunities, and outreaches to local institutions and programs to provide hands-on teaching experiences for our life science trainees.

Amber Budden, PhD

Amber Budden, PhD, is currently a postdoctoral scholar within the Museum of Vertebrate Zoology, University of California, Berkeley. Prior to this appointment Dr. Budden worked within the department of Environmental Science, Policy and Management at Berkeley and the department of Natural Resources and Environmental Science at the University of Nevada, Reno. In addition to her ecological research activities, she served the postdoc community as President of the Berkeley Postdoctoral Association from 2002 to 2004, was committee member on the UC Council of Postdoctoral Scholars and is active on various National Postdoctoral Association committees. Dr. Budden was recently elected to serve on the NPA Executive Board for a two year term, commencing January 2005. She is the Chair of Strategic Planning Governance Committee, Co-chair of the Publications Committee, and a member of the International Postdoc Committee. She is the principal liaison between the NPA and the Sigma Xi Postdoc Survey project, leading the NPA’s efforts to analyze the results of this national survey.

Raymond Clark, PhD

Raymond J. Clark, PhD is a Founding Member of the National Postdoctoral Association and currently serves as Vice Chair of the Policy Committee,
where he addresses national postdoctoral and workforce policy issues. In addition to his work with the NPA, Raymond is a Program Administrator for the University of California Institute for Global Conflict and Change’s (IGCC) Biological Threats and Public Policy Project. He is also an adjunct Professor of Physiology at Palomar Community College. A former postdoctoral fellow in Molecular Cardiology at UCSD, Raymond also works on a variety of projects designed to enhance the visibility of and increase opportunities for early career scientists and engineers in the San Diego region. He recently founded a consulting company (Science Professionals Consulting Group) that designs and implements career workshops for early career scientists. Raymond remains active in research as a consultant, providing advice and performing fieldwork on projects involving amphibian and avian biodiversity. He has also formed another company (Nguyen and Clark, LLC) that is developing residential real estate for low to medium income families in San Diego.

John Leviathan, M.A.

John Leviathan, M.A. is the Human Resources Manager and Postdoctoral Fellow’s Advisor at the Gladstone Institutes. In this position, he works on all aspects of the fellows program, including development of polices, recruitment, benefits, compensation, and training. He also works closely with UCSF, where several postdocs hold appointments. He created a postdoctoral fellows handbook that outlined policies, procedures, and conduct for fellows. He also designed and implemented a Postdoc Web, which serves as an online resource for our postdocs with information and resources on items such as grant writing, visas, ethics and postdoc issues. He has written articles on our program, published on the Postdoc Network and has been contacted on several occasions to be interview for an article. Mr. Leviathan has been invited to participate on several panel discussions on postdoc issues at meetings such as the AAAS Conference in San Francisco and the Postdoc Network National Meetings in Washington D.C.

Arti Chiman Patel, PhD, M.P.H.

Dr. Arti Patel PhD, M.P.H. is currently a fellow in the Cancer Prevention Fellowship Program in the Division of Cancer Prevention at the National Cancer Institute. She received her undergraduate and graduate degrees from the University of North Carolina at Chapel Hill. Her doctoral research focused on understanding the genetic and epigenetic alterations that contribute to the development of mouse lung tumors. Dr. Patel also holds a Master's degree in Public Health from the Johns Hopkins Bloomberg School of Public Health. Currently, her primary appointment is in the Laboratory of Tumor Immunology and Biology within the Center for Cancer Research at the NCI, where her interests are concentrated on nutrition, immunity and cancer prevention. Dr. Patel's research focuses on the development and implementation of interventions that combine immune-stimulating diets, chemopreventive agents and cancer vaccines to enhance the host’s immune response to cancer.

Additionally, Dr. Patel has been an advocate for improving postdoctoral training since graduate school. She along with a group of proactive individuals was involved in starting the Trainee's Assembly at the National Institutes of Environmental Health Sciences in 1997. During that time, she successfully led the establishment of several programs to enhance the training of graduate students and postdoctoral fellows at the NIEHS. One of these programs, a Science and Career Fair designed to promote the professional development of graduate students and postdoctoral, has become an annual event. She was also involved in starting the National Cancer Institute's Center for Cancer Research Fellows and Young Investigator's Association in 2000. As Chairperson for both of these organizations and the American Association for Cancer Research Associate Member Council, Dr. Patel has instrumental in bringing together key stakeholders to work together towards the common goal of improving postdoctoral training. She has also served on the Fellows Committee (FELCOM) at the National Institutes of Health and was on the advisory board of the Postdoc Network (PDN). She has written several articles on postdoc issues, which have been published on Science's NextWave. Additionally, Dr. Patel was a member of the Steering Committee that conceived and wrote the proposal that was submitted to the Alfred P. Sloan Foundation for the creation of the National Postdoctoral Association (NPA). She continues to be an active member of the NPA Executive Board and is former chair of the Diversity Committee.
**Alyson Reed, M.A.**  
**Executive Director**

Alyson Reed is the Executive Director of the National Postdoctoral Association, providing staff leadership to this newly-formed professional society representing postdoctoral scholars. Ms. Reed is an experienced non-profit manager and executive, having previously served as the Executive Director of the Maryland Commission for Women and of the National Committee on Pay Equity. She has also worked in senior management and policy posts at the National Kidney Foundation and the American College of Nurse-Midwives. Early in her career, Ms. Reed worked as a radio news reporter for an NPR affiliate in upstate New York, and also as a Project Manager for the League of Women Voters. In addition to her professional experience, Ms. Reed earned a Masters degree in Public Policy and Women’s Studies from the George Washington University and a Bachelor’s degree in English Literature from SUNY-Binghamton. She resides in University Park, Maryland.

**Jayne Reuben, PhD**

Jayne S. Reuben, PhD is a UNCF-MERCK Postdoctoral Science Research Fellow in the department of Pathology at the University of Michigan where she investigates mechanisms of the lung inflammatory response under the direction of Dr. Peter A. Ward. She is a graduate of Converse College in Spartanburg, South Carolina where she received a B.A. in Chemistry. In 2001, she completed her PhD in Pharmaceutical Sciences with a specialization in Pharmacology and Toxicology from Florida Agricultural and Mechanical University (FAMU) College of Pharmacy and Pharmaceutical Sciences. She is the recipient of fellowships from the American Foundation of Pharmaceutical Education, the Delores A. Auzenne Foundation, and the FAMU Faculty Development Program. In addition, Dr. Reuben currently serves as a member of several scientific societies (AAAS, ASPET, AAI and ASIP) and is a charter member of the University of Michigan Postdoctoral Association.

Dr. Reuben believes that in addition to the research component, the postdoctoral experience should routinely include career development opportunities that enable postdoctoral fellows to identify the steps necessary to achieve their goals as well as make more informed decisions regarding their futures. While in attendance at the 2004 COSEPUP and NPA meetings, she was recruited to serve on the NPA Diversity committee. In October 2004, she was elected to the Executive Board. Her intent is to function as a liaison and advocate as well as assist in the implementation of programs and distribution of information relevant to the professional development of all members of the national postdoctoral community. To this end, she also serves on the NPA Board Development and Finance committees.

**Claudina A. Stevenson, PhD**

Claudina A. Stevenson, PhD is an Instructor in Medicine in the Dept. of Cancer Biology at the Dana-Farber Cancer Institute. In her role as Instructor, she will pursue her research interests of elucidating the role of ABC transporter drug efflux pumps in multi-drug resistant breast cancer. In her role as Inaugural Director of the Postdoc Office, she will be responsible for creating and providing a conducive environment to support and prepare postdoc for successful careers.

Dr. Stevenson was a postdoctoral fellow in the National Cancer Institute Center for Cancer Research. Dr. Stevenson obtained her PhD in Biochemistry and Molecular Biology from Louisiana State University studying the molecular evolution of Alu, short interspersed repeated elements. Dr. Stevenson was active in her graduate student association at LSU, began a cross-departmental seminar series, and served as President for one year. While at NIH/NCI, she also served as Chair of the Center for Cancer Research – Fellows and Young Investigators Association in NIH, and helped organized the postdoctoral retreat in 2002 to provide presentation experience and educational workshops for over 400 postdocs in attendance. Dr. Stevenson was a founding member on the Steering Committee of the National Postdoctoral Association. She currently holds a position in the NPA Executive board and Chairs the Outreach Committee.
J. Lille Tidwell, PhD

J. Lille Tidwell, PhD was recently awarded an Intramural Research Training Award to serve at the Office of Technology Transfer at the National Institutes of Health in Rockville, Maryland starting in October, 2004. Technology transfer encompasses the process of moving technology from the laboratory bench to the public market, therefore Dr. Tidwell assists the NIH with patenting and license agreements. Dr. Tidwell hopes to become proficient in five main areas of technology transfer; policy, patenting, negotiating, contract skills, and marketing. These skills will give Dr. Tidwell the proper training to succeed as a director of a technology transfer office.

Dr. Tidwell earned a B.S. with a senior research thesis from Western Carolina University in 1991. For the next five years she worked in radiation chemistry near the Hanford nuclear site in Washington State, where she also became a volunteer fire-fighter and EMT. Dr. Tidwell then pursued a PhD in Neurobiology and Anatomy at Wake Forest University while continuing to serve on the local rescue squad team. Trauma to the nervous system had become a main interest for Dr. Tidwell. Under the supervision of co-advisors, Drs. Michael Tytell and Lucien Houenou, she completed her dissertation “Neuronal Survival Promoted by HSP70” in December 2001. Immediately following her defense, Dr. Tidwell joined Dr. Bregman, chairman of the department of Neuroscience at the Georgetown University Medical Center. Her research project tested the hypothesis that increased levels of cAMP enhance axonal regeneration into transplanted fetal tissue following spinal cord injury. During her training, she also taught Pathophysiology as an Adjunct Assistant Professor at Marymount University.

With her postdoctoral advisor’s support and a travel award from the National Postdoctoral Association (NPA), Dr. Tidwell attended the NPA inaugural meeting in March, 2003. This meeting was instrumental in helping Drs. Tidwell and Lea co-found the Georgetown University Postdoctoral Association. Currently, Dr. Tidwell serves as an Executive Board member of the NPA.

Steven Wendell, PhD

Steven K. Wendell, PhD is currently the Assistant Director, Postdoctoral Affairs, Schools of Health Sciences, and Research Assistant Professor, School of Dental Medicine, at the University of Pittsburgh. His research interest include the use of animal models to understand the genetics of craniofacial development and the therapeutic potential of stem cells.

Dr. Wendell received his PhD from the University of Minnesota while studying the effects of ancient endogenous retroviral elements on the evolution of cellular gene expression in the laboratory of Anthony J. Faras, PhD While pursuing postdoctoral training under Joseph Glorioso, PhD, Dr. Wendell co-founded the University of Pittsburgh Postdoctoral Association (UPPDA) in 2002 and was elected Senior Co-Chair. He was subsequently elected to the National Postdoctoral Association (NPA) Executive Board in 2003. Dr. Wendell is currently serving on the Executive Board of the NPA and as the Chair of the Annual Meeting Committee.
American Chemical Society Academic Employment Initiative

The ACS continues to run a pilot program to support the academic hiring process through activities at its 2005 national meetings.

If you are interested in employment in academia—this is your invitation!

San Diego, CA
ACS NATIONAL MEETING
Sunday, March 13; 8:00 to 11:00 a.m.
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Panel Discussion

During this event, senior and recently-hired faculty will present a candid discussion of the academic recruitment process for graduate students and postdocs who are considering careers in academic institutions, including research universities, comprehensive universities, and two- and four-year colleges.

Academic Hiring: How Do You Get the Job?
Organizers: Marjorie Caserio, Jerry A. Bell, Charles P. Casey
Moderators: Charles P. Casey, Cynthia Burrows
Panelists: J. Francisco, Purdue University; K. Karukstis, Harvey Mudd College; C. Gutierrez, California State University, Los Angeles; J. Yang, University of Califonia, San Diego; M. Sigman, University of Utah; M. Brown, University of Virginia; C. Muzzi, De Anza College

Organized by the ACS Office of Graduate Education and ACS Department of Career Services, Sponsored by ACS President William F. Carroll, Jr., and cosponsored by ACS committees (YCC, WCC, CMA, CEPA, SOCED, CPT), technical divisions (PROF, CHED), and participating organizations (NOBCChE, SACNAS)

Washington, DC
ACS NATIONAL MEETING
Monday, August 29, 2005
SciMix
AEI Poster Session

If you wish to talk to academic recruiters while presenting an AEI poster during the SciMix, then read on.

At SciMix, the popular interdisciplinary poster session, those seeking faculty positions will each present a poster about his or her research or one expanding on research interests, teaching philosophy, and experience. Faculty recruiters will have the opportunity to meet as many candidates as reasonably possible. Candidates will also have a chance both to network among themselves and to meet faculty from many more institutions than would normally be possible.

Posters should be submitted through the Online Abstract Submittal System (OASYS) at http://oasys.acs.org/oasys.htm. The deadline for submitting the AEI Abstracts is April 30.

Please write to the ACS Office of Graduate Education at graded@acs.org if you have any questions regarding the Academic Employment Initiative.
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Career Forum  Find out what others in your situation are doing. ScienceCareers.org has hired moderator Dave Jensen, along with other advisers to field career-related questions.

Career Fairs  Science hosts and sponsors several career fairs each year to help put you face to face with recruiters.

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11 March at 3:45 pm
12 March at 2:00 pm