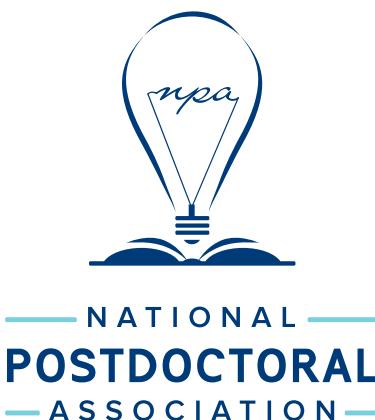


*The only national conference for administrators, postdocs, and faculty dedicated to supporting new researchers through innovative practices*



**16th Annual Conference**  
**April 6-8, 2018**  
**Cleveland, Ohio**

*Hosted by*  
Case Western Reserve University

# National Postdoctoral Association (NPA) 2018 Annual Conference Agenda at a Glance\*

Find the complete agenda on Whova #NPA2018 – Attendees: be sure to visit the exhibit tables during breaks

Friday, April 6, 2018

6:00 a.m. – 7:00 a.m.	Morning Exercise Option	Garfield Room
7:00 a.m. – 8:30 a.m.	Breakfast for Repeat Attendees	Gold/Whitehall Room
7:30 a.m. – 8:30 a.m.	New Attendees Orientation Breakfast	Grand Ballroom B
7:00 a.m. – 5:00 p.m.	Registration	Grand Assembly
9:00 a.m. – 9:45 a.m.	<b>Opening Session</b>	Grand Ballroom A
10:00 a.m. - 11:00 a.m.	<b>Concurrent Session I</b> Collaboration and Cooperation: A Holistic Approach to Postdoctoral Training Developing and Implementing an Online Standardized Postdoc Appointment Management System <i>Sponsored by Moffitt Cancer Center</i> Diversity 101: Why Should we Care, the Role of Implicit Bias and Privilege, and What are Some of the Solutions Getting Involved in National Associations and How It Can Help You and Your Institute Industry Postdoctoral Council	Grand Ballroom A Severance Room  Grand Ballroom B George Bush Room Wade Room
11:15 a.m. - 12:45 p.m.	<b>Plenary I: Transitioning from the Bench to Institutional Leadership through Mentoring and Shared Governance in Higher Education</b> <i>Sponsored by The Research Institute at Nationwide Children's Hospital</i> Distinguished Service Award (DSA) Presentation	Grand Ballroom A
12:45 p.m. – 2:00 p.m.	Lunch	Gold/Whitehall Room
2:15 p.m. – 3:45 p.m.	<b>Concurrent Session II</b> Building Startups: You Too Can be an Entrepreneur Careers, Funding, and Mobility in a Global Research Landscape Marketing Yourself Online in Today's Employment Market & Job Search Supporting the Needs of Postdocs: Highlights and Best Practices from 2017 NPA Institutional Policy Report Why and How to Tell Your Science Story	George Bush Room Grand Ballroom A Van Aken Room Grand Ballroom B Severance Room
4:00 p.m. – 5:30 p.m.	<b>Postdoc Session:</b> Conversations That Result in People Wanting to Build Professional Relationships With You - A Musical Fairytale of How a Postdoc "Networks" to Achieve the Perfect Job	Grand Ballroom A
4:00 p.m. – 5:30 p.m.	<b>myPDO Session:</b> Career Planning for Us	Grand Ballroom B
7:00 p.m. – 11:00 p.m.	<b>Friday Night Networking/Social Event</b>	Rock'n Roll Hall of Fame

Saturday, April 7, 2018

6:00 a.m. – 7:00 a.m.	Morning Exercise Option	Garfield Room
7:00 a.m. – 8:30 a.m.	Breakfast	Gold/Whitehall Room
8:00 a.m. – 5:00 p.m.	Registration	Grand Assembly
9:00 a.m. – 10:00 a.m.	<b>Concurrent Session III</b> A Data-Driven Approach to Understanding U.S. Postdocs <i>Sponsored by Burroughs Wellcome Fund</i> Building Stronger Partnerships Between Career Services & Postdoc Associations Engaging Faculty to Advance Postdoctoral Career Success Exploring and Planning Your Humanities or Social Sciences Career Path Using ImaginePhD Multiple Approaches to Mentoring and their Value to Trainees	Grand Ballroom A  Severance Room George Bush Room Van Aken Room Grand Ballroom B
10:15 a.m. – 11:45 a.m.	<b>Keynote Address: Intersections of Science, Business, and Diversity</b> <i>Sponsored by Moffitt Cancer Center</i> 2018 NPA Garnett-Powers & Associates, Inc. Mentor Award Presentation	Grand Ballroom A
12:00 p.m. – 1:30 p.m.	Lunch	Gold/Whitehall Room
1:30 p.m. – 3:00 p.m.	<b>Concurrent Session IV</b> Essential Business Strategy Skills & Concepts for Postdocs Leaving Academia Examining Sexual Harassment in the Postdoctoral Community: NPA 2017 Survey Results Recruitment Strategies for Strengthening and Diversifying Postdoctoral Training: Three Institutional Experiences and Perspectives Think Beyond Your Skill Set and Identify Your Unique Value Using Design Thinking to Illuminate Your Next Career Steps	Grand Ballroom A Grand Ballroom B Van Aken Room  Severance Room George Bush Room
3:15 p.m. – 4:15 p.m.	<b>Concurrent Session V</b> Becoming the Boss of Your Career Meeting the Challenge of Being an International Scholar in the United States <i>Sponsored by The Research Institute at Nationwide Children's Hospital</i> National Institutes of Health Loan Repayment Programs – Investing in the Future of Researchers Spouse and Partner Support for the Postdoctoral Community Strategies for Increasing Participation in PDA Leadership and Events	Grand Ballroom A Severance Room  Van Aken Room George Bush Room Grand Ballroom B
4:15 p.m. – 6:15 p.m.	Poster Session & Networking Break	Exhibit Hall
6:30 p.m.	Meet for Dine-Arounds	Main Lobby
7:00 p.m.	Dine-around	

Sunday, April 8, 2018

6:00 a.m. – 7:00 a.m.	Morning Exercise Option	Garfield Room
7:00 a.m. – 8:30 a.m.	Breakfast	Gold/Whitehall Room
8:00 a.m. – 12:00 p.m.	Registration	Grand Assembly
9:00 a.m. – 10:30 a.m.	<b>Plenary II: Catalyzing Change in Biomedical Research Training</b>	Grand Ballroom A
11:00 a.m. – 12:00 p.m.	<b>NPA Town Hall Meeting</b>	Grand Ballroom A

\*Subject to Change

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*We would like to thank the organizations that have supported the NPA Annual Conference.  
Supporting Postdocs, Promoting Discovery*

*The 16th Annual Conference of the  
National Postdoctoral Association is hosted by*



***The NPA wishes to express its appreciation to  
Case Western Reserve and to give special recognition to:***

The Office of Postdoctoral Affairs at Case Western Reserve University  
wishes to thank the following schools and departments  
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Case School of Engineering

Jack, Joseph and Morton Mandel School of Applied Social Sciences

Office of Research and Technology Management

School of Dental Medicine

School of Medicine

School of Nursing

Local Host Committee:

**Diana Fox, MBA, LSW**

Director, Office of Postdoctoral Affairs

School of Graduate Studies

Case Western Reserve University

and

**Matthew Yako, M.Ed.**

Program Manager, Postdoctoral Training

Research Education and Training Center | Lerner Research Institute

# Welcome to the 16th Annual Conference of the National Postdoctoral Association (NPA)!



On behalf of the NPA Board of Directors and staff, I wish to convey our thanks to our sponsors, attendees, and our local hosts, Case Western Reserve University and the Cleveland Clinic, for making this event possible. In particular, special thanks go **Diana Fox, M.B.A., LSW**, our local host committee chair; **Kerry Kauffman** and **Tiewei (Leo) Cheng, M.D., Ph.D.**, our co-chairs of the Meetings Committee; and the entire Meetings Committee for their efforts in planning this conference. Everyone who has volunteered to create and orchestrate a meeting of this caliber deserves big kudos as well. Volunteers for the NPA span the entirety of the country and an undertaking of this magnitude could not have happened without extraordinary dedication.

The NPA has continued to impact the postdoctoral experience during the past year and we're planning ambitious projects as we move forward. We kick off this conference with an updated logo and a revised strategic plan to lead us into the future. I briefly share highlights of two accomplishments during the past year and I encourage all of you to connect with board members and committee leaders to share your thoughts and experiences. We need your voices as we advocate and provide resources to create a more positive experience for postdocs

In the past year, academia has been a factor in the significant nationwide discussion regarding sexual harassment in numerous career sectors. Early last year, NPA assembled a taskforce and conducted a large-scale survey of postdoctoral fellows to better understand the scope and impact during training. Preliminary data were shared by **Kate Sleeth, Ph.D.**, at the "Impacts of Sexual Harassment in Academia" meeting hosted by the National Academies of Science, Engineering, and Medicine in October 2017. We have developed resources - published to the NPA website - for anyone experiencing sexual harassment and we encourage victims to report it. We acknowledge that this is a significant challenge given the power imbalance between postdocs and their harassers. We are supportive of the newest policy addressing harassment put forth by the National Science Foundation (NSF) and we hope to see similar policies from additional funding agencies in the near future.

We released *Supporting the Needs of Postdocs: 2017 National Postdoctoral Association Institutional Policy Report* that was published in partnership with Sigma Xi, The Scientific Research Honor Society, and with support from Burroughs Wellcome Fund and Elsevier, as a supplement to the January/February 2018 issue of *American Scientist*. Overall, this report highlights that we continue to take positive strides and improve the postdoc experience, but also that there remains much work to be done. The NPA's imperatives include a steadfast commitment to providing guidance and resources to individual postdocs and postdoctoral offices to continue this trend.

Additionally, NPA's imperatives include advocacy and dialogue with key stakeholders as national discussions regarding postdoc training and the research workforce pipeline are ongoing. Representatives from the NPA regularly participate in discussions of the challenges faced by the postdoctoral community. We are particularly interested in hearing your views so that we can continue to effectively represent the postdoc community during this constantly evolving time. We are available throughout the meeting beginning with breakfasts and ending with dinners. We are available during the breaks and at the poster session. Among these opportunities, I encourage you to participate in the town hall at the close of the meeting. It will feature a direct way to engage board members and committee leaders: a time for you to ask questions and share thoughts about your individual and institutional issues. We will strive to capture the comments (anonymously) to share with the greater membership after the meeting.

NPA is a grassroots organization and we are getting stronger every day. The postdoctoral experience is more compelling, more constructive, and more fulfilling than ever before. How do we do this? We do this through the remarkable efforts of our dedicated volunteers who advance the NPA mission. If you are passionate about something, I encourage you to get involved. This meeting is the perfect opportunity for dialogue with NPA leadership, all of whom are eager to listen to you.

The NPA staff work tirelessly, contribute significantly, and are an integral component of the NPA's efforts to enhancing the postdoc experience and providing a unified voice for postdocs. I would like to extend special thanks to our executive director, **Julie Fabsik-Swarts, M.S., CFRE, CAP**; office and marketing manager, **Amy Wilson**; and manager of membership and special projects, **Kryste Ferguson, M.Ed.**, for their continued commitment to the success of the organization. Our staff may be few, but they are mighty: they help create continuous improvement and they make it look effortless.

Finally, I wish to thank each and every one of you for your continued support of the NPA and your participation in the 16th Annual Conference. Similar to preceding meetings, the conference provides time for productive problem solving that goes beyond simply rehashing the issues. I'm always reinvigorated by the fresh ideas that are freely shared and expanding my network of colleagues. I expect this year to be no different. The annual conference is a wonderful synergy of individuals with a passion for positive change and it is our combined dedication to improving postdoc training, both locally and nationally, that continues to move us steadily toward and to eventually exceed our goals.



**Tracy Costello, Ph.D.**  
Chair, NPA Board of Directors

There is free wireless for conference attendees



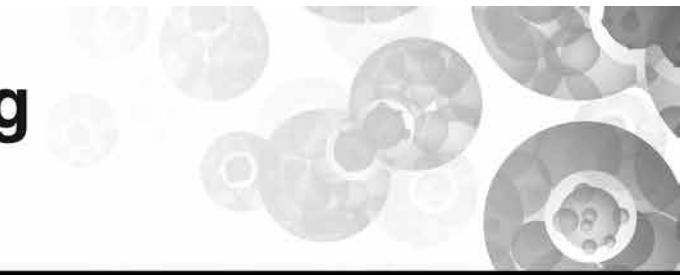
Network: **Renaissance Conference**

Password: **et01**

2018 Annual Conference materials are available on Whova. To access them (1) download the Whova app; (2) sign up on Whova with the email address that you used to RSVP for our event, or sign up using your social media accounts. If you are asked to enter an invitation code to join the event, please use the following invitation code: **2018NPAAC**.



Be sure to use **#NPA2018** on social media to share your Annual Conference pictures and stories!



Organized by the editors of Cell Press's leading journals, Cell Symposia bring together exceptional speakers and scientists to discuss topics at the forefront of scientific research.

2018

## Multifaceted Mitochondria

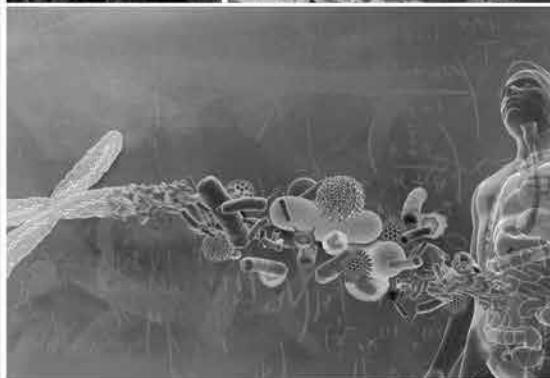
June 4–6, 2018 — San Diego, CA, USA



## Translational Immunometabolism June 24–26, 2018 — Basel, Switzerland



Aging and Metabolism  
September 23–25, 2018 — Sitges, Spain



# TCGA Legacy: Multi-Omic Studies in Cancer

## September 27–29, 2018 — Washington, DC, USA

## Cell-NERF Symposium: Neurotechnologies September 30–October 2, 2018 — Leuven, Belgium

# Translation of Stem Cells to the Clinic: Challenges and Opportunities

December 2–4, 2018 — Cedars-Sinai,  
Los Angeles, CA, USA



## Metabolites as Signaling Molecules December 9–11, 2018 — Seattle, WA, USA

For more information on abstract submission or to register for one of these symposia, please visit: [cell.com/symposia](http://cell.com/symposia)



**On behalf of the 2017-2018 NPA Meetings Committee, we would like to welcome you to the 16th Annual Conference of the National Postdoctoral Association (NPA), taking place at the Renaissance Cleveland Hotel in Cleveland, OH!** We are thrilled to know how much we have achieved over the past 15 Annual Conferences, and we are even more excited to see how much more we will continue to grow and what we will accomplish over the course of the next 15 Annual Conferences. This year, we welcome Case Western Reserve University as the host of our 16th Annual Conference, which is also the university's 1st NPA Annual Conference. As with every NPA Annual Conference, none of this would be possible without the hard work of the Meetings Committee and our Local Host Committee members. We would like to take a moment to thank members of both the Meetings Committee and Local Host Committee for their hard work and diligence.



The 2018 NPA Annual Conference is making a bold statement in clearly highlighting the importance of diversity and mentoring. We continue our tradition of celebrating and honoring an outstanding mentor with the NPA Garnett-Powers & Associates, Inc. Mentor Award, and by providing the Distinguished Service Award in appreciation of an individual or entity that has demonstrated a profound, sustained or leadership contribution to improving the postdoctoral experience.

We are also extremely honored to feature **Lydia Villa-Komaroff, Ph.D.**, as the keynote speaker on Saturday, and both **Alison Gammie, Ph.D.**, and **Rafael E. Luna, Ph.D.**, as plenary speakers. Dr. Villa-Komaroff, founder of Intersections SBD and a founding member of the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), is an executive and diversity advocate. Dr. Luna is associate dean of Morrissey College of Arts and Sciences and director of the Pre-Health Program at Boston College and will speak on the importance of mentoring at every level and being the author of your career story. And, closing out the conference on Sunday, Dr. Gammie will focus on developing a strong and diverse biomedical research workforce as the director of the National Institute of General Medical Sciences (NIGMS) Division of Training, Workforce Development, and Diversity (TWD).

While we strongly encourage first-time attendees to visit the New Attendees Orientation Breakfast on Friday morning to find out all you need to know about the NPA Annual Conference, we would like to highlight key events for your quick reference. This year's conference will feature five concurrent workshop sessions, and will cover a wide variety of topics, from scientific communication, professional networking and career development, to navigating organizational culture, international/diversity concerns, and advocacy. Each session will present workshops or seminars in either 60-minute or 90-minute durations. There are lots of innovative and exciting sessions coming up for postdocs, PDOs, PDAs, associations/societies, and some even specifically geared toward engaging faculty. We are certain that in Cleveland, you will be sure to find a diverse selection of workshops to fit your unique interests and needs.

In addition to concurrent sessions, we are offering a unique pair of workshops on Friday afternoon - one for postdoc admins and one for postdocs, respectively. The myPDO session for administrators will provide an understanding of how postdoc admins, aside from focusing on the careers of their trainees, can expand their own skills, interests and values, as a way to help enhance their jobs and individual goals. Concurrently, **Mary Mitchell** and **Josh Henkin, Ph.D.**, will host a postdoc session to delineate how to build professional relationships for postdocs, which may help to facilitate career transitions outside of academia.

Aside from the sessions, there are also a variety of networking opportunities at your disposal to interact with friends, both old and new. This year's Annual Conference will offer Saturday night dine-arounds, as we always do, but more exciting, the NPA will be hosting a social event on Friday evening at the Rock n Roll Hall of Fame! And, last but not least, we are proud to include a few new options this year which will be available each day of the conference, including morning exercise options and a quiet room that will be open 7 a.m. - 5 p.m. (local time), which will help provide a small space for attendees to get away from the hustle and bustle of the conference so that they can process all of the amazing information they are learning.

In closing, on behalf of the 2017-2018 NPA Meetings Committee, we hope you enjoy the conference!

**Tiewei (Leo) Cheng, M.D., Ph.D. and Kerry A. Kauffman**  
Meetings Committee Co-Chairs

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### Invitation to Join The AACR

**NPA Annual Conference Attendees are encouraged to join AACR! All new members will receive Free AACR Membership for 2018. Visit the AACR Table to learn more about this special offer!**

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# AGENDA | Friday, April 6, 2018

6:00 a.m. - 7:00 a.m.

## Morning Exercise Option

Garfield Room

Please see the Whova app for more details.

7:00 a.m. – 5:00 p.m.

## Press

Wade Room

7:00 a.m. – 5:00 p.m.

## Quiet Room

Stouffer Room

A space to collect your thoughts during the conference.

7:00 a.m. – 5:00 p.m.

## Exhibit Tables

Exhibit Hall

Visit our sponsors to find out about opportunities for postdocs and administrators.

7:00 a.m. – 5:00 p.m.

## Registration

Grand Assembly

7:00 a.m. – 8:30 a.m.

## Breakfast for repeat attendees

Gold/Whitehall Room

7:00 a.m. – 8:30 a.m.

## New Attendees' Orientation Breakfast

Grand Ballroom B

*By invitation only*

**Rajan Chaudhari, Ph.D.**, Postdoctoral Fellow, MD Anderson Cancer Center UTHHealth, Co-Chair Elect, Meetings Committee, NPA; **Tiewei Cheng, M.D., Ph.D.**, Postdoctoral Fellow, University of Texas MD Anderson Cancer Center, Co-Chair, Meetings Committee, NPA; **Kerry A. Kauffman, B.A.**,

*Senior Program Coordinator, Associate Member Council, American Association for Cancer Research, Co-Chair, Meetings Committee, NPA*

This session provides an opportunity for first-time participants at the NPA Annual Conference to learn about the NPA's mission, values, objectives, structure, and accomplishments, and how to get the most out of the Annual Conference.

9:00 a.m. – 9:45 a.m.

## Opening Session

Grand Ballroom A

## Welcome, Overview and Chair's Presentation

**Tiewei Cheng, M.D., Ph.D.**, Postdoctoral Fellow, University of Texas MD Anderson Cancer Center, Co-Chair, Meetings Committee, NPA; **Kerry A. Kauffman, B.A.**, Senior Program Coordinator, Associate Member Council, American Association for Cancer Research, Co-Chair, Meetings Committee, NPA; **Julie Fabsik-Swarts, M.S., CFRE, CAP**, Executive Director, NPA; **Tracy Costello, Ph.D.**, Director, Office of Postdoctoral Affairs, Moffitt Cancer Center, Chair, Board of Directors, NPA

Remarks from **Suzanne Rivera, Ph.D.**, Vice President of Research, Case Western Reserve University

9:45 a.m. – 10:00 a.m.

## Networking Break

Exhibit Hall

10:00 a.m. – 11:00 a.m.

## Concurrent Session I

Please note the following intended audience abbreviations: **ASSOC** - association & societies; **IP** - individual postdoctoral scholar; **INDUS** - industry; **PDA** - postdoctoral association; **PDO** - postdoctoral office; **ALL** - for everyone.

# Friday, April 6, 2018

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## **Collaboration and Cooperation: A Holistic Approach to Postdoctoral Training**

Grand Ballroom A

Intended Audience: IP, PDA, PDO

**PRESENTER: Sudha Krishnamurthy, Ph.D., Program Director, Office of Postdoctoral and Graduate Student Affairs, Gladstone Institutes**

Currently, the United States has one of the stronger postdoc training infrastructures than a number of other countries. Today's research however requires people with varied training, knowledge expertise and diverse backgrounds to work cohesively towards different careers. We at Gladstone Institutes approach the training of our postdocs more holistically. Collaborating across different platforms and expertise areas, we have partnered effectively to provide our trainees to experience being a mentor, science communicator, editor, entrepreneur, grantman, outreach and educators. In addition, a vested faculty, partners in the University of California (UC) system and the NPA have made it a rewarding experience to establish these programs. This has resulted in the development of a curriculum of programs to effectively prepare postdocs for various careers and additional skills in their current roles. Our strategy has been to build a milestone curriculum around the NPA's Core Competencies that enhances our postdocs' research skills, career development, and professional skills while addressing specific issues of early-, mid-, and late-career trainees. Postdocs participate in a curriculum of workshops, panel discussions, seminars, and networking opportunities designed to advance lab management skills, grantmanship, writing and communication, teaching, individual development plans, academic and industry career exploration, as well as work/life and cultural considerations. We are currently validating this approach with incoming, and current postdocs by enabling them to choose their own customizable postdoctoral training program (PTP). Our ultimate goal is to develop an adaptable web interface so that each incoming postdoc could customize, revise, and develop their own PTP. Our hope is that every institution would eventually adapt this tool for their postdoctoral trainees to enable a more thoughtful and holistic approach to training.

## **Developing and Implementing an Online Standardized Postdoc Appointment Management System**

*Sponsored by Moffitt Cancer Center*

Severance Room

Intended Audience: PDO

**PRESENTERS: Clare McCabe, Ph.D., Associate Dean of the Graduate School, Director, Office of Postdoctoral Affairs, Cornelius Vanderbilt Chair and Professor of Chemical and Biomolecular Engineering, Vanderbilt University; Irene McKirgan, M.S.M., CHES, Assistant Director, Office of Postdoctoral Affairs, Vanderbilt University**

Effectively identifying, managing and tracking an institution's postdoc population can be challenging and daunting. Contributing factors include inconsistent appointment processes among departments and schools, lack of training among staff and faculty, different postdoc titles, compensation benefits, and eligibility requirements. The transitional nature of a postdoc position is unique and does not typically fit within most institution's existing structures and policies. As a result, a range of disparities can exist resulting in a significant impact on a postdoc's experience and outcomes in an institution. In fall 2016, Vanderbilt created the Office of Postdoctoral Affairs (OPA) to provide operational oversight for all postdoctoral scholars, fellows and trainees as well as faculty and staff administrators who work with the postdoc population. One year after the creation of the OPA, a standardized process and web-based program for managing postdoc appointments and reappointments was launched. This initiative also addressed a range of important issues relevant and integral to appointing and managing postdocs, such as establishing unified benefits, policies and requirements. Pilot-tested in two schools, the final product launched was a result of a year-long planning and development phase involving faculty, staff and postdocs from ten schools and colleges working together to develop standard components while recognizing the unique features of schools and disciplines.

# Friday, April 6, 2018

## **Diversity 101: Why Should we Care, the Role of Implicit Bias and Privilege, and What are Some of the Solutions**

Grand Ballroom B

Intended Audience: ALL

**PRESENTER: J. Marcela Hernandez, Ph.D., Administrative Director, Office of Postdoctoral Affairs, The Ohio State University**

Corporations, nonprofits, and governmental organizations as well as colleges and universities value and want a diverse workforce. As a prospective employee you will be asked about ways in which you support diversity regardless of whether or not you belong to an underrepresented group. Therefore, they also will look positively upon job applicants that have training in this area. This workshop will explore why diversity is important and will familiarize participants with the concepts of implicit bias and privilege. This is a great opportunity for participants to start training in this very important area of professional development. They will understand some of the challenges and the possible solutions, and how they can help to address the problem of underrepresentation.

## **Getting Involved in National Associations and How It Can Help You and Your Institute**

George Bush Room

Intended Audience: ASSOC, IP

**PRESENTERS: Annita Achilleos, Ph.D., Research Associate, Baylor College of Medicine; Jennifer McBride, Ph.D., Associate Professor, Cleveland Clinic Lerner College of Medicine; William Muñoz, Ph.D., Postdoctoral Research Associate, Stowers Institute for Medical Research**

National associations are developing new resources for career development and outreach at an astonishing rate while still maintaining their prior roles for advocacy and the advancement of their respective fields. These expanded roles must fulfill the needs of the association members to ensure their competitiveness. Postdocs can ensure their needs are met by active participation in their national associations' committees, outreach, and networking at the associations' conferences. This participation provides opportunities for postdocs to gain valuable leadership, networking, and management skills on an international scale. Despite these obvious advantages for postdocs it can still prove difficult to achieve a large breadth of participants serving the

association. This session will focus on how various national associations have successfully integrated postdocs into their organizing, planning, and outreach committees, while also providing a forum for discussion on new ideas to further postdoc involvement. We will also highlight the advantages that more direct lines of communication with associations can provide to people in their early career and their institute.

## **Industry Postdoctoral Council**

Wade Room

Intended Audience: IP

**PRESENTERS: Stephanie K. Eberle, M.Ed., Director, BioSci Careers, Stanford University, Vice Chair, Board of Directors, NPA; Julie Fabsik-Swarts, M.S., CFRE, CAP, Executive Director, NPA; Josh Henkin, Ph.D., Founder, STEM Career Services, Treasurer, Board of Directors, NPA**

The newly created Industry Postdoctoral Council invites individuals who work for or with a postdoctoral program in a for-profit company to attend a group meeting. Agenda items include 1) ways that the Industry Council will function within the NPA; 2) resources needed for Industry Council postdocs and PDOs; and 3) professional development track for Industry postdocs at the 2019 Annual Conference.

11:00 a.m. – 11:15 a.m.

## **Networking Break**

Exhibit Hall

11:15 a.m. – 12:45 p.m.

## **Plenary Session I**

### ***“Transitioning from the Bench to Institutional Leadership through Mentoring and Shared Governance in Higher Education”***

Sponsored by The Research Institute at Nationwide Children's Hospital  
Grand Ballroom A

**PRESENTER: Rafael E. Luna, Ph.D., Associate Dean, Morrissey College of Arts and Sciences, Director, Boston College Pre-Health Program, Boston College**

**MODERATOR: Nisha A Cavanaugh, Ph.D., Manager, Postdoctoral & Academic Programs, Office of Education, Training, & International Services, Sanford Burnham Prebys Medical Discovery Institute**



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**Science Translational Medicine**  
AAAS

# Friday, April 6, 2018

Postdoctoral fellows have acquired an extensive amount of scientific training and have the unique opportunity to acquire leadership skills through shared governance by influencing institutional policy and committee work. Higher education utilizes a model of shared governance to openly communicate with key stakeholders on multiple levels. While scientific and academic training are desirable in the research workforce and technical skills may help the scientist land the initial interview in higher education, it is through interpersonal relationships and shared governance that allow postdoctoral fellows to transition to institutional leadership roles, ultimately carving a unique career path in higher education. Universities and colleges are becoming more diverse in their academic landscape and play a key role in the United States research enterprise requiring the duality of training (scientific and leadership) for institutional roles. Thus, academic institutions serve as the proving ground for the next generation of leaders in higher education. In this session, we explore key aspects and training needed for authentic leadership in higher education: 1) interpersonal skills developed through mentoring and advising; 2) alignment of programmatic goals with institutional mission; and 3) time-scale of the execution of programs and policy in higher education.

## **Presentation of the Distinguished Service Award (DSA)**

**Tracy Costello, Ph.D.**, Director, Office of Postdoctoral Affairs, Moffitt Cancer Center and Chair, Board of Directors, NPA

The DSA will be presented to **Sam Castañeda, M.A.**, for profound and ongoing contribution and service to the postdoctoral community.

12:45 p.m. – 2:00 p.m.

## **Lunch**

Gold/Whitehall Room

2:15 p.m. – 3:45 p.m.

## **Concurrent Session II**

### **Building Startups: You Too Can be an Entrepreneur**

George Bush Room

Intended Audience: INDUS, IP

**PRESENTERS: Jun Axup, Ph.D.**, Scientific Director and Partner, IndieBio

Dreaming about starting your own company? With the lowering cost of development and increasing amount of resources, entrepreneurship is now more accessible than ever. Through startups, graduate students and postdocs around the world are taking their careers into their own hands and solving problems they are passionate about. Come learn about how you can turn your idea from the bench into a product on the market and transition from scientist to entrepreneur.

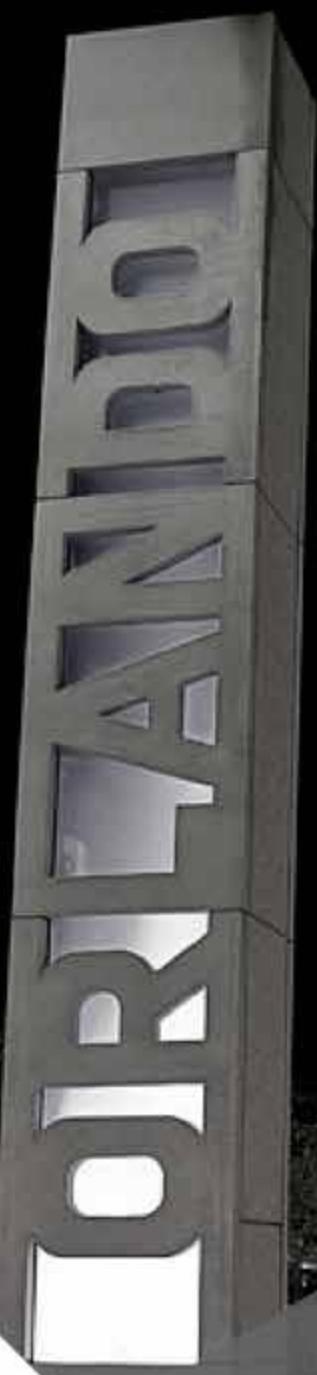
## **Careers, Funding, and Mobility in a Global Research Landscape**

Grand Ballroom A

Intended Audience: IP, PDA, PDO

**PRESENTERS: Viktoria Bodnarova, M.A.**, Regional Representative, EURAXESS North America; **David J. Proctor, Ph.D.**, Board of Directors, International Consortium of Research Staff Associations (ICORSA); **Sina Safayi, D.V.M., Ph.D.**, Assistant Director of Career Development, MD Anderson Cancer Center UTHealth Graduate School of Biomedical Sciences

For many postdoctoral researchers, even those with an international background, research careers outside the United States or Canada remain terra incognita. *How do other research systems compare to those in North America? How do I find and pursue opportunities in a foreign context? What resources are available to help me explore, plan, and undertake a move overseas? What are the most important issues to consider when planning this move?* While planning an overseas move can be daunting, such careers offer unique and rewarding opportunities that can boost careers and enhance research outcomes. In addition, global opportunities are a path to funding or structural support for many research endeavors within the United States, and collaborative research with international researchers and institutions can be an enriching professional and personal experience. This discussion-focused workshop seeks to answer questions and offer advice on how to prepare for success outside the U.S. research ecosystem - and identify global opportunities to enhance research within the United States - by drawing on the lived experiences of internationally mobile researchers and their domestic and international careers. The audience will be strongly encouraged to contribute their own insights into international opportunities.



# 2019 NPA Annual Conference

Rosen Centre Hotel

Orlando, FL

April 12 - 14, 2019

# Friday, April 6, 2018

## Marketing Yourself Online in Today's Employment Market & Job Search

Van Aken Room

Intended Audience: IP, PDA, PDO

**PRESENTER:** **Eric Vaughn, M.Ed.**, Life Sciences Career Coach, University of Rochester Medical Center

Do you want more employers to notice you? How do you currently promote yourself? The world of seeking employment opportunities has changed dramatically over the last ten years. Having just a CV and/or resume is not enough in today's competitive employment market. Developing your online marketing strategy is key to assisting you in getting the word out about your brand and what you can offer a company or organization. This interactive workshop will examine different ways of promoting yourself online to organizations, hiring managers, recruiters, etc. Participants will learn about all the current functions available through LinkedIn and how to make your profile stand out and allow for potential new contacts from those recruiting for talent. We will also examine the importance of utilizing online media including Twitter, blogs, and personal websites. Participants are encouraged to bring a mobile device to the presentation (smartphone, tablet or laptop).

## Supporting the Needs of Postdocs: Highlights and Best Practices from 2017 NPA Institutional Policy Report

Grand Ballroom B

Intended Audience: ALL

**PRESENTERS:** **Tracy Costello, Ph.D.**, Director, Office of Postdoctoral Affairs, Moffitt Cancer Center, Chair, Board of Directors, NPA; **Kryste Ferguson, M.Ed.**, Manager of Membership & Special Projects, NPA

**Moderator:** **Mary Anne Timmins, M.Ed.**, Administrative Director, Biomedical Postdoctoral Programs, University of Pennsylvania

The data from the NPA's latest publication, *Supporting the Needs of Postdocs*, provides a snapshot of where PDOs are today as well as information about postdoc policies at their institutions. This session will provide highlights from the published data as well report on additional analyses investigating the impact of how measurable factors (such as the number of postdocs at an institution) play a role in the depth of postdoc policies, benefits, and training programs that an institution may offer. We will highlight

some best practices by selected institutions in these different areas and provide comparisons between the 2013 and 2016 NPA Institutional Policy Survey data where possible. We seek to host an engaging Q&A session on this unique dataset and look forward to community input to improve the next survey.

## Why and How to Tell Your Science Story

Severance Room

Intended Audience: ALL

**PRESENTERS:** **Mallory Fix, M.S.Ed., TESOL, Applied Linguist, Founder, language connectED; Rebecca Toner, M.A.Ed., TESOL, Applied Linguist, Chief Learning Officer, language connectED**

The job market is a scary one for postdocs: not enough research positions, not enough teaching positions, not enough funding in general. One way to attract future employers or grant funders is to tell your research story. *What is it that you DO? How can you make a general audience understand the importance of your work?* In this workshop, participants will explore techniques in storytelling in order to gain the attention of diverse audiences. No matter the platform for communication - in the lab, at a conference, in the classroom - researchers must be able to tell their story in a clear and effective manner. As the audience further understands the science, they also become more excited by it and interested in learning more. Clear and effective communication can open many doors for researchers. By inviting audience members to understand the importance of and increase their own interest in a new field of science, researchers could be invited to do more talks or even inspire that potential funder. Telling a story is the first way to grab the attention of any audience. Participants will (1) identify the benefits of telling a story to explain their research; (2) analyze features of effective stories; (3) complete a four-step "tell your science story" outline and practice telling stories in small groups; (4) address storytelling challenges that may arise for non-native English speakers; and (5) brainstorm ways to implement similar postdocs at their institutions.

3:45 p.m. – 4:00 p.m.

## Networking Break

Exhibit Hall

# Friday, April 6, 2018

4:00 p.m. – 5:30 p.m.

## **Postdoc Session: Conversations That Result in People Wanting to Build Professional Relationships With You - A Musical Fairytale of How a Postdoc “Networks” to Achieve the Perfect Job**

Grand Ballroom A

Intended Audience: IP

**FACILITATORS:** **Josh Henkin, Ph.D.**, Career Counselor/Founder, STEM Career Services, Treasurer, Board of Directors, NPA; **Mary Mitchell**, President, The Mitchell Organization

Join us for a story about how a postdoc learns to network for his or her first job outside of academia. This “fairytale” will instruct and amuse all comers. You will leave the workshop with concrete skills and tools to confidently network for jobs and enhance your professional career growth through relationship development.

As postdocs enter a new organization and seek to meet new people or to build relationships to expand their professional network, they're inevitably asked one question: “Tell me a little bit about yourself.” The traditional “elevator pitch”—a 30-60 second introduction about oneself—is commonly practiced, memorized and delivered to initiate this conversation. But what happens next?

The follow-on conversation is an organic discussion between two or more individuals that can heavily influence the outcome of a relationship, a business deal or a future interaction. This conversation cannot be rehearsed like the introductory elevator pitch. It needs to be customized to the person(s) you are speaking with in a way that lets them see your authenticity and easily glean the features and benefits of you, the speaker. In a very short time, you must be able to quickly establish a relationship with a new person and show them why it's important to remain connected to you. Once this occurs, this new contact will want to include you in their network and help you achieve the outcomes you desire. The session will wrap up with a recap of relationship building tools and a discussion of suggestions to follow up with new contacts.

4:00 p.m. – 5:30 p.m.

## **myPDO Session: Career Planning for Us**

Grand Ballroom B

Intended Audience: ASSOC, PDO

**FACILITATORS:** **Jami Armbrester, M.S.**, Associate Director Career & Professional Development, Office of Postdoctoral Education, University of Alabama at Birmingham; **Jennifer Aumiller, M.Ed.**, Director, Pre/Postdoctoral Career Development, University of Maryland, Baltimore; **Tammy R. Collins, Ph.D.**, Director, Office of Fellows' Career Development, National Institute of Environmental Health Sciences; **Lori Conlan, Ph.D.**, Director, Office of Postdoctoral Services and Career Services Center, Office of Intramural Training and Education, National Institutes of Health; **Garth Fowler, Ph.D.**, Associate Executive Director, American Psychological Association; **Diane M. Klotz, Ph.D.**, Director, Office of Education, Training, & International Services, Sanford Burnham Prebys Medical Discovery Institute; **Lisa Kozlowski, Ph.D.**, Associate Dean, Student and Postdoctoral Affairs, Jefferson College of Biomedical Sciences, Thomas Jefferson University; **Molly Starback, M.S.L.S.**, Director, Office of Postdoctoral Services, Duke University

As postdoc administrators we focus on the careers of our trainees, and may lose sight of our own goals to grow our own careers. In fact, over many NPA meetings, many of us who manage postdoc offices have asked, “What's next...or will I be running a postdoc office forever?” We have interviewed PDO alumni to understand what skills are necessary if you want to: a) grow your current role, b) move within your institution, or c) forge a new career path. This session will provide an understanding of how we can expand our own skills, interests and values to enhance our jobs.

6:30 p.m.

## **Meet for Evening Social/Networking Event**

Lobby

We will lead a group walking (about one mile) to the Rock & Roll Hall of Fame or you can ride on the shuttle bus that will be making loops from the hotel to the event and back.

7:00 p.m. – 11:00 p.m.

## **Evening Social/Networking Event**

Rock & Roll Hall of Fame

You must have registered and pre-paid for this event ticket. Due to catering limitations, we are not able to accommodate late requests.

# AGENDA | Saturday, April 7, 2018

6:00 a.m. - 7:00 a.m.

## Morning Exercise Option

Garfield Room

Please see the Whova app for more details.

9:00 a.m. – 10:00 a.m.

## Concurrent Session III

### A Data-Driven Approach to Understanding U.S. Postdocs

*Sponsored by Burroughs Wellcome Fund*

Grand Ballroom A

Intended Audience: ALL

7:00 a.m. – 5:00 p.m.

## Press

Wade Room

7:00 a.m. – 5:00 p.m.

## Quiet Room

Stouffer Room

A space to collect your thoughts during the conference.

7:00 a.m. – 5:00 p.m.

## Exhibit Tables

Exhibit Hall

Visit our sponsors to find out about opportunities for postdocs and administrators.

7:00 a.m. – 5:00 p.m.

## Registration

Grand Assembly

7:00 a.m. – 8:30 a.m.

## Breakfast

Gold/Whitehall Room

*PRESENTERS: **Erin Heckler, Ph.D.**, Director of the Office of Postdoctoral Affairs, Washington University in St. Louis; **Sean McConnell, Ph.D.**, Postdoctoral Scholar, University of Chicago; **Erica Westerman, Ph.D.**, Assistant Professor, Dept of Biological Sciences, University of Arkansas*

The postdoc community is an essential component of the academic and scientific workforce. As economic and political pressures impacting the academic enterprise continue to change, the postdoc experience has evolved from short, focused periods of training into often multidisciplinary, extended positions with less clear outcomes. Over the past several decades, few data have been available that capture the shifting postdoc workforce and experience. We will present comprehensive survey results from over 7,600 postdocs based at 350 academic and non-academic U.S. institutions in 2016. In addition to demographic and regional cost of living information, we will discuss multivariate analyses examining the factors that influence postdoc career plans and mentorship satisfaction in this population. We will place specific emphasis on our analysis of gender dynamics and the experiences of national versus international postdocs. Two findings of particular interest are: 1) our data suggest that academic research positions remain the predominant career choice of postdocs in the United States, although unequally between postdocs of different gender and residency status; and 2) receiving mentorship training during the postdoctoral period has a large, positive effect on postdoc mentorship satisfaction. These and other data provide an evidence basis for informing national research policies and improving the overall postdoctoral experience.

## Building Stronger Partnerships Between Career Services & Postdoc Associations

Severance Room

Intended Audience: IP, PDA, PDO

*PRESENTERS: **Natalia Martin, Ph.D.**, Research Associate, Microbiology and Molecular Genetics Department, Michigan State University; **John Vasquez, M.H.S.A., PhD**, Career Services Fellow, The Graduate School, Michigan State*



# FLORIDA'S TOP CANCER HOSPITAL, THE NATION'S 9<sup>th</sup> RANKED.

Join Moffitt's collaborative and interdisciplinary team environment and contribute to the prevention and cure of cancer. Our impact on cancer research spans basic science, prevention and clinical research with a focus on translating discoveries into better care.

Visit our booth to discuss postdoctoral training and career opportunities and discover what it means to be part of the Moffitt team. Current openings are posted at [moffitt.org/careers](http://moffitt.org/careers).

Learn more at [Moffitt.org/PostDocs](http://Moffitt.org/PostDocs)



# Saturday, April 7, 2018

*University, Doctoral Candidate, Educational Administration, College of Education, Michigan State University*

The NPA believes that appropriate training of the next generation of independent scientists requires that institutions set policies to encourage individual responsibility, foster effective mentoring, and recognize the value and contributions of postdoctoral scholars. This commitment includes providing professional development opportunities, including education on the myriad career options available to them upon completion of the postdoctoral training. This includes providing "2.9 Provide professional development and advanced training for postdocs" and "2.12 Provide career counseling and development services." The PDA at Michigan State University has partnered with the PhD Career Services offices to provide new and innovative programs and workshops for postdocs on campus. This includes a pilot program called the Postdoc Job Search Boot Camp Program which was aimed at 1) helping postdocs becoming independent, self-directed job-seekers and not need to rely solely on their faculty/PI for their professional development needs; 2) build an individual's capacity for seeking out resources for expanding and supporting their own career development; and 3) building a community of support for job seekers. In addition, other programs and processes are in developing to survey and provide feedback to the PDA and institution on the needs and services for postdocs at Michigan State University. The goal of this workshop is to highlight and share best practices of this collaboration.

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## **Engaging Faculty to Advance Postdoctoral Career Success**

George Bush Room

Intended Audience: ASSOC, PDO

**PRESENTERS:** **Nisha A. Cavanaugh, Ph.D.**, Manager, Postdoctoral & Academic Programs, Sanford Burnham Prebys Medical Discovery Institute; **Bruce H. Mandt, Ph.D.**, Director, Postdoctoral Office, Career Development Office, University of Colorado Denver|Anschutz Medical Campus

The need to provide postdocs broad-based career readiness training is now widely recognized. Professional societies (e.g., the NPA), funding agencies (e.g., National Institutes of Health Broadening Experience in Scientific Training programs), and individual institutions advocate for, support, and implement a myriad of career development programs. Although many postdocs recognize the need for, and benefits of, this additional

training, their active participation in career development programs often remains a challenge. Many factors can affect postdocs' participation, but one of the most significant among them is faculty mentor support. Faculty mentor support is even more critical for international postdocs who also have visa considerations. As such, gaining faculty support becomes essential for career development programs to successfully achieve their ultimate goal of augmenting the training of tomorrow's career scientists. By promoting a conversation around faculty engagement, this workshop aims to 1) increase consideration of the important role that faculty members play in the success of postdoctoral career development programs; 2) heighten awareness of how the role of "mentors" and the apprenticeship model has changed over time; 3) discuss how to be responsive to faculty; and 4) compile faculty engagement strategies that can be applied at attendees' home institutions. To accomplish these objectives, this workshop will involve brief presentations, small group work, and large group discussions. The strategies that come out of this workshop will help PDOs and administrators more effectively serve their local postdoctoral communities, and hopefully, will help promote the discussion of faculty engagement on the national level.

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## **Exploring and Planning Your Humanities or Social Sciences Career Path Using ImaginePhD**

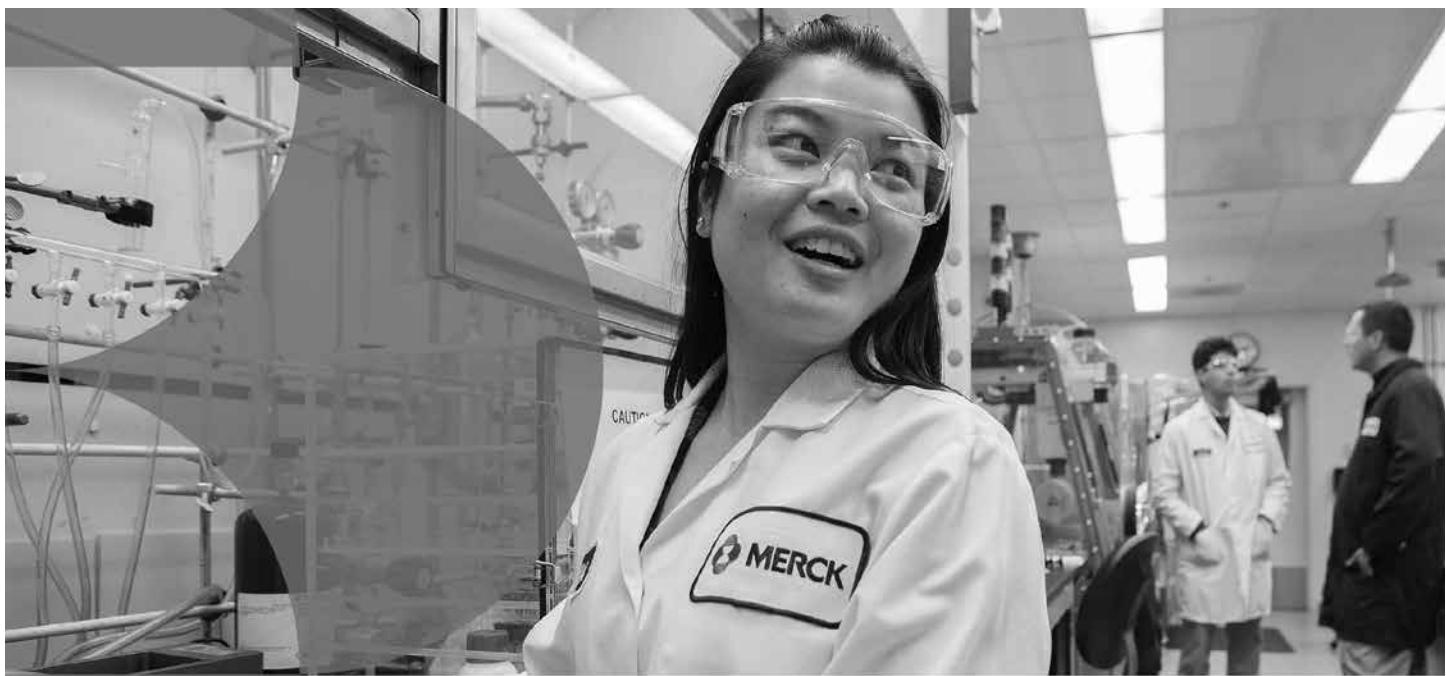
Van Aken Room

Intended Audience: IP, PDO

**PRESENTERS:** **Teresa L. Dillinger, Ph.D.**, Academic Administrator, Professional Development Programs, Graduate Studies, UC Davis

Launched in fall 2017, ImaginePhD is a free and confidential career exploration and planning tool for humanities and social science doctorates. Powered by the Graduate Career Consortium, and created by more than 80 graduate-level career & professional development leaders across the United States and Canada, this platform provides a unique opportunity for doctorates to assess their skills, interests and values, map those onto career paths, and create an individual development plan that supports postdoctoral program completion and professional/personal development.

Even if you entered your postdoctoral program with a particular career path in mind, understanding oneself is important for all job searches. ImaginePhD provides several features to enhance your self-knowledge. It



## MERCK'S POSTDOCTORAL RESEARCH FELLOW PROGRAM

For more than a century, a special passion has driven us at Merck.\* Our goal is to discover and develop medicines, vaccines and animal health innovations that will help improve the lives of millions. Still, we know that there is much more to be done. And we're doing it, with a long-standing commitment to research and development.

### Developing Talent, Harnessing Innovation, Building for the Future

Our Postdoctoral Research Fellow Program builds on our legacy of scientific excellence and innovation.

If you join us, you'll be a part of a team of motivated scientists working to discover and develop medicines and vaccines that help meet the world's unmet medical needs. You will work alongside outstanding researchers and collaborators as part of Merck's industry-leading research and development organization. Our postdocs:

- Work in unique laboratory environments with top capabilities, equipment, expertise and knowledge
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- Generate innovative science resulting in high-quality external publications
- Participate in seminars, lectures and meetings, and have the opportunity to interact with the local scientific community
- Become positioned for choice careers in pharma, biotechnology or academia

As a postdoc, you will receive a competitive salary and access to the full benefits programs offered by Merck.

At Merck, our passion is improving health. This is what keeps us at the forefront of scientific discovery and innovation. We invite you to apply.

**To learn more about the Merck Research Laboratories (MRL) Postdoctoral Research Fellow Program, visit [www.merck.com/research/fellow/home.html](http://www.merck.com/research/fellow/home.html).**

**To apply for a position, visit [www.merck.com/careers](http://www.merck.com/careers).**

\*Merck & Co., Inc., Kenilworth, NJ, USA, is known as MSD outside the United States and Canada.

Postdoctoral Research Fellow Program

195421-0002



# Saturday, April 7, 2018

also helps you identify a variety of career pathways so you can uncover opportunities. Postdoctoral training does not always include information about these opportunities but early identification can help you to identify "transferable" topics or research methods for your research. ImaginePhD enables you to identify skills gaps in communication, networking, leadership, etc., while you are still a postdoc so you can build additional professional development experiences into your planning. If you are a member of a PDO, this workshop will also help you determine ways to incorporate ImaginePhD into your programming and advising.

To make the most of this session, please bring a laptop or tablet.

## Multiple Approaches to Mentoring and their Value to Trainees

Grand Ballroom B

Intended Audience: IP, PDO

**PRESENTERS:** **Natalie Chernets, Ph.D.**, Administrative Postdoc, Office of Postdoctoral Affairs, Jefferson College of Biomedical Sciences, Thomas Jefferson University; **Lisa Kozlowski, Ph.D.**, Associate Dean, Student and Postdoctoral Affairs, Jefferson College of Biomedical Sciences, Thomas Jefferson University

Postdocs know that they must find a good mentor, however, the myth persists that one mentor should address all postdoc needs. These postdocs then feel stuck if the mentor they choose doesn't address their needs and they don't know where to look for additional mentors. Many professional organizations attempt to fill this need for additional mentors by organizing mentor-mentee interactions at national conferences and coordinating online platforms for long distance connections (i.e. National Research Mentor Network (NRMN), Association for Women in Science (AWIS)). Institutions and local chapters of professional organizations can establish a variety of methods to help trainees connect in person with mentors and form meaningful relationships.

In this presentation we will discuss the 1) career path specific mentoring circles at Thomas Jefferson University (TJU); 2) task-specific mentoring circles at TJU; 3) AWIS, Philadelphia chapter mentoring circle program; and 4) Mentors in Motion program at TJU.

Each program requires different time commitments and was created to address a variety of needs for trainees. We will examine the advantages and limitations of the different models from our experience and perspectives. Additionally, we will share the motivation for trainees to join a mentoring circle or Mentors in Motion and discuss how to establish your own mentoring programs."

10:15 a.m. – 11:45 a.m.

## Keynote Introduction

Grand Ballroom A

**Kristen Scott, Ph.D.**, Research Scientist I, Department of Tumor Biology, Moffitt Cancer Center and Chair, Development Committee, Board of Directors, NPA

## Keynote Address

**"Intersections of Science, Business, and Diversity"**

Sponsored by Moffitt Cancer Center

**Lydia Villa-Komaroff, Ph.D.**, Consultant, speaker, and founder of Intersections



Garnett-Powers & Associates, Inc.

## Presentation of the 2018 NPA Garnett-Powers & Associates, Inc. Mentor Award

**Joan Garnett**, Executive Vice President, Garnett-Powers & Associates, Inc.

*The presentation of the award will take place at approximately 11:45 a.m.*

The 2018 NPA Garnett-Powers & Associates, Inc. Mentor Award will be presented to **Leanne Redman, Ph.D., FTOS**, Associate Professor, Clinical Sciences Division, Pennington Biomedical Research Center

12:00 p.m. – 1:30 p.m.

## Lunch

Gold/Whitehall Room

# Saturday, April 7, 2018

1:30 p.m. – 3:00 p.m.

## Concurrent Session IV

### Essential Business Strategy Skills & Concepts for Postdocs Leaving Academia

Grand Ballroom A

Intended Audience: IP

**PRESENTERS:** **Jenny Rae Le Roux**, Managing Director, Management Consulted; **Josh Henkin, Ph.D.**, Founder, STEM Career Services, Treasurer, Board of Directors, NPA

Postdocs often lack training to translate research expertise and academic success into transferable business skills. This workshop will foster leadership and skills development by providing expert instruction in four key areas postdocs need to develop when breaking into a business-related endeavor.

Business data visualization: how do postdocs present data that allows business leaders to take actionable steps? By storyboard; highlight recommendations after every step; prioritize key data; and graphics > words.

Work on people management: learn how to convey people management skills in story form during interviews and articulate them on a resume by identifying the “sweet spot” between over and underselling expertise; breaking into groups to practice learned skills and identify one’s own “sweet spot”; highlighting measurable team improvement; driving progress on projects; separating individual work from “teamwork”; sharing conflict resolution stories.

Business Terms to Know: a solid grasp of business terms and ability to speak this different “language” to technical and nontechnical audiences is vital to succeed in business. Learn key terms and underlying concepts that postdocs will have to understand and communicate.

The Art of Quick Decision Making: how do postdocs prioritize and synthesize information quickly to make decisions? Use the priority test; in a business scenario, do you pick option A, B, or C?; and/or 80 percent solution often > 100 percent solution.



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San Francisco

UC San Francisco  
thanks and congratulates the  
National Postdoc Association  
for advocating for postdocs.

Postdocs are an essential piece of the research enterprise. Here in the Bay Area – a hub of technology and progressive influence – UCSF postdocs have endless opportunities to engage with leaders and groundbreakers in science. Through innovative career and professional development programs and initiatives like “Postdoc Slam,” our postdocs also become better advocates for science and for themselves.

**UC San Francisco**

Sustaining member of the National Postdoctoral Association

[postdocs.ucsf.edu](http://postdocs.ucsf.edu)

# Saturday, April 7, 2018

## Examining Sexual Harassment in the Postdoctoral Community: NPA 2017 Survey Results

Grand Ballroom B

Intended Audience: ALL

**PRESENTERS:** **Tullia C. Bruno, Ph.D.**, Research Assistant Professor, University of Pittsburgh, Board Member, Board of Directors, NPA ; **Kate M. Sleeth, Ph.D.**, Associate Dean of Administration and Student Development, City of Hope

**MODERATOR:** **Stephanie K. Eberle, M.Ed.**, Director, BioSci Careers, Stanford University and Vice Chair, Board of Directors, NPA

Training as a graduate student and postdoc represents a time where clear power differentials exist, and the trainee is vulnerable to abuses such as sexual harassment. There are reports of sexual harassment in the trainee population, but small sample sizes limit the studies' power. In June 2017, the NPA conducted a comprehensive survey of workplace sexual harassment among postdoctoral scholars, which included 2,734 responses. One unique feature of the survey's demographic is that 30 percent of our respondents were sexually harassed as trainees (53 percent as graduate students and 35 percent as postdocs). While there are other reports that examine sexual harassment in the trainee population, our sample size and targeted population offer a larger-scale empirical evidence on sexual harassment in the postdoctoral community. In this session we will compare our results to other published studies and highlight the major findings from our survey that are unique. In particular, we compare victim and offender demographics and report the predominance of victims not reporting sexual harassment incidents.

## Recruitment Strategies for Strengthening and Diversifying Postdoctoral Training: Three Institutional Experiences and Perspectives

Van Aken Room

Intended Audience: PDO

**PRESENTERS:** **Sofie R. Kleppner, Ph.D.**, Associate Dean for Postdoctoral Affairs, Stanford University; **Jeffrey Mason**, Program Director, Office of Postdoctoral Research, The Ohio State University; **Michele S. Swanson, Ph.D.**, Professor, Department of Microbiology & Immunology, Director, Office of Postdoctoral Studies, University of Michigan Medical School

Diversification of the professoriate is critical to a creative and sustainable academic enterprise. Ensuring such

depends on training graduate students from a variety of backgrounds, and on encouraging them to pursue postdoctoral training in preparation for academic careers. Unlike faculty hiring and graduate admissions, however, postdoctoral positions are not centralized, and recruitment efforts are not common. Three institutions have developed recruitment strategies to expand and diversify their postdoctoral populations: Ohio State University, University of Michigan, and Stanford University. Each institution has its own framework for supporting postdoctoral training, and therefore a unique perspective from which to guide a deep discussion about the relative advantages and disadvantages of planning specific recruitment events. In this workshop, we will discuss our approaches, experience, and lessons learned. Participants will work together to identify resources, challenges, strategies, and desired outcomes applicable to their own institutions.

## Think Beyond Your Skill Set and Identify Your Unique Value

Severance Room

Intended Audience: IP, PDO

**PRESENTERS:** **Diane M. Klotz, Ph.D.**, Director, Office of Education, Training, & International Services, Sanford Burnham Prebys Medical Discovery Institute; **Nisha A. Cavanaugh, Ph.D.**, Manager, Postdoctoral & Academic Programs, Sanford Burnham Prebys Medical Discovery Institute

Throughout their training, doctorates and other professionals are reminded of the importance of developing the skill sets required for their chosen careers. Paramount to being competitive for a job is the ability to successfully demonstrate both acquisition and mastery of those skills on resumes and during interviews. Often, however, we fail to effectively communicate how we are unique from others who have mastered the same skills. In this workshop, attendees will gain an understanding of the unique contributions they bring to their roles through their innate qualities. Through two self-assessments to 1) identify core motivating priorities and 2) clarify talents/ strengths, attendees will gain a holistic understanding of their unique value. Using provided language that describes their priorities and talents, attendees will apply this understanding to develop individual value statements to assist them in effectively communicating their unique value. While particularly beneficial for students and postdocs soon to transition to their



••  
Every day we're taking  
on new challenges.  
We're always ready  
for them. ••

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continuous learning.**

Pfizer careers are like no other. In our culture of individual ownership, we believe in our ability to improve future healthcare, and potential to transform millions of lives. Each position at Pfizer touches and contributes to the success of our business and our world. That's why, as one of the global leaders in the biopharmaceutical industry, Pfizer is committed to seeking out inspired new talent who share our core values and mission of making the world a healthier place.

## **Pfizer Worldwide Research and Development Postdoctoral Program**

At Pfizer, postdocs are trained to become successful, independent investigators, capable of formulating and addressing important scientific hypotheses. In addition, trainees receive broad exposure to the process of drug discovery, from idea to clinical trials. Areas of scientific focus include cardiovascular and metabolic diseases, comparative medicine, drug safety, biotherapeutics/protein engineering, inflammation and immunology, medicinal chemistry, oncology, pharmacology, vaccines, and clinical, computational, and genomic sciences.

We recruit highly motivated Ph.D. recipients with an outstanding track record of scientific productivity and a passion for ground-breaking, fast-paced research that facilitates the development of innovative therapies for human diseases. Our program promotes dissemination of research results through publications and participation in scientific meetings, provides opportunities for collaboration with leading academic labs and industry consortia, and offers exceptional professional development training and networking opportunities.

To explore our program and research, visit us online at:  
[www.pfizer.com/careers/en/postdoctoral-program](http://www.pfizer.com/careers/en/postdoctoral-program)

[pfizercareers.com](http://pfizercareers.com)

**Pfizer OWNIT!**

# Saturday, April 7, 2018

selected career paths/new positions, the information and insight gained from this workshop will benefit anyone wondering how to best articulate their professional uniqueness. In addition to benefiting the individual participant, PDO administrators will gain an example of exercises they can use to guide their trainees towards an understanding of the deeper value they will provide their future employers beyond the skills they have worked so hard to develop.

## Using Design Thinking to Illuminate Your Next Career Steps

George Bush Room

Intended Audience: IP, PDA, PDO

**PRESENTERS:** **Barbara J. Natalizio, Ph.D.**, Program Officer, The National Academies of Sciences, Engineering, and Medicine; **Chinonye "Chi-Chi" Nnakwe, Ph.D.**, CEO and Founder, Inclusive Innovation Solutions LLC and Adjunct Faculty, Grove School of Engineering, City University of New York (CUNY)

Do you want to learn the secrets of how the most influential companies propose the best innovative and creative ideas and how you might apply that approach to improving your life? Then join us for an exploratory and empowering workshop inspired by the New York Times Bestseller *Designing Your Life: How to Build a Well-Lived, Joyful Life* by Bill Burnett and Dave Evans. Postdoctoral scholars often find themselves in the perplexing and difficult situation of having prepared for an academic career over many years of study and training, only to realize that the reality is that tenure-track positions are scarce. The challenging question that these individuals face is: "What do I do now?" Design thinking is a process that has been successfully used to approach complex problems and explore innovative solutions. In this session, the presenters will introduce the fundamentals of the design thinking methodology and principles. They will then lead the attendees through a collaborative, interactive session that will encourage attendees to take a creative approach to identifying fulfilling career choices and designing joyful lives.

3:15 p.m. – 4:15 p.m.

## Concurrent Session V

### Becoming the Boss of Your Career

Grand Ballroom A

Intended Audience: IP

**PRESENTERS:** **Brittany L. Carpenter, Ph.D.**, Postdoctoral Fellow, Van Andel Research Institute; **Erica A. Siebrasse, Ph.D.**, Postdoctoral Affairs Specialist, Van Andel Research Institute

As a postdoc, you are immersed in your field of study and are continuing to refine skills in and outside the lab. This critical training process will enable you to make a successful transition into your independent career. However, taking charge of your career can be challenging amid the many demands on your time and may not be in line with your mentor's expectations. This workshop will focus on practical and actionable strategies for setting and achieving your career goals and effectively advocating for your career to your mentor(s), colleagues and institutional leadership. Participants will develop their own goals, draft plans for achieving them and practice navigating conversations they may encounter while advocating for those goals. The ultimate goal of this workshop is to encourage, support and empower postdocs to take charge of their careers. The session leaders (a current postdoc and a postdoc professional development specialist) will use examples from the life sciences, but the content will be directly relevant to other disciplines. Participants will be encouraged to share their own experiences and participate in interactive discussions. Career advocacy is a skill necessary for all professionals to successfully transition to independent careers, so all are welcome to attend and participate.

## Meeting the Challenge of Being an International Scholar in the U.S.

*Sponsored by The Research Institute at Nationwide Children's Hospital*

Severance Room

Intended Audience: IP

**PRESENTERS:** **Philip Clifford, Ph.D.**, Associate Dean for Research at the College of Applied Health Sciences, Director of Mentoring for the UIC Center for Clinical and Translational Science, University of Illinois at Chicago; **Brendan Delaney, J.D.**, Immigration Attorney, Frank & Delaney Immigration Law, LLC and Advisory Council member, NPA; **Sina Safayi**,



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# Saturday, April 7, 2018

**D.V.M., Ph.D., Assistant Director of Career Development, Grad School, The University of Texas MD Anderson Cancer Center**

When it comes to career planning, international scholars have additional significant challenges to consider: 1) cultural adjustment: it is important to know how to effectively go through the four stages of cultural adjustment (the honeymoon, frustration, adjustment and acceptance); to communicate and perform effectively; and to develop and establish an efficient network from scratch in the United States to ultimately secure the next career chapter; 2) immigration status: it is essential to be aware of the various immigration and visa options that are relevant at different points of one's career. Knowing about the main avenues that international scholars face in navigating the visa and immigration obstacles, enables them to craft an effective career plan for the U.S. job market; and 3) funding opportunities: grantsmanship is one of defining factors for scholars' career success, yet seems to be a limiting factor for internationals. Being able to identify and navigate the available funding resources will facilitate a successful transition to the next career chapter. This will be an interactive session to aid attendees in addressing the main challenges faced by international scholars in the United States. It will provide practical ways to navigate these challenges in pursuing successful careers.

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## National Institutes of Health Loan Repayment Programs – Investing in the Future of Researchers

Van Aken Room

Intended Audience: IP

**PRESENTERS: Ericka Boone, Ph.D., Director, NIH Division of Loan Repayment**

The purpose of the National Institutes of Health (NIH) Loan Repayment Programs (LRPs) is to attract and retain promising early-stage investigators in research careers by helping them to repay their student loans. High levels of student loan debt – amassed during long periods of education and clinical training – are an often-cited barrier discouraging many newly-trained scientists from entering productive careers in health-related research. In exchange for conducting research in NIH mission-critical areas – including clinical, pediatric, health disparities, contraception and infertility and AIDS research – the LRP can repay up to \$70,000 over two years in student loan debt. To date, more than 15,000 researchers have participated in the LRP and have received more than

\$700 million dollars in loan repayments. As tomorrow's medical breakthroughs will be made by investigators starting in their research careers today, the LRP represent an important investment by NIH in the future of health discovery and the wellbeing of our nation.

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## Spouse and Partner Support for the Postdoctoral Community

George Bush Room

Intended Audience: IP, PDA, PDO

**PRESENTERS: Rita Brown, M.A., Instructor, Berkeley Spouse & Partner Program, University of California, Berkeley; Laeticia Wilkins, Ph.D., Co-Chair, Berkeley Spouses, Partners and Parents Association, Postdoctoral Scholar, University of California, Berkeley**

**MODERATOR: Sam Castañeda, Director, Visiting Scholar and Postdoc Affairs Program, University of California, Berkeley**

Spouses, partners and dependents of postdocs are the new invisible community. They follow their loved ones to distant and foreign lands. But in almost all American research institutions, the spouse/partner of the postdoc, as well as their children in particular, remain neglected. Moreover, their challenges are ignored. The spouse/partner sacrifices their professional and personal identity. They become isolated and often depressed with nowhere to turn. The timing of a postdoctoral career abroad often coincides with the peak in an individual's reproductive life stage. However, they lack childcare support and an understandable and easy-to-access health care. This is on top of the pressures caused by social, financial and cultural challenges. As you can imagine, this all hurts postdoc families and ultimately compromises the postdoc's research. If a postdoc's spouse is happy, the postdoc is happy. When the postdoc is happy, the faculty sponsor/PI is happy. When the faculty sponsor/PI is happy, EVERYONE is happy. It's that simple. UC Berkeley is one of few research universities/institutions that provides career and professional development counseling as well as family resources to the partners and spouses of postdocs. Why? Usually, the spouse/partner is a professional as well and is confronted with many challenges that they never imagined. By bringing together institutional and community resources, a strong and vibrant program can be melded so as to provide programming that is sorely needed.

# Saturday, April 7, 2018

## Strategies for Increasing Participation in PDA Leadership and Events

Grand Ballroom B

Intended Audience: PDA

**PRESENTERS:** **Francesca Cignarella, Ph.D.**, Postdoctoral Research Associate, Washington University in St. Louis; **Jessica A. Hutchins, Ph.D.**, Director of Curriculum and Graduate Programs, Division of Biology and Biomedical Sciences, Washington University in St. Louis

Participation in PDA events and group governance can be a challenge at many institutions. Building consistent postdoc engagement takes time and strategy. This workshop will help you identify challenges to postdoc involvement with your institution's PDA and develop a plan to address them. Representatives from the PDA and PDO at Washington University in St. Louis will share best practices that they have found to effectively increase postdoc involvement in PDA leadership and events. This interactive session will take postdoc involvement at Washington University in St. Louis as a case study. In 2016-2017, the Washington University Postdoctoral Society (PDA) successfully increased

participation at its events and built online social media engagement with postdoctoral trainees from a wide variety of departments at Washington University in St. Louis. This resulted from restructuring PDA officer positions and committee responsibilities, increasing visibility through communications, and productive collaborations with the university's PDO. You will have the opportunity to consider strategies and assets that you can take back to your institution to start improving postdoc participation.

4:15 p.m. – 6:15 p.m.

## Poster Session & Networking Break

Exhibit Hall

6:30 p.m.

## Meet for Optional Dine-Arounds

Lobby

7:00 p.m. – 9:00 p.m.

## Optional Dine-Arounds

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# AGENDA | Sunday, April 8, 2018

6:00 a.m. - 7:00 a.m.

## Morning Exercise Option

Garfield Room

Please see the Whova app for more details.

7:00 a.m. – 12:00 p.m.

## Press

Wade Room

7:00 a.m. – 12:00 p.m.

## Quiet Room

Stouffer Room

A space to collect your thoughts during the conference.

7:00 a.m. – 12:00 p.m.

## Exhibit Tables

Exhibit Hall

Visit our sponsors to find out about opportunities for postdocs and administrators.

7:00 a.m. – 12:00 p.m.

## Registration

Grand Assembly

7:00 a.m. – 8:30 a.m.

## Breakfast

Gold/Whitehall Room

9:00 a.m. – 10:30 a.m.

## Plenary Session II

### “Catalyzing Change in Biomedical Research Training”

Grand Ballroom A

*PRESENTER: Alison Gammie, Ph.D., Director, National Institute of General Medical Sciences Division of Training, Workforce Development, and Diversity*

*MODERATOR: Adriana Bankston, Ph.D., Member, Board of Directors, Future of Research*

The biomedical research enterprise has undergone dramatic changes in recent decades. As an increasing number of biomedical scientists are now pursuing non-academic careers, this necessitates a culture shift from the ground up in a system traditionally focused on producing more academics. National Institute of General Medical Sciences (NIGMS) has initiated efforts to catalyze a change in biomedical research training to keep pace with the rapid evolution of an increasingly complex, interdisciplinary, and collaborative research enterprise. This session will focus on some key efforts undertaken by NIGMS to address how funding structures, training mechanisms and evidence-based resources can facilitate in the generation of outstanding biomedical scientists.

10:30 a.m. – 11:00 a.m.

## Networking Break

Exhibit Hall

11:00 a.m. – 12:00 p.m.

## NPA Town Hall Discussion

Grand Ballroom A

*The poster prize recipients will be announced at the beginning of this session.*

The Board of Directors and Committee leaders want to hear from you! Please join us as we share final thoughts on NPA initiatives and wrap up the 2018 conference with round table Q&A.

*This session concludes the 2018 Annual Conference.  
Thank you for participating!*



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# 2018 DISTINGUISHED SERVICE AWARD RECIPIENT



The recipient of the National Postdoctoral Association (NPA) **2018 Distinguished Service Award (DSA)** is **Sam Castañeda**, director of the Visiting Scholar and Postdoc Affairs Program at the University of California, Berkeley. The DSA represents appreciation for an individual or entity that has demonstrated either

a profound, sustained, or leadership contribution to improving the postdoctoral experience.

Castañeda has worked for the University of California (UC) -- at both the Berkeley and Los Angeles campuses -- for more than 35 years. Over the course of his tenure, he has created innovative programs that provide support to international students and scholars. He has also simultaneously held leadership positions with the California regional chapter of NAFSA: Association of International Educators. At the national level, Castañeda is the founder and current chair of the NAFSA Postdoc Special Interest Group and Institutional liaison between NAFSA and the NPA. He also served as co-chair of the Graduate Career Consortium Annual Conference held on the Berkeley campus in 2016.

At UC Berkeley, Castañeda is the founder and director of the Visiting Scholar and Postdoc Affairs (VSPA) Program -- the first postdoc office in the UC system and one of the first in the United States. As director of UC Berkeley's VSPA Program, he is responsible for the oversight of postdocs and visiting scholars through a variety of professional support systems.

At UC Berkeley, Castañeda has created customized symposia, workshops and networking events designed to support and connect Berkeley's 1,500 postdocs, 1,500 visiting scholars and 1,200 visiting student researchers with professional resources to broaden their career and professional development opportunities. With an extensive student and scholar background, he has earned recognition for a variety of tailored resources serving the postdoc community including the Berkeley Postdoc Entrepreneur program, the Postdoc Industry Exploration program, and the Postdoc Teaching Opportunity program. Other programs he has created addresses stress reduction, mentorship, language and

communication, networking, personal development, and conflict resolution. He is particularly proud of the creation of the Berkeley Spouses, Partners, and Parents Association which provides a largely international community of spouse/partner professionals with access to career counseling, language and communication courses, psychological intervention, cultural adjustment, and networking.

For more than ten years, Castañeda was chair of the UC system Postdoc Work Group where he spearheaded the establishment of job codes that provide health and welfare benefits for postdocs and their dependents throughout the UC system. He is also founder and currently managing editor of the UC Postdoc Newsletter, an electronic journal that connects more than 6,500 postdocs with 500 faculty and staff administrators who work together to enhance the postdoctoral experience at UC.

With regard to the NPA, Castañeda was a founding member of the NPA Advisory Council, the first chair of the International Committee, and author of the NPA International Postdoc Survival Guide, which is still in use today. He was chair of the inaugural, 5th, 10th and 15th NPA Annual Conference local planning committee and was responsible for fundraising approximately \$180K.

Castañeda's current project addresses one of the most pressing concerns for postdocs trying to live in the Bay Area: he is embarking on a three-year plan to identify donors and apply those funds to building housing on or near the UC Berkeley campus for both single postdocs and those with accompanying families.

One nominator expressed that Castañeda, "has tirelessly devoted his time to create informative sessions supporting the postdocs' scientific life, as well as develop and sustain a plethora of customized programs supporting postdocs' non-scientific life. He has created innovative sessions that assist them in navigating and understanding American life while retaining their unique cultural identity." In mentioning his lengthy history with the NPA it was stated, "...through his commitment to the success of the National Postdoctoral Association, he has worked tirelessly to improve the experience of the postdoc."

The NPA applauds Castañeda for his various contributions and the profound impact they have had on the postdoctoral experience.

*Past recipients of the Distinguished Service Award are\*:*

**2017 - Postdoc Executive Committee, Icahn School of Medicine at Mount Sinai**

**2016 - Nancy Schwartz, Ph.D.**, Dean for Postdoctoral Affairs and Co-director of the Office of Graduate Affairs, University of Chicago, Professor in the Departments of Pediatrics and Biochemistry and Molecular Biology, and Director of the Kennedy Research Center

**2015 - Center for Cancer Training, National Cancer Institute**

**2014 - Shirley M. Tilghman, Ph.D.**

**2013 - Burroughs Wellcome Fund**

**2012 - Philip S. Clifford, Ph.D.**, Associate Dean of the Graduate School of Biomedical Sciences, Professor of Anesthesiology and Physiology, Medical College of Wisconsin

**2011 - Science Careers and The Gladstone Institutes**

**2010 - Trevor M. Penning, Ph.D.**, Professor of

*Pharmacology, Biochemistry and Biophysics, and OB/GYN, and Director of the Center of Excellence in Environmental Toxicology (CEET), School of Medicine, University of Pennsylvania*

**2009 - The Alfred P. Sloan Foundation**

**2008 - Shirley Malcom, Ph.D.**, Director, Education and Human Resources Programs, American Association for the Advancement of Science (AAAS)

**2007 - Federation of American Societies for Experimental Biology**

**2006 - Laurel L. Haak, Ph.D.**, Science Director, Discovery Logics

**2005 - National Academies' Committee on Science, Engineering and Public Policy**

**2004 - Ruth Kirschstein, M.D.**, Senior Advisor to the Director, National Institutes of Health

*\*Title and institution listed here reflect the title at the time award was given, and may have changed since then.*



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# 2018 NPA GARNETT-POWERS & ASSOCIATES, INC. MENTOR AWARD



**Leanne Redman, Ph.D., FTOS**, has been named the recipient of the 2018 NPA Garnett-Powers & Associates, Inc. Mentor Award. The award recognizes a faculty member who has engaged in exceptional mentoring of postdoctoral scholars.

Redman is an associate professor in the Clinical

Sciences Division at Pennington Biomedical Research Center, a stand-alone research campus of Louisiana State University (LSU) in Baton Rouge, LA that focuses on nutrition, obesity and diabetes. Redman is an expert in human metabolic phenotyping and well-known in the fields of obesity, lifestyle intervention and energy metabolism. She obtained her undergraduate degree in exercise science from Southern Cross University in 1999, a doctorate degree in physiology and obstetrics and gynecology from the University of Adelaide in 2004, both within Australia, and a Master of Clinical Science from Tulane University in New Orleans in 2011. Redman moved to the United States for postdoctoral training in female reproductive endocrinology with Anne Loucks, Ph.D., at Ohio University and then moved to Pennington Biomedical to complete an Australian overseas postdoctoral training fellowship in energy metabolism with Eric Ravussin, Ph.D. Following a K99/R00 grant, Redman started the Reproductive Endocrinology and Women's Health Laboratory at Pennington Biomedical and since then has mentored honors, master's and doctoral candidates from the neighboring LSU campus as well as postdoctoral fellows from around the world. Many of her predoctoral and postdoctoral fellows have been recognized for their work either with National Institutes of Health funding (F or K awards), awarded competitive training opportunities to support their candidature or been finalists or award recipients at national and international meetings. Her lab is leading pioneering research in pregnant women and is currently performing classic studies of developmental programming in mother-infant dyads to understand the maternal influences on offspring energy metabolism, eating behavior and weight gain. Given the need to conduct well-controlled interventions in her studies, Redman participated in the development and validation of dynamic mathematical models that predict changes in weight and energy intake

in humans in response to overfeeding or underfeeding. Redman has published more than 120 research articles, reviews and book chapters around energy metabolism insulin sensitivity, obesity, calorie restriction and exercise.

She was nominated by **Nicholas T. Broskey, Ph.D.**, postdoctoral fellow, Pennington Biomedical Research Center, **Anne Gilmore, Ph.D., R.D.**, assistant professor, Pennington Biomedical Research Center, **Kara Marlatt, Ph.D., M.P.H.**, postdoctoral research fellow, Pennington Biomedical Research Center, and **Jasper Most, Ph.D.**, postdoctoral fellow, Pennington Biomedical Research Center.

Most points out that Redman has participated in a faculty mentoring team for 11 postdoctoral fellows, seven graduate students and nine undergraduate students during his appointment at Pennington Biomedical Research Center. Most wrote, "In brief, Dr. Redman has helped Dr. Gilmore develop a path into an independent faculty position at Pennington Biomedical as part of the clinical oncology and metabolism laboratory; she has helped Dr. Marlatt carve a research niche in healthy aging and metabolic healthy in middle-age women; and she has worked in close collaboration with Dr. Broskey to successfully receive funding for two human clinical trials to study infant metabolism."

In her nomination letter, Marlatt stated that "on top of developing her own grants, attending NIH study sections, and tackling all the administrative tasks that accompany being a critical member of the Pennington Biomedical community of researchers, Dr. Redman maintains an open-door policy and fosters a highly collaborative research environment among her 4 postdoctoral trainees and research staff. Her expectations are arduous yet realistic. She is challenging, incredibly thought-provoking, and constantly helps me probe the 'big picture' questions about my current research projects and career path. She is truly a brain to pick, an ear to listen, and a push in the right direction."

Broskey described Redman as an "advocate for research skill development," sharing that she holds "academic development" every week, which is a journal club in which grants or academic articles are reviewed. He goes on to state "Dr. Redman also provides open lines of communications to all of her mentees by connecting us to scientists in our field that are not at our institute. She is

constantly reaching out to external researchers to aid us in our projects and papers. The environment that she creates for her postdocs is tremendous to our growth as scientists."

Gilmore's nomination letter stated, "Due to Dr. Redman's leadership, my personal and professional growth as a postdoctoral fellow and now as an assistant professor has exceeded all of my expectations. Dr. Redman has empowered me to go beyond my own perceived limitations and supported the development of my own independent research area of obesity and cancer with unmitigated enthusiasm."

In a written statement to the NPA, Redman wrote, "Thank you so much for this honor! My mentees are truly the ones to be recognized here because without their ambition, willingness to be mentored and feedback of my mentoring, I would not be experiencing the successes I am afforded as an academic mentor. Moreover, I would not be able to enjoy (alongside them), the academic accolades they receive for publications of their work and funding of their independent ideas. I'm very proud to accept this award but it's really on the behalf of them!"

The NPA applauds Redman for her contribution to the postdoctoral community and the considerable time and effort she has dedicated to the mentoring and development of postdocs.

*Past recipients\* of the Mentor Award are:*

**2017 - Malene Hansen, Ph.D.**, Associate Professor in the Program for Development, Aging and Regeneration at the Sanford Burnham Prebys Medical Discovery

**2016 - Shannon Manning, Ph.D., M.P.H.**, Michigan State University (MSU) Foundation Associate Professor in the Department of Microbiology and Molecular Genetics

**2015 - Jennifer Silk, Ph.D.**, Associate Professor, Department of Psychology, University of Pittsburgh

**2014 - Joel Elmquist, D.V.M., Ph.D.**, Maclin Family Professor of Medical Science, in Honor of Dr. Roy A. Brinkley, the Carl H. Westcott Distinguished Chair in Medical Research, Departments of Internal Medicine and Pharmacology, University of Texas Southwestern Medical Center in Dallas, Director of the Center for Hypothalamic Research, University of Texas Southwestern Medical Center in Dallas

**2013 - Rafael Muñoz-Carpena, Ph.D.**, Professor of Agricultural and Biological Engineering, University of Florida

**2012 - Tayyaba Hasan, Ph.D.**, Professor of Dermatology, Harvard Medical School in the Wellman Center for Photomedicine at Massachusetts General Hospital, Professor at the Harvard-MIT Division of Health Sciences and Technology

\*Title and institution listed here reflect the title at the time award was given, and may have changed since then.

## Contact the NPA

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# BIOGRAPHIES

## KEYNOTE SPEAKER



**Lydia Villa-Komaroff, Ph.D.**, is a molecular biologist, executive, and diversity advocate, consultant and speaker, and founder of Intersections, SBD. Previously serving as CEO and CSO of Cytonome/ST, LLC, she now sits on its board, along with the boards of ATCC, the Keck Graduate Institute, and the Boston-based

Biomedical Careers Program. Villa-Komaroff is a member of the National Science Foundation (NSF) Committee on Equal Opportunity in Science and Engineering, and the Advisory Council of the NSF Directorate for Social, Behavioral & Economic Sciences. She is a founding member of the Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS), having served as a board member and vice president in the past, and currently serving as a member of the Committee of Senior Advisors.

Villa-Komaroff received her Bachelor of Arts from Goucher College and her doctorate in cell biology from MIT. She held faculty positions at the University of Massachusetts Medical Center, Children's Hospital, Boston, and Harvard Medical School. She served as vice president for research at Northwestern University in Illinois and vice president for research and chief operating officer of the Whitehead Institute. In the past, she has served on the boards of the Massachusetts Life Science Center (Gubernatorial appointment), Transkaryotic Therapies, Inc., the American Association for the Advancement of Science, and on the advisory councils for the National Institute of Neurological Diseases and Stroke, the Biology Directorate of the NSF, and the National Academies Committee on Women in Science, Engineering, and Medicine.

Villa-Komaroff has been recognized with numerous honors including election to the Hispanic Engineer National Achievement Hall of Fame, receipt of a Lifetime Achievement Award by Hispanic Business Magazine, selection as the 2008 Hispanic Scientist of the Year by the Museum of Science and Industry, 2013 Woman of Distinction by the American Association of University Women, and receipt of the 2016 Elking Morison prize from the MIT Program in Science and Technology.

## PLENARY SESSION SPEAKERS

**Plenary Session I: Transitioning from the Bench to Institutional Leadership through Mentoring and Shared Governance in Higher Education**



**Rafael E. Luna, Ph.D.**, serves two leadership roles at Boston College: associate dean in the Morrissey College of Arts and Sciences and director of the Pre-Health Program.

Luna earned his bachelor's degree in biological sciences from Southern University in Baton Rouge, Louisiana. During his junior year at Southern,

he was one of six individuals selected from a nationwide competition to participate in the inaugural Biomedical Research Training Program at the National Institutes of Health, which ignited a passion for biomedical research. During his senior year at Southern, he was named as a Howard Hughes Medical Institute Scholar through Louisiana State University (LSU) and began doing molecular biology research. Luna thoroughly enjoyed his research experience, as he subsequently earned his doctorate in biological sciences at LSU. In 2015, he was named as one of six Keystone Symposia fellows in molecular and cellular biology.

Luna performed his postdoctorate research at Harvard Medical School, which centered on elucidating the sequence of protein-protein interactions leading to the decoding of the initial start codons of messenger RNAs. He held the position of instructor in the Department of Biological Chemistry and Molecular Pharmacology at Harvard Medical School. He also held the role as program director for senior faculty promotions in the Office for Faculty Affairs at Harvard Medical School. As the previous executive director of the National Research Mentoring Network and the former principal investigator (PI) of the Administrative Core of NRMN located at Boston College, Luna utilized data analytics to strategically grow NRMN and effectively reached all 50 states, including Hawaii, Alaska & Puerto Rico.

In addition to doing biomedical research and serving as a leader in academic administration, Luna is the author of the book, *The Art of Scientific Storytelling*. He is a dynamic speaker and has taught his scientific storytelling method throughout the United States and Europe, e.g. Harvard

## BIOGRAPHIES

Medical School, Harvard University, Massachusetts Institute of Technology, MIT-Koch Institute for Integrative Cancer, Wyss Institute at Harvard, Harvard University, Children's Hospital-Boston, Brigham & Women's Hospital, Boston University Medical School, Dana-Farber Cancer Institute, University of Bergen (Norway), Saarland University (Germany), University of Graz (Austria), University College of London (England) and many more. Luna also believes in giving back to the community by serving as a little league coach for 10 years in inner-city Boston, and four years ago was elected as the president of Mission Hill Little League.

### ***Plenary Session II: Catalyzing Change in Biomedical Research Training***



**Alison Gammie, Ph.D.**, is the director of the National Institute of General Medical Sciences (NIGMS) Division of Training, Workforce Development, and Diversity (TWD). TWD is the focal point for NIGMS programs aimed at developing a strong and diverse biomedical research workforce. Formerly, she

was a senior lecturer at Princeton University. While at Princeton, in addition to teaching, mentoring and running a research laboratory, she served as the director of diversity programs, an academic advisor and an associate member at the Cancer Institute of New Jersey. She received a Bachelor of Arts from Reed College, a doctorate degree from the Oregon Health & Sciences University, and did her postdoctoral work as a Jane Coffin Childs Fellow at Princeton University.



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# BIOGRAPHIES



**Annita Achilleos, Ph.D.**, completed her doctorate degree on Par proteins and their roles in cell polarity during development at New York University in 2010. Following her doctorate degree she joined the Stowers Institute as a postdoctoral fellow where she focused on ribosomopathies and neurocristopathies in the developing mouse embryo. She is now a research associate at Baylor College of Medicine where she has continued to investigate the genetic basis behind neurocristopathies. As a postdoctoral fellow she has served on the Board of Directors and on the Committee for Early-Career Anatomists for the American Association of Anatomists as well as a chair for the Crossroads committee at the Stowers Institute.



**Jun Axup, Ph.D.**, is scientific director and partner at IndieBio, the world's largest startup accelerator for life sciences. IndieBio has helped fund and build 81 companies that redefine speed and innovation for biology. The four-month program in downtown San Francisco includes \$250K funding, lab space, and mentorship.



**Adriana Bankston, Ph.D.**, is a bench scientist turned science policy researcher. She is a member of the Board of Directors at Future of Research, a non-profit organization with a mission to champion, engage and empower early career scientists with evidence-based resources to improve the scientific research endeavor. Her goals are to promote science policy and advocacy for junior scientists, and to gather and present data on various issues in the current scientific system. Previously, she was a postdoctoral research associate at the University of Louisville. She obtained a Bachelor of Science in biological sciences from Clemson University and a doctorate degree in biochemistry, cell and developmental biology from Emory University.



**Viktoria Bodnarova, M.A.**, is the regional representative for EURAXESS North America, responsible for Canada and the United States, as of 2013. Her main role is to inform the community of researchers of all scientific domains and

nationalities based in North America about funding and career opportunities the European Research Area (ERA) offers (European, national or regional funding opportunities). Another important role is the management of the European Scientific Diasporas in North America initiative together with the EU Delegations and EU Member States & Associated Countries. Prior to her position in the United States, she was a project manager and EURAXESS network coordinator at the Academy of Sciences of the Czech Republic. Originally from Slovakia, she holds a Master of Arts in international relations and European studies from the Metropolitan University in Prague. During her university studies, she participated in two exchange programs at Trent University (UK) and Concordia University (Canada).



**Ericka Boone, Ph.D.**, is the director of the NIH Division of Loan Repayment. In this role, she is responsible for administering and providing leadership for the NIH Loan Repayment Programs (LRPs) as well as representing NIH on matters related to the operations, policy development and evaluation of the LRP. Prior to this position, she served as a health scientist administrator in the Office of Science Policy and Communications at the National Institute on Drug Abuse (NIDA) where she developed and targeted science-based publications, outreach initiatives and other activities to educate a variety of audiences about the science of drug use, abuse and addiction. Before coming to NIH, Boone conducted research at the University of Illinois at Chicago and Emory University. Her academic background includes a Bachelor of Arts in biology from Talladega College and a doctorate degree in biobehavioral health from The Pennsylvania State University.



**Rita M. Brown's, M.A.**, personal, academic, and professional backgrounds are the foundations for her training and coaching practices. She was born in Salvador, Brazil, has lived in North America and Europe and worked in eight countries. She has traveled extensively, experiencing cultures on five continents. In her early career, she worked for world-class private and academic institutions such as Banco Real/ABN AMRO Bank and Dartmouth College. As an intercultural professional she has trained dozens of senior executives and managers from over 20 Global 2,000 companies in



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industries as diverse as telecommunications, fast-moving consumer goods, international trade, and finance. She is also a visiting scholar at the University of California, Berkeley where she designs and teaches a course – and facilitates workshops – to visiting scholars and researchers, post-doctoral students, and their spouses or partners. Her master's degree is in social justice in intercultural relations from SIT Graduate Institute. She is also a certified Integral Master Coach through Integral Coaching Canada, which is accredited through the International Coach Federation. She is fluent in English and Portuguese, has trained and coached in both languages, and speaks conversational Spanish.



**Tullia C. Bruno, Ph.D.**, is currently a research assistant professor in the Department of Immunology at the University of Pittsburgh. Prior to her appointment there, she completed her graduate work at Johns Hopkins School of Medicine and her postdoctoral fellowship at the University of Colorado. Her research interests are focused on the interplay of the immune system and cancer. As a postdoc, she was actively involved in her postdoctoral association and was president during the last year of her fellowship. Bruno is an active member of the NPA. Specifically, she has been the Innovation in Action subcommittee chair for the past two Annual Meetings. She was also an American Association of Immunologists public policy fellow, and is currently part of the Cancer Biology Training Consortium Executive Board and the Faculty Advisory Board for the University of Pittsburgh PDA.



**Sam Castañeda, M.A.**, has worked for the University of California (UC) -- at both the Berkeley and Los Angeles campuses – for more than 35 years. He has also simultaneously held leadership positions with the California regional chapter of NAFSA: Association of International Educators. At the national level, Castañeda is the founder and current chair of the NAFSA Postdoc Special Interest Group and Institutional liaison between NAFSA and the NPA. He also served as co-chair of the Graduate Career Consortium Annual Conference held on the Berkeley campus in 2016. At UC Berkeley, Castañeda is the founder and director of the Visiting Scholar and Postdoc Affairs (VSPA) Program -- the first postdoc office in the UC system and one of the first in the United States.

As director of UC Berkeley's VSPA Program, he is responsible for the oversight of postdocs and visiting scholars through a variety of professional support systems. At UC Berkeley, Castañeda has created customized symposia, workshops and networking events designed to support and connect Berkeley's 1,500 postdocs, 1,500 visiting scholars and 1,200 visiting student researchers with professional resources to broaden their career and professional development opportunities. With an extensive student and scholar background, he has earned recognition for a variety of tailored resources serving the postdoc community including the Berkeley Postdoc Entrepreneur program, the Postdoc Industry Exploration program, and the Postdoc Teaching Opportunity program. He is particularly proud of the creation of the Berkeley Spouses, Partners, and Parents Association which provides a largely international community of spouse/partner professionals with access to career counseling, language and communication courses, psychological intervention, cultural adjustment, and networking. Castañeda was a founding member of the NPA Advisory Council, the first chair of the International Committee, and author of the NPA International Postdoc Survival Guide, which is still in use today. He was chair of the inaugural, 5th, 10th and 15th NPA Annual Conference local planning committee and was responsible for fund-raising approximately \$180K.



**Brittany L. Carpenter, Ph.D.**, received a Bachelor of Science in biology from Georgetown College in Georgetown, Kentucky. She earned a doctoral degree in molecular and cellular biochemistry in the lab of Kathleen O'Connor, Ph.D., at University of Kentucky, Lexington. Her graduate work focused on integrin a6b4 mediated signaling in invasive pancreatic cancer, where she found that this integrin contributes to active DNA demethylation of pro-invasive growth factors. Carpenter is currently a postdoctoral fellow at Van Andel Research Institute in the lab of Peter A. Jones, Ph.D., D.Sc. She is interested in variable DNA methylation that increases susceptibility to human diseases. At VARI, she plays an active role in the PDA and serves on the Postdoc Leadership Council.

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**Nisha Cavanaugh, Ph.D.**, is the manager of Postdoctoral & Academic Programs at Sanford Burnham Prebys Medical Discovery Institute (SBP), a nonprofit research institute in La Jolla, California. She collaborates with faculty and postdocs to create opportunities and programs that enhance the postdoctoral training environment at SBP. She also manages the portfolio of career and professional development workshops for the institute's graduate students and postdocs. Most recently, she contributed a chapter that focuses on institutional support for postdocs as part of a new resource titled "The Postdoc Landscape: The Invisible Scholars." As a postdoctoral fellow at the National Institute of Environmental Health Sciences (NIEHS), Cavanaugh was the chair of NIEHS Trainees Assembly (postdoctoral association) and helped organize the Annual Biomedical Career Fair for postdocs and graduate students in the Research Triangle Park area. Prior to her current role, she was the director of the Office of Postdoctoral Affairs at North Carolina State University for three years.



**Natalie Chernets, Ph.D.**, is passionate about plasma medicine and a professional development enthusiast. With multidisciplinary training in physics, electrical engineering and biomedical sciences, she easily speaks the languages of medical doctors, biologists, physicists, and engineers. She excels in drawing ideas from multiple disciplines and enjoys creating opportunities by connecting different people. In her role as mentoring co-chair for the Philadelphia chapter of the Association for Women in Science (AWIS), she leads the recruitment of local mentors and promoting the program to trainees. Her aspiration is to found and lead a Postdoctoral Affairs Office to promote professional development and mentoring to postdoctoral fellows.



**Francesca Cignarella, Ph.D.**, grew up in Brescia, Italy. She holds a master's degree in medical biotechnology from the University of Brescia, Italy, and from the same university she received her doctorate degree in microbiology in 2014. She was a research fellow of the Division of Neuroscience at the Vita-Salute San Raffaele University in Milan. During that time her project was focused on the relationship between iron metabolism

and neurodegeneration. She is now a postdoctoral fellow at Washington University in St. Louis, and that is where she got very involved in research on multiple sclerosis (MS). Her work is to try to understand how diet can affect the immunological and molecular mechanisms of MS pathogenesis. Two years ago, she became an executive member of the Washington University Postdoctoral Society, and since the beginning she served as a treasurer, then as vice president and starting this summer, she serves as president.



**Philip Clifford, Ph.D.**, is associate dean for research in the College of Applied Health Sciences at the University of Illinois at Chicago (UIC), and director of mentoring for the UIC Center for Clinical and Translational Science. He is an outspoken advocate of career and professional development for doctoral scientists and coauthor of the widely acclaimed career website, myIDP.sciencecareers.org. In 2012 he was honored with the NPA Distinguished Service Award for his contributions to the postdoctoral community. He heads an active research program investigating the physiological mechanisms regulating skeletal muscle blood flow during exercise. He is a fellow of the American Heart Association, the American College of Sports Medicine, and the American Physiological Society. He serves on the editorial boards of several physiological journals, and participates on grant review panels at the NIH, NASA, and the American Heart Association. He is also a consultant in the medical device industry and a member of the Anesthesia and Respiratory Devices Panel at the FDA.



**Lori M. Conlan, Ph.D.**, is trained as a biochemist, receiving her bachelor's degree in biochemistry from Michigan State University and her doctoral degree in biochemistry and biophysics from Texas A&M University. She worked for several years as a postdoc at the Wadsworth Center, New York State Department of Health, before transitioning from the lab to focus on career issues for the next generation of scientists. Conlan started as the director of the Science Alliance, an international career development program for graduate students and postdocs sponsored by the New York Academy of Sciences. She now is at the NIH in the Office of Intramural Training & Education assisting the 4,000 NIH postdocs in their personal career choices. She is the director of two offices,

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the Office of Postdoctoral Services and the NIH Career Services Center. She speaks at universities and institutions around the nation on career development topics for young scientists.



**Tracy Costello, Ph.D.**, draws from an array of professional experiences to fuel her passion for improving the postdoctoral experience. She is the chair of the Board of Directors of the NPA and the director of the Office of Postdoctoral Affairs at Moffitt Cancer Center in Tampa, Florida. She earned her doctorate in biomathematics & biostatistics and human & molecular genetics, funded in part by an R25 Predoctoral Fellowship in Cancer Prevention, from The University of Texas MD Anderson UTHealth Graduate School of Biomedical Sciences in Houston. During her postdoctoral training at MD Anderson Cancer Center, she additionally served as the chair of her local PDA and on the NPA Board of Directors, and subsequently transitioned to staff positions in academia and industry. She returned to MD Anderson in 2012 to expand the Office of Postdoctoral Affairs and was subsequently recruited to Moffitt Cancer Center in 2017 to create a new office. She has provided career development workshops for the American Heart Association, the Texas Medical Center's Annual Postdoctoral Career Symposium, and various universities, as well as serving on fellowship review panels for both NSF and NIH and an NSF committee of visitors.



**Brendan Delaney, J.D.**, is a partner attorney at Hill, Frank & Delaney LLC. A native of Northern Ireland, he received his Juris Doctor at The Catholic University of America in Washington, D.C., in January 2009. He works extensively with scientists, researchers, physicians, and other professionals, as well as organizations and employers in both academia and industry with regards to their U.S. immigration and visa issues. He has been invited to speak on a number of occasions at the Annual Meeting of the NPA, and NAFSA Region VIII, as well as conducting legal seminars at universities and institutions across the United States. He has co-authored numerous articles related to postdoctoral issues for *The POSTDOCKET*. He has also been quoted in a number of news and media articles related to immigration issues for scientists and researchers in outlets including the Naturejobs blog, nature.com, Chemical and Engineering News, and The Washington Post.



**Teresa Dillinger, Ph.D.**, manages and coordinates professional development programs for graduate students and postdoctoral scholars at the UC Davis. She is the director of GradPathways and co-director of the Professors for the Future program. She is involved with a number of professional development programs and initiatives including Leaders for the Future, Mentoring at Critical Transitions, and the FUTURE/NIH BEST program. She also serves as the nationwide project lead for ImaginePhD, an online career exploration and planning platform for humanities and social sciences doctorates, developed through the Graduate Career Consortium. Dillinger has over 17 years of experience in career and professional development advising. She completed both her master's and doctoral degrees in geography at UC Davis before embarking upon a career in academic administration.



**Stephanie K. Eberle, M.Ed.**, is assistant dean of BioSci Careers (formerly the School of Medicine Career Center) at Stanford University. They have been a counselor and educator for over 20 years, working with graduate and postdoctoral trainees for the majority of those years. In that time, they have counseled trainees on issues of academic, personal, professional, and career development issues. Eberle teaches sector-specific courses, including those in business, policy, communications, law, and biotechnology. They also teach career counseling theory and practice courses at both Stanford University and the University of San Francisco.



Raised in New York City, **Julie Fab-sik-Swarts, M.S., CFRE, CAP**, comes from the athletics and nonprofit world. She has worked for such prestigious organizations as The Pennsylvania State University, the U.S. Olympic Committee, Girl Scouts of San Diego and Imperial Counties, the Seattle Organizing Committee of the Goodwill Games, Lock Haven University of Pennsylvania, University of Pennsylvania, and the American College. She was the executive director of an Olympic sport and ran a successful branch of a YMCA in Philadelphia. She has served on numerous nonprofit boards including Philadelphia Committee on City Policy, Women in Development and the National Association of Women's Gymnastics Judges, PA. She holds a Bachelor of Science in

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biology from San Diego State University, and a Master of Science from the University of Massachusetts at Amherst. Additionally, she is a Certified Fundraising Executive (CFRE), a Chartered Advisor of Philanthropy (American College), and a certified nonprofit executive (LaSalle University). In addition to her extensive experience as a nonprofit leader and fundraiser, Fabsik-Swarts is a national rated women's gymnastics judge for USA Gymnastics. She is also certified to judge collegiate tumbling and acrobatics competitions. She is a certified master scuba diver and with her husband, Mike of 23 years, run an apple farm outside of Indianapolis, Indiana.



**Kryste Ferguson, M.Ed.**, has enjoyed working with the postdoc population since 2003. Currently she is manager of membership and special projects for the NPA. Her responsibilities include active engagement with the NPA membership, leader of the NPA institutional policy

survey and report, and working with NPA partners on various projects. Previously she worked at the University of Pennsylvania Biomedical Postdoctoral Programs office as their academic coordinator for seven years. While there, she tripled the number of career and professional development programs offered to Penn's postdoc population. She holds a master's degree in higher education management from the University of Pennsylvania and a bachelor's degree in international business from Westminster College.



**Mallory Fix Lopez, M.S.Ed, TESOL**, is an applied linguist and educator focusing her teaching on English for Academic Purposes (EAP), English for Specific Purposes (ESP) and effective communication. She has been coaching international scholars, fellows, and postdocs regularly at some of Philadelphia's top research institutions - Children's Hospital of Philadelphia (CHOP), The Perelman School of Medicine (UPenn), the Biomedical Postdoctoral Programs at UPenn, Temple University, and Jefferson. She is an adjunct faculty member of Education at Temple University, an adjunct of English at the University of Pennsylvania, and a tenure-track faculty member of English at the Community College of Philadelphia. She has also facilitated program development and management for the Free Library of Philadelphia and Garces Foundation. She is the founder of language connectED, a small education consulting firm based in Philadelphia

that creates tailored professional development workshops and trainings on effective communication for a variety of settings. In 2017, language connectED coached more than 300 international postdocs and scholars from eight different research institutions in the northeast United States. Fix's work has been featured in The Washington Post, NPR, and Reuters, among others. She previously lived and taught in Guadalajara, Mexico. She holds a master's degree in teaching English to speakers of other languages (TESOL) and a Bachelor of Science in education, both from Temple University.



**Erin Heckler, Ph.D.**, is the director of the Office of Postdoctoral Affairs at Washington University in St. Louis. She also serves as co-chair for the Resource Development Committee of the NPA. She received her doctorate in biochemistry from the University of Delaware

and did her postdoctoral work at Rutgers University - New Jersey Medical School. During this time, she served as executive officer of the campus' postdoctoral association and as a founding member of a postdoc and graduate student career development group, the Alliance for Career Advancement as the vice president for postdoctoral affairs. This work led her to a career in postdoctoral affairs advocating for postdocs and working to improve the postdoctoral experience. From 2015-2018, she was the postdoctoral affairs administrator in the Officer of Graduate and Postdoctoral Affairs, Biological Sciences Division at the University of Chicago. While at UChicago, she implemented an "Entering Mentoring" certificate program for postdocs, organized the Future of Research Chicago 2015, and worked on the 2016 National Postdoctoral Survey with the vibrant PDA.



**Josh Henkin, Ph.D.**, after years of successfully mentoring STEM job seekers, founded STEM Career Services, a career coaching company aimed at helping STEM graduates launch and sustain careers outside of academia in 2014. He conducts workshops at conferences, universities and institutes across the country and provides career coaching to STEM graduates at all career levels. These efforts have earned him a position on the NPA Board of Directors since 2015, where he sits on the executive committee and serves as the nonprofit's treasurer. In addition, he is an AAAS Career Development Center subject matter expert.

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**J. Marcela Hernandez, Ph.D.**, received her Bachelor of Science in molecular genetics, and a Master of Science and doctorate degree in biochemistry. Her scientific training and research in biochemistry and molecular biology focused on control of gene expression at the transcriptional and posttranscriptional levels. Her current role is to design and implement programs to enhance recruitment, retention, and support of postdoctoral scholars. Her responsibilities also include coordinating programs and initiatives for recruitment and support of postdocs from underrepresented backgrounds. Hernandez became a scientist thanks to an excellent doctoral mentor who inspired her and mentored her, which motivated her to become a researcher. This made her realize the importance of good training and mentorship. She is very passionate about helping the next generation of scholars and professionals navigate successfully to rewarding careers.



**Jessica A. Hutchins, Ph.D.**, is the director of Curriculum and Graduate Programs in the Division of Biology and Biomedical Sciences at Washington University in St. Louis. She is a member of the GradCareers team of career advisors and professional development specialists that supports postdocs and graduate students. She has developed nationally recognized curriculum on career exploration and writing instruction for scientists. Drawing on her background in literary studies, she teaches STEM doctoral recipients how to tell their professional stories and communicate their research effectively. In 2016 and 2017, she provided interim leadership for the Office of Postdoctoral Affairs at Washington University, mentored postdocs, and advised the university's PDA through multiple leadership changes. She writes about doctoral career development, has contributed to *The POSTDOCKet*, and is a member of the *Inside Higher Ed* "Carpe Careers" blog committee.



**Sofie R. Kleppner, Ph.D.**, is the associate dean for postdoctoral affairs at Stanford University where she directs postdoctoral administration, policy development and implementation, and professional development programming. She is associate director for the Stanford Institutional Research and Academic Career

Development Award program, sits on the advisory boards of several postdoctoral training grants and serves on the Stanford School of Medicine Dean's Cabinet on Diversity. Kleppner received her doctorate degree in neuroscience from the University of Pennsylvania, and completed postdoctoral training at UCLA after which she worked in preclinical development at two small biotechnology companies. She has a special interest in conflict resolution and has trained in both restorative justice with David Karp and mediation with the Center for Understanding in Conflict.



**Diane Klotz, Ph.D.**, is director of the Office of Education, Training, & International Services at Sanford Burnham Prebys Medical Discovery Institute where she oversees graduate school administration and postdoctoral training programs, participates in strategic planning for education and training, and advises executive leadership on education and training policy and best practices. Klotz received her doctorate degree in molecular & cellular biology from Tulane University, pursued postdoctoral training at the NIH, and is a former NPA Board of Directors chair. Currently, she serves as co-chair of the NPA Advisory Council, and a member of the NIH BEST External Scientific Panel. Her career path has been shaped by her observations of and experiences with how scientific organizations function and how scientific leaders strive to effect change and make progress. Her focus in the education and training of scientists at all levels and in all career paths is on helping scientists find their voices as high impact leaders who are able to guide their teams with compassion, clarity, vision, and intent. Towards this end she is a certified DiSC® facilitator and MBTI® practitioner and has worked with individual academic labs, professional associations, and biotech companies towards developing high-performing teams and cultures that support them.



**Lisa Kozlowski, Ph.D.**, is associate dean for student and postdoctoral affairs at Thomas Jefferson University (TJU) in Philadelphia. She received her doctorate degree in immunology from the University of Pennsylvania and did a postdoc at the Johns Hopkins School of Medicine, where she was an officer in their postdoctoral association. She then worked at *Science's Next Wave* as their program director. She moved on to become a consultant, helping

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disciplinary societies and universities provide career workshops to their students and postdocs. In October 2003, she founded the Jefferson Office of Postdoctoral Affairs and has directed it ever since. Locally, she has been president and vice president of programs of the Philadelphia chapter of AWIS (AWIS-PHL). In May 2015, she was recognized for her mentoring of female graduate students and postdoctoral fellows and received AWIS-PHL's Elizabeth W. Bingham Award. Nationally, she has served on committees of the NPA, currently is a member of their Advisory Council, and the Association of American Medical College's (AAMC) Graduate Research Education And Training (GREAT) Group. She has provided career workshops at annual scientific meetings and is also a career blogger for the American Society of Microbiology's Microbe Mentor.



**Sudha Krishnamurthy, B.D.S., Ph.D.**, is the program director of the Office of Postdoctoral and Graduate Student Affairs at Gladstone Institutes. In this role, she advises on career and professional development, career path education, training and programs and is involved with the academic affairs of postdoctoral scholars and graduate students. She advocates for policies related to postdocs with leadership and works closely with the NPA. Current initiatives that she is involved with include longitudinal career tracking of Gladstone postdoctoral scholars and the development of a new postdoctoral curricula. She is a clinician scientist with a Bachelor of Dental Surgery, a doctorate degree in cancer stem cell biology from the University of Michigan, and a postdoctoral training from the University of Texas (UT) MD Anderson Cancer Center.



**Jenny Rae Le Roux** graduated from the University of Virginia and joined Bain after traveling around the world, writing a book, working on financial public policy in South Africa and sailing across the Atlantic Ocean. Since leaving Bain to co-found a tech company she has advised over 45 different early- and mid-phase companies around the world, retired twice, and built up a real estate portfolio. She authored or co-authored all of the books on the Management Consulted site and oversees products, services, the team and the site at Management Consulted.



**Bruce Mandt, Ph.D.**, is the director of the Postdoctoral Office & Career Development Office at the University of Colorado Denver|Anschutz Medical Campus (CU Denver/Anschutz). His primary function is to ensure that CU Denver/Anschutz provides a supportive and effective training environment for graduate students and postdoctoral fellows to acquire the professional skills and experiences requisite for successful career transitions. He approaches this mission through the lens of collaboration and works to engage students, postdocs, faculty, and staff in the career development opportunities offered by his offices. As a postdoctoral fellow in the Psychology Department at CU Denver/Anschutz, Mandt was actively engaged with his postdoctoral association and served in multiple leadership positions within the organization. Prior to his current position, he was a research assistant professor in the CU Denver Psychology Department, where he conducted behavioral pharmacology research, taught undergraduate courses, oversaw the Psychology Department's honors program, and served as program coordinator for an institutional undergraduate T34 training grant.



**Natalia Martin, Ph.D.**, is a research associate in the Microbiology and Molecular Genetics (MMG) Department at Michigan State University (MSU), investigating the molecular mechanisms of microbial pathogenesis in nosocomial bacterial pathogens. She established and leads the MMG PDA where she is implementing a professional development program for postdoctoral trainees. She is also the chair of the professional development committee for the MSU PDA and co-advises the MSU chapter of the Society for Advancement of Chicanos/Hispanics and Native Americans in Science. Prior to MSU, Martin obtained her doctorate degree in biological sciences from the National University of Rosario, Argentina, and was a Pew Latin American postdoctoral fellow in biomedical sciences at Duke University. She has over ten years of experience in STEM research and experience mentoring and advising graduate and undergraduate students. She has also worked with minority students through Research Experience for Undergrads programs, classroom instruction, independent laboratory research, and programs aimed to increase diversity in STEM fields. Her interest is in developing programs focused on career choice and professional

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development for scientists and provides career exploration through mentoring and advising undergraduate and graduate students and postdoctoral trainees.



**Jeff Mason, Ph.D.** is the program director for the Office of Postdoctoral Research at the Ohio State University College of Medicine. Before coming to OSU, he received his Bachelor of Science in accounting and ran his own small business for almost 10 years. Since coming to OSU, he has worked as a grants manager and administrative director for the Pelotonia Fellowship Program. The Office of Postdoctoral Research works to recruit new postdocs to OSU, with an emphasis on postdocs who are underrepresented in science. The postdoc office also supports current OSU postdocs with everything from their day to day issues to helping with career development. He also is the administrative director for OSU's Discovery PREP, which is an NIH funded program that helps individuals from underrepresented groups or from a disadvantaged background, who hold a recent baccalaureate degree in a biomedically relevant area of study, become more competitive in their pursuit of a research doctorate.



**Jennifer M. McBride, Ph.D.**, is an associate professor of surgery at the Cleveland Clinic Lerner College of Medicine (CCLCM). She serves as director of the histology thread, director of virtual anatomy education and course director for musculoskeletal sciences one in the Lerner College of Medicine. In addition to these roles, McBride participates in the planning and teaching of years one and two anatomy and neuroanatomy sessions. She serves as a member of the college admissions and screening committee and is associate director of the Cleveland Clinic Body Donation Program. Her research interests include innovations in medical education, retention of learning and clinically based anatomical studies. Currently, she serves as a board member for the American Association of Anatomists.



**Clare McCabe, Ph.D.**, received her bachelor's and doctorate degrees in chemistry from the University of Sheffield, U.K. After postdoctoral and research faculty appointments at the University of Tennessee, she joined the Colorado School of Mines faculty as an

assistant professor of chemical engineering in January 2002. In 2004 she moved to Vanderbilt University where she now holds a Cornelius Vanderbilt chaired professorship. McCabe is also associate dean of the Graduate School and director of the Office of Postdoctoral Affairs. Her research interests focus on the use of computer simulation to predict the properties of fluids and materials. She is a fellow of the Royal Society of Chemistry and recently received the American Institute of Chemical Engineers Computational Molecular Science and Engineering Forum Impact Award. McCabe has also received awards for her undergraduate and graduate teaching at both the school and university level.



**Sean McConnell, Ph.D.**, was a postdoctoral scholar at the University of Chicago from 2011-2017, and has been an NPA member since 2012. Together with other team members, he helped design and launch the National Postdoc Survey in 2016, using a primarily grass-roots approach, collecting data from over 7,600 postdocs from all 50 states. He has been an invited speaker, panelist, and presenter at venues including the National Academies of Sciences and the Howard Hughes Medical Institute, as well as advisor to the National Science Foundation. He holds a doctorate degree in biochemistry and molecular genetics from the University of Alabama at Birmingham. His research interests include human disease modeling, genomics, and stem cells. He enjoys mentoring and coaching students, and has served as adjunct professor at Roosevelt University, and as a varsity chess team coach.



**Irene McKirgan, M.S.M., CHES**, received her bachelor's degree in community and school health science education from the State University of New York and her master's degree in business management from Trevecca Nazarene University in Tennessee. She is also a certified health education specialist. Her career achievements include developing and directing an award winning national program for a non-profit agency, developing processes and support services to transition a traditional doctoral program to a distance education format and developing and managing the first outreach and communications program for the Vanderbilt-Ingram Cancer Center. She also served as vice president and founding board member of the Nashville Chapter, National Association of Women MBAs. She is currently assistant director of the Office of Postdoctoral Affairs at Vanderbilt.

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For nearly 15 years **Mary M. Mitchell** has been serving the postdoc community, guiding researchers through interview processes and social interactions of all kinds. Her experiences living on four continents have added perspective to the advice she offers. In addition, for three decades, she has coached companies, many of them numbered among the “Fortune 500.” She has lectured to large assemblies, and mentored individuals. Author of nine books about manners and decorum, translated into 11 languages, she has been a columnist for Reuters and previously was syndicated in over 100 newspapers. Her work has been featured in The New York Times, The Wall Street Journal, and Time Magazine. She has appeared on “The Today Show,” Good Morning, America,” and PBS. The underlying message behind her work remains clear: *Good manners create good relationships, and good relationships ensure solid careers. It's not the other way around.* She also believes that regular physical activity promotes mental acuity. Practicing what she preaches, Mitchell teaches Aquafit and attends yoga classes regularly. Learn more about her vision for world peace through manners and kindness on her website: [themitchellorganization.com](http://themitchellorganization.com).



**William Muñoz, Ph.D.**, completed his doctorate degree on catenin biology in *Xenopus laevis* at MD Anderson Cancer Center in Houston in 2013. During his doctorate studies he participated in recruiting efforts, program retreat planning committees, and career development committees. As a postdoctoral fellow at the Stowers Institute in Kansas City, he has focused on the early formation of neural crest cells during mammalian development. In addition, he has served as a postdoctoral representative since 2014 and is the current postdoc chair of the Crossroads committee, which provides career development opportunities and advocacy for the Institute's trainees and techs. As part of his participation on this committee, he has attended the NPA meetings in 2014 and 2016.



**Barbara J. Natalizio, Ph.D.**, is a program officer with the Board on Higher Education and Workforce at the National Academies of Science, Engineering, and Medicine. Prior to joining the Academies, she was an American Association for the Advancement of Science (AAAS) science and technology policy fellow serving in the Directorate for Education and Human Resources, Division of Graduate Education at the National Science Foundation. During her postdoctoral fellowship in the Department of Cell and Developmental Biology at Vanderbilt University Medical Center, she became very interested in career and professional development for early career scientists. This led to her active involvement with the NPA as a member of the Board of Directors. These collective experiences have provided her with a comprehensive awareness of and appreciation for effective evaluation, assessment, and policy that enables her continued support of higher education reform and STEM workforce development at the national level. Natalizio received her Bachelor of Science in biochemistry and history from Montclair State University and her doctorate degree in molecular genetics and microbiology from Duke University.



**Chinonye “Chi-Chi” Nnakwe, Ph.D.**, is a molecular biologist and studied DNA repair and DNA damage signaling pathways, which offer insights toward the molecular genetics of neuroscience, immunology and cancer biology. She now works in the government after recently completing an AAAS science and technology policy fellowship where she worked on innovation policy programs such as the I-Corps™ and SBIR/STTR programs. In her federal work, she focuses on building research infrastructure, promoting economic development and broadening participation. She also serves as adjunct faculty within the Grove School of Engineering at the City University of New York (CUNY) where her research interests focus on the intersection of entrepreneurship education and efforts to broaden participation in STEM fields. She particularly is interested in understanding how providing innovation training to scientists and engineers may promote the inclusion of founders from underrepresented populations in tech entrepreneurship, entrepreneurship education and the STEM workforce. Nnakwe is knowledgeable of science policy, entrepreneurship education and has experience managing national broadening participation initiatives.



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# BIOGRAPHIES

She obtained her Bachelor of Science in biochemistry with departmental distinction from the University of Illinois at Urbana-Champaign and her doctorate degree in pathology from the University of Chicago.



**David J. Proctor, Ph.D.**, is adjunct faculty in chemistry at Saginaw Valley State University and Mid Michigan Community College. He is also a scientific review officer with CSRA Inc., where he manages peer review for the Congressionally Directed Medical Research

Programs. Previously, he was a American Association for the Advancement of Science science & technology policy fellow at the National Science Foundation. He was also a Christine Mirzayan science and technology policy fellow at the National Academies of Sciences, Engineering, and Medicine, where he was a member of staff for the Committee to Review the State of Postdoctoral Experience in Scientists and Engineers. He was founding co-chair of the UK Research Staff Association (UKRSA) in 2010, and founding secretary of the International Consortium of Research Staff Associations (ICORSA) in 2012. He continues to serve on the ICORSA Board of Directors. He completed his postdoctoral research in structural biology at the University of Dundee in Scotland, and holds a doctorate degree in chemistry from the Pennsylvania State University.



**Sina Safayi, D.V.M., Ph.D.**, has about 20 years of diverse leadership experience in higher education across Middle East, North Europe, East Asia and North America supporting the academic, social, career and professional development of undergrads, graduate students and postdoctoral scholars. He is a diversity and inclusion advocate particularly for international scholars. He is a life scientist by training with a Doctor of Veterinary Medicine from Shiraz University in Iran, a doctorate degree from University of Copenhagen in Denmark, and about six years of postdoctoral experience at University of Copenhagen in Denmark and then at Clemson University and Iowa State University in the United States. He has over 100 publications, invited talks and presentations. While in Iowa, he became the president of the PDA and the founding chair of the Midwest Postdoctoral Forum. He ended up starting the first postdoctoral career development program in Asia at a newly founded international university in Japan, the Okinawa Institute of Science and

Technology. He recently returned to the United States to take a position supporting graduate students at the UT MD Anderson Cancer Center UTHealth Graduate School where he is now leading a new career development



**Erica A. Siebrasse, Ph.D.**, earned a Bachelor of Arts in biochemistry and molecular biology at Hendrix College and a doctoral degree in molecular microbiology at Washington University in St. Louis. While in graduate school,

she helped run a large science outreach organization, which broadened her interests outside the lab. After completing a science policy fellowship at the American Society for Biochemistry and Molecular Biology, she directed the society's education and professional-development programs and expanded its career-development resources for graduate students and postdoctoral fellows. She continues these efforts at Van Andel Research Institute, where she is supporting postdoctoral fellows by building the institute's postdoctoral professional development program.



**Kate Sleeth, Ph.D.**, earned her doctoral degree from the University of Reading in the United Kingdom investigating DNA repair mechanisms through biochemical approaches. She performed postdoctoral research at the University of Sheffield investigating DNA repair using molecu-

lar biology techniques. Sleeth then utilized both biochemistry and molecular biology as a postdoctoral scholar at the University of Oxford optimizing a novel radiopharmaceutical. After a postdoctoral fellowship at the Beckman Research Institute of the City of Hope, she transitioned into a role in the institution's Professional Education department. She is currently the associate dean of Administration and Student Development. She has international experience in science and public communications through scientific papers, a book chapter, high school visits, science festivals, posters, presentations and a blog on [www.Biocareers.com](http://www.Biocareers.com). Sleeth was involved with the PDA at the City of Hope for over three years, previously serving as social chair and president. She is also a member of AWIS and the American Association of University Women (AAUW).

# BIOGRAPHIES



**Michele S. Swanson, Ph.D.**, is a professor in the Department of Microbiology & Immunology, and director of the Office of Postdoctoral Studies at the University of Michigan Medical School. Her primary research interest is the mechanisms that equip the bacterial pathogen *Legionella pneumophila* to persist in water and replicate within white blood cells. Currently her lab is investigating the 2014-2015 Legionnaires' disease outbreaks in Flint, Michigan. Swanson is co-host of the podcast *This Week in Microbiology*, co-author of the American Society for Microbiology (ASM) Press textbook *Microbe*, and president-elect of the ASM. After earning a Bachelor of Science in biology from Yale University, Master of Science in genetics from Columbia University, and doctorate degree in genetics from Harvard Medical School, she was a Howard Hughes Medical Institute and American Cancer Society research fellow at Tufts Medical School before joining the faculty at University of Michigan.

**Mary Anne Timmins, M.Ed.**, is the administrative director of Biomedical Postdoctoral Programs at the University of Pennsylvania. In this capacity she works with the director in overseeing the appointments, education and training of 800 postdoctoral appointees in four schools within the university as well as four affiliate institutions. She has served on the AAMC's GREAT Group Postdoctorate Section Steering Committee, and as a member of the Postdoc Section Resources Committee. Timmins is also an active member of NAFSA: Association of International Educators having served on both regional and national teams and committees, formerly serving as the chair of NAFSA Region VIII. She received her bachelor's degree in psychology from Rutgers, the State University of New Jersey and her master's in education from Temple University



**Rebecca Toner, M.A.Ed., TESOL**, has been teaching English for over 15 years, with her most recent work focusing on English for Academic Purposes (EAP) and English for Science, Technology, Engineering and Math (STEM). She has been coaching international scholars, fellows, and postdocs since 2015 at the Children's Hospital of Philadelphia (CHOP), The Perelman School of Medicine Department of Neuroscience at the University of Pennsylvania (UPenn), and the Biomedical Postdoctoral Programs at UPenn. She also works in the field of training consulting where she writes materials for leadership

development for corporations. She is an adjunct faculty member at the University of Pennsylvania's English Language Programs (ELP). She is also the chief learning officer (CLO) at language connected, an education consulting firm based in Philadelphia. Toner taught English in China as a member of the United States Peace Corps. She holds a master's degree in TESOL from Middlebury Institute of International Studies at Monterey and a Bachelor of Arts in French from the University of North Carolina, Wilmington.



**John Vasquez, M.H.S.A.**, is a third year graduate student in the Higher, Adult and Lifelong Education Program in the College of Education at MSU. Prior to returning to school, he worked for over 18 years at the University of Michigan where he led several programs targeted at retaining and helping to decrease the time-to-degree of underrepresented graduate students on campus. These programs included the Michigan Alliance for Graduate Education & the Professoriate at and Bridges to the Doctorate (both NSF-funded), the Rackham Summer Institute and the Undergraduate Research Opportunity Program. In addition to programming, he helped launch several new master's degree programs in both STEM-related fields and medical education and helped to advocate for undocumented, DACAmented and other marginalized student groups on campus. As a graduate student, Vasquez continues this advocacy work at MSU, where he works to support marginalized and often ignored populations of scholars. His current research looks at how minoritized scholars develop professional identities as they prepare to enter the workforce. His dissertation research looks at how long-term perpetual postdoctoral scholars view their careers and social mobility and the impact universities have had in preparing them for future positions.

# BIOGRAPHIES



**Eric Vaughn, M.Ed.**, is a career coach with the University of Rochester Medical Center, School of Medicine & Dentistry. He has been in his current role since February 2017 and has over 10 years of career service experience. He received his master's degree in education in College Student Affairs from the University of South Florida in Tampa, Florida. He has worked within the career services at Saint Leo University in Saint Leo, Florida; Doane College in Crete, Nebraska; Wells College in Aurora, New York; and the Rochester Educational Opportunity Center in Rochester, New York. He also is president-elect and member of the Rochester Area Career Development Association (RACDA) and a member of the National Association of Colleges and Employers. In addition, he is an active member in the Graduate Career Consortium and is member of the benchmarking and outcomes committees.



**Erica Westerman, Ph.D.**, is an assistant professor in the Department of Biological Sciences at the University of Arkansas. She is a team leader for the 2016 UChicago National Postdoc Survey, and secretary for the Division of Animal Behavior in the Society of Integrative and Comparative Biology. She received her bachelor's degree from Yale University, her master's degree in Zoology from the University of New Hampshire, and her doctorate degree in ecology & evolutionary biology from Yale University. She conducted her postdoctoral research at the University of Chicago, and joined the Biological Sciences Division (BSD) PDA survey committee in fall of 2013. During the 2.5 years she served on the BSD PDA survey committee, she collaborated on the analysis and design of institutional postdoctoral surveys, and worked closely with committee members and BSD administrators to design and disseminate the 2016 UChicago National Postdoc Survey. As an assistant professor, Westerman continues to participate in the analysis and interpretation of the 2016 survey data, while leading research on the development of visual attraction and advancing the careers of postdocs in her new home institution.



**Laetitia Wilkins, Ph.D.**, is a postdoctoral research scholar from Switzerland. She is fascinated by host-microbe interactions and their co-evolution. Her study hosts include porcelain crabs and fish. She got a master's degree at Stockholm University, Sweden where she worked on mating preferences of female humpback whales. She is a recipient of the FBM fellowship in life sciences at the University of Lausanne, Switzerland, where she earned a doctorate degree by elucidating the interaction of fish embryos and their bacterial symbionts, and how this relationship is affected by genetic and environmental effects. She has mentored many undergraduate and graduate students working on life-history strategies and maternal effects in Brown trout and European grayling (fish of the salmonid family), as well as sex differentiation and its implications for conservation in grayling. She gets to visit wild places for studying and collecting organisms but sometimes she also has to spend weeks in a fridge to run experiments. She is always eager to learn new bioinformatics and statistical approaches. She cares about diversity and critical thinking and is helping researchers with families to thrive in academia. Wilkins is the co-chair of the Berkeley Spouses, Partners & Parents Association ([bsppa.berkeley.edu](http://bsppa.berkeley.edu)). This association supports partners and spouses of UC Berkeley postdoctoral researchers and scholars. Her role in this association is to contribute to the well-being of researchers with children. At the moment, Wilkins works as a postdoctoral researcher at UC Berkeley, hosted by professor Stephanie Carlson. She studies the influence of gut bacteria on life-history strategies in rainbow trout. She is co-hosted by professor Jonathan Eisen at UC Davis and collaborating with professor Carlos Garza at UC Santa Cruz. Her second project concentrates on porcelain crabs and their bacterial symbionts in Panama. For this project she is collaborating with the Smithsonian Tropical Research Institute (STRI). At the same time, she is also working on a project about the effects of global warming on the decrease of Sierra Nevada yellow-legged frogs in California, supported by Kathleen Matthews from the U.S. Department of Fish & Wildlife. She is an active blogger and writes articles about her life as a mother researcher at [laetitia.schmid.se](http://laetitia.schmid.se), about her collaboration with STRI at [istmobiome.net](http://istmobiome.net) and about news and trends in the field of molecular ecology at [molecularecologist.com](http://molecularecologist.com). She speaks Swiss German, German, Rätoromanisch, English, Swedish, knows basic French and is learning Spanish.



## The Research Institute at Nationwide Children's Hospital

- Top ten NIH-funded freestanding pediatric research institute
- 13 Centers of Emphasis with 500,000 square feet of dedicated research space on Nationwide Children's Hospital campus
- Structured to support multidisciplinary team science and discovery
- Competitive postdoc salary that meets or exceeds NIH requirement
- Full employee benefits, including health care and 401K
- Equal opportunity employer that values diversity and inclusion
- Family-friendly organization-wide events
- Trainee-driven career and professional development opportunities
- National Postdoctoral Appreciation Week events
- Annual postdoctoral fellowship awards and multiple travel awards available
- Community outreach programs



# POSTER ABSTRACTS

*In alphabetical order by institution; not including posters presented by the NPA Board and Committees.*

## **What Isn't in Your Toolkit: Broadening Non-Laboratory Skills During Your Postdoc**

*American Physiological Society*

Jessica Taylor and Rebecca Osthuis

Postdocs are well prepared with bench-based knowledge when they transition from trainee to early career professional. Non-laboratory skills are sometimes overlooked. There are numerous resources available to teach these skills, often with reasonable time and monetary commitments. Here we highlight teaching-specific fellowships, scientific advocacy, and professional development in writing, interviewing and more. Fellowships in Research and Science Teaching (FIRST) is a program that provides postdocs with both research support and training in teaching methods. This program combines the resources of Emory and nationally-ranked historically black colleges and universities Clark-Atlanta, Spelman, and Morehouse, with the intent to increase the quantity, quality, and diversity of postdocs entering careers in biomedical sciences. The research experience is complemented with a teaching program which incorporates how to teach, classroom technologies, mentorship, laddered teaching experience, course development and production of web-based courses. Program benefits include creation of a cohesive core of postdocs and alumni that interact in and out of the laboratory, a voice in the program's development and evaluation, and an increase in the overall representation of minority scientists at Emory. The American Physiological Society (APS) seeks to engage members at all career levels in advocacy for science. However, realizing that standard scientific training does not include development of advocacy skills, in 2013 the APS developed a fellowship program for early career scientists to gain experience in the society's federal advocacy efforts. The goal is to inspire researchers early on in their careers to become lifelong advocates for science. The APS also strives to enhance laboratory-based education throughout a scientist's career by offering online, on demand courses designed to improve writing, presentation and interviewing skills.

## **Networking Opportunities, as well as Education on Various Career Paths Offered by The Boston Children's Hospital Postdoctoral Association**

*Boston Children's Hospital*

Manasvi S. Shah, Jeremy F. P. Ullmann, Hazel Wilkie

The Boston Children's Hospital (BCH) PDA mentoring committee provides avenues for postdoctoral fellows to obtain advice on their training and preparation for their future careers. While postdoctoral fellows usually receive mentoring from their research advisors, sometimes this is not enough. Furthermore, many advisors have only experienced one career path and therefore can provide limited advice on alternate careers. Thus, the vision of the BCH PDA mentoring committee is to inspire high-quality mentoring among faculty, by recognizing two BCH mentor awards yearly (one to a junior faculty (<10 years) and the other to a senior faculty (>10 years)). This year we had a record number of 82 nominations for our award, 50 percent more than 2016, with an equal representation for junior and senior faculty. For the first time, we encouraged fellows to rate their mentors so we can identify mentoring deficits and thus advocate for better evaluation policies with BCH Leadership. Since 2013, we have been holding our annual all-star mentoring event, to which we invite 16 of the most successful scientists from academia, industry, and non-governmental organizations. Our mentoring model at this event is centered on small "round table" discussions at which six postdoctoral fellows are paired with mentors from at least two different types of careers so they can get new perspectives about different careers and their current training, thus allowing for intimate interaction and discussion. Mentees in their earlier years of their fellowship can garner insight into how to focus their training, and milestones they should reach before looking for positions. Fellows who are more advanced can get education into how to tailor their job applications, including resumes, for a certain type of position, to make themselves more desirable candidates. Importantly, these round-table discussions also provide avenues for networking in an informal and encouraging environment.

# POSTER ABSTRACTS

## Strategies to Improve PDA Visibility and How This Impacted Annual Surveys and Event Participation

*Boston Children's Hospital, Harvard Medical School*  
Silvio Alessandro Di Gioia, Jessica Babb, Cynthia Gubbels, Manasvi Shah

BCH PDA was founded in 2011 and serves over 900 research and clinical fellows. Its mission is threefold: to be an advocate for fellows among faculty and administration, foster a sense of community within the diverse environment of BCH, and stimulate professional and personal development of fellows. Our PDA is well-recognized within the BCH community and throughout the Boston research environment, and has an active, rotating board with more than 25 active members, five different committees and an average of three events per month. Here we will outline the strategies that BCH PDA implemented during past years to increase visibility of the PDA, and how this has increased participation of postdocs in events as well as our annual survey. An example of how the increased visibility improved the efficacy of PDA actions is well-represented by the rising number of responses to our annual survey and the best mentor award survey. When it was first launched in 2014 our annual survey prompted about 226 responses (25 percent of the fellows), 210 in 2015, 200 in 2016 (as part of the University of Chicago study), and increased to 342 responses (38 percent) for 2017. Similarly responding to a survey for a mentoring award increased from 12 in 2014, 40 in 2015, 48 in 2016 and 87 in 2017. Finally, relevant results on BCH postdocs from the 2017 annual survey will be presented to identify novel plan of actions for the following years.

## Expanding and Developing a Supportive, Interactive and Leadership-Driven Postdoctoral Association

*The Cleveland Clinic Lerner Research Institute*  
Kelsey Bohn, Timothy Mead, Ángel Reyes-Rodriguez, Aimarie Hardaway, Amina Abbadi, Brian Yard

The Lerner Postdoctoral Association (LPDA) was formed in 2011 with a small leadership team that represented most departments in the Lerner Research Institute (LRI). Initially, the LPDA focused on supporting monthly social events to engage postdoctoral fellows and on hosting career development seminars. In May of 2017, the LPDA was expanded and reorganized into the LPDA Leadership Council. An executive board consisting of co-presidents, secretary and treasurer was elected to represent the overarching goals of the association. Reorganization included representation from all

departments and the formation of subcommittees with focused goals including career development, social/outreach, communication and mentorship/advocacy. Within five months of restructuring, the Leadership Council has increased the LPDA's visibility with a new LinkedIn group for current and former Lerner postdoctoral fellows as well as a monthly newsletter to promote activities and postdoctoral successes. It has revamped the career development seminars highlighting traditional and alternative careers for doctoral recipients, worked with the NIH-funded NRMN and hosted highly attended National Postdoc Appreciation Week events. The Leadership Council continues to find new ways to support and impact the postdoctoral training program at the LRI, fueled by the renewed interest in the LPDA and the support of the director of the Research Education and Training Center and the LRI chair.

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## Focusing on the Person in the Postdoc: Development of a Wellness Series

*Columbia University*  
Anna Womack and Ericka Peterson

The postdoctoral population is no stranger to rigorous challenge. While there are often mechanisms in place to assist these individuals in managing scientific challenges, there appears to be limited support for postdoctoral mental health and wellness - despite the need for such support. For example, one study found that only 13 percent of postdocs surveyed were flourishing, while 58 percent were languishing and 29 percent were depressed (Gloria & Steinhardt, 2013). Many individuals and organizations within scientific community have raised a call for increased support for postdocs, including NPA (NPA, 2017; Tsai & Muindi, 2016; Wallach, 2017). In order to address this discrepancy, Columbia University's Office of Postdoctoral Affairs developed a wellness series to address the mental health and wellness needs of the Columbia postdoctoral population. The initial iteration of this series offered six events highlighting areas of interest to the Columbia postdocs. The high attendance rate and positive feedback indicated substantial interest for this type of programming. The second iteration of this series will be implemented during the fall 2017 semester and will offer support for emotional, physical, occupational, social, and intellectual areas of wellness. It is anticipated that this iteration of the series will have similar positive feedback. The development and implementation of this series will be reviewed in hopes of starting discussion about initiating similar programming at other organizations.

# POSTER ABSTRACTS

## Show Me the Money: Data on the Landscape of U.S. Postdoctoral Salaries

*Future of Research, Rescuing Biomedical Research*  
Adriana Bankston, Christopher Pickett, Gary McDowell

Reliable data about the scientific enterprise is essential to making change in the system. Unfortunately, very little data exist on salary, benefits, career and training outcomes for junior scientists. Future of Research (FoR) is a nonprofit organization with the goal of empowering junior scientists to improve the scientific system via evidence-based resources. We call for greater transparency on these critical issues, and for holding institutions accountable, by collecting data and making it openly available, in order to implement reforms at the institutional level. Our group has collected and published data regarding the compliance of the academic enterprise with proposed updates to the Fair Labor Standards Act in 2016 as related to postdoctoral salaries. Transparency in postdoctoral salaries has already affected institutional decisions, by allowing a direct comparison between institutions. In addition, the number of U.S. postdocs is also unknown, complicated by their multitude of titles at institutions. We collaborated with Rescuing Biomedical Research (RBR) on a study and subsequent publication of postdoc numbers compared to the NSF's Survey of Graduate Students and Postdocs. Most institutions were unable to explain whether the number of postdocs in the biological sciences as reported to the NSF were due to hiring/firing of postdocs and/or changes in university policies. In addition, we have looked at differences between how postdocs on fellowships vs. research project grants are treated administratively, and have attempted to look at salaries for postdocs at public institutions in the United States. These studies demonstrate a lack of transparency about academia, which acts as a barrier to helping junior scientists make rational decisions about their training and career preparation. We hope these studies will cause postdocs and institutions alike to reflect on improving the postdoctoral experience by increasing data transparency.

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## Gladstone Postdoctoral Training Program

*Gladstone Institutes*  
Sudha Krishnamurthy, Thomas Packard, Krystal Fontaine, John Peck

Gladstone's postdoctoral training program recognizes that postdoctoral scholars are one of the "prime engines" of scientific advancement at Gladstone. Our program

complements the scientific research training and helps our postdoctoral scholars achieve their full potential. By providing the best training and support to our scholars, we also enhance our overall research program - thereby contributing to the health and well-being of all people. As part of this mission, we have developed tools to periodically assess the needs of our trainees via our biannual postdoctoral survey and have worked with the postdoctoral association in bringing forth various changes. Gladstone Postdoctoral Advisory Committee (GPAC) working with the Office of Postdoctoral and Graduate Affairs (OPGA) has been successful in instituting various new programs at Gladstone including postdoc orientations, laptops for all postdocs with software support, professional development workshops, buddy program for incoming postdocs, ExCITE programs (an introduction to industry and technology), career workshops, and career panels. Recently we developed an eight-month long peer mentored career exploration program, a mentoring series which helped foster collaboration and community among the trainees. GPAC working on their vision to build a community that strengthens, empowers, and promotes all postdoctoral scholars work under five major areas of development: career development, mentoring, grant support, community building and work-life balance outlining projects in these various areas. In conclusion, the mutual collaboration between OPGA and GPAC have made it possible to have a well-established postdoctoral training program at Gladstone.

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## Bridging Gaps: Examining Communication Needs and Programming for International Postdocs

*language connectED*  
Rebecca Toner and Mallory Fix

International postdocs comprise over half of programs in the United States\*. They are often asked to participate in high stakes communication tasks, such as institutional meetings and presentations, conferences, and sometimes, grant funding meetings, among others tasks. Although they may possess proficient levels of English in their specialties and subspecialties, they can often lack the linguistic and cultural skills and control needed to communicate beyond the lab or library. To uncover the international postdocs unique communication needs, the presenters distributed a survey to various institutions asking this population what is available for them and what they would like to see more of. This session presents survey results uncovering the international scholars'

# POSTER ABSTRACTS

needs and outlines programming options to address these in conjunction with the goals of communication skills, section six from the NPA's Core Competencies. Participants will leave with a deeper understanding of foreign nationals' communication experiences and a list of resources and program models to address their needs.

\*[https://ncesdata.ncse.gov/databl/gradpostdoc/2015/html/GSS2015\\_DST\\_38.html](https://ncesdata.ncse.gov/databl/gradpostdoc/2015/html/GSS2015_DST_38.html) retrieved 10/5/2017

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## ASHG/JAX Conference to Career Program

*The Jackson Laboratory, The American Society of Human Genetics*  
Melanie Sinche and Kanika Pulliam

The Jackson Laboratory (JAX) in partnership with The American Society of Human Genetics (ASHG) created Conference to Career, a structured in-person and online learning opportunity to help over 100 national and international graduate students and postdoctoral fellow ASHG members build networking skills, understand

career options for doctoral recipients, and enhance their readiness to enter a variety of career fields. The program includes customized webinars along with online interactive assignments that incorporate peer networking between participants and mentoring from program instructors to keep participants engaged. The ASHG 2017 Annual Meeting was identified as the in-person venue. Participants were prepared three months in advance and were followed two months after the meeting to track the success of the program. We plan to share resources and strategies developed at Conference to Career with the NPA membership, who can replicate the program to serve as a tool for a generation of young scientists to employ that will profoundly impact their career and professional development. This model can be simply applied by research institutions collaborating with professional groups and societies in science, as most groups host an annual conference or meeting. We have assessed the learning of participants through administration of a pre- and post-program survey and focus group to gather qualitative feedback on the program. This program is generously funded by the Burroughs Wellcome Fund.



## Cleveland Clinic Lerner Research Institute

### Postdoctoral Fellowships Available

The Lerner Research Institute is home to all basic, translational and clinical research at Cleveland Clinic, the No. 2 ranked U.S. hospital by *U.S. News and World Report*. With over \$140M in federal grants and an annual research budget of \$260M, the Lerner is consistently ranked among the top research institutes in the nation.

Postdoctoral fellows routinely obtain grant funding and first-author publications in top-tier journals.

### City of Cleveland

Cleveland is a multicultural city with nationally acclaimed museums, sports, restaurants, and music and arts programs. Situated on Lake Erie, the area offers stunning views, beaches, and water sports. Low cost of living, with below average traffic and commute times for major cities.

### The Lerner Experience

- Opportunity to train among world-class scientists and physician-scientists in a top-ranked healthcare institution
- Multidisciplinary, disease-focused research programs
- 175 principal investigators in 12 departments with over 700,000 square feet of research space
- Competitive salary and benefits package
- Active Postdoctoral Association and 250+ postdocs
- Career development opportunities and support through the Research Education and Training Center

### Postdoctoral Job Opportunities:

<http://www.lerner.ccf.org/jobs/postdoctoral/>

For further information email: [RETC@ccf.org](mailto:RETC@ccf.org)

# POSTER ABSTRACTS

## Enhancing Science Communication with Science Sketches

*Maine Medical Center Research Institute*

Kyle Bond, Elisabeth Bergst, Annika Treyball, Sarah Peterson, Charles Lubelczyk, Lisa Dennison, Aaron Brown, Don St. Germain

Utilizing innovative approaches to improve communication skills is a top priority for our Research Fellow Association (RFA) members. RFA members are particularly concerned with improving the communication of science to lay audiences and the general public. Looking for solutions, our RFA was inspired by a 2017 NPA Annual Meeting presentation about Science Sketches. Science Sketches are a formulated method for presenting science in two-minute, animated video segments designed to take complex scientific concepts and distill them into simple and digestible ideas. Our RFA brought Science Sketches co-founder Lisa Dennison in to host a two-day regional workshop incorporating participants from nearby institutes and multiple constituent groups including PIs, research staff, trainees, administrative staff and institute leadership. This highly successful workshop generated enthusiastic participant reviews and spurred the creation of several Science Sketches. The long-term benefits of hosting this workshop include A) promoting RFA member career development by enhancing skills in the realm of communicating science to non-scientists; B) producing Science Sketches for sharing on professional profile pages or laboratory websites; and C) incorporating Science Sketches into future outreach events, such as our annual open house, to more effectively communicate our science to lay audiences.

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## Developing Practical Tools to Analyze and Report Career Outcomes: Creation of a New Career Outcome Taxonomy and a Data Visualization Web Dashboard

*National Institute of Environmental Health Sciences/*

*National Institutes of Health*

Tammy R.L. Collins, Hong Xu, Richard S.T. Gilliam, Shyamal D. Peddada, Gregory M. Buchold

Postdoctoral fellows are highly-skilled scientists that, classically, have been trained to enter into academic tenure-track positions. However, because of a current imbalance between the number of doctorate degree holders and available tenure-track positions, many

scientists will enter into other types of careers. To make informed decisions about these careers, scholars need institution-level knowledge about their options. Institutions have been implored to collect and report this information for decades, but the lack of a standard career outcome taxonomy and visualization methodology has severely impeded progress. Here, we address these impediments by developing a three-tiered career outcome taxonomy - creating standard definitions for A) job sectors (six), B) job types (seven), and C) job specifics (twenty-one) - that will empower meaningful, cross-institutional career outcome comparisons. To gain deep insight into these outcomes, we developed a customizable visualization dashboard by creating a new R web app. This app will be freely available for others to use for visualizing their own institutional career outcome data. Using data from NIEHS postdoctoral alumni from the past 15 years as an example, we demonstrate the features of this new web app and show how it can be easily employed to read an Excel file. We envisage that the tools developed here can be broadly applied to ascertain finely-tuned career outcomes of postdoctoral scholars on a global scale.

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## Science Voices from Home: An NIH Visiting Fellows' Committee Project

*National Institutes of Health*

Didier Chalhoub, Daphnee Villoing, Martin Lang, Sarah Morgan, Lori Conlan

A visiting fellow (VF) at the NIH is a foreign scientist on a valid United States non-immigrant work-authorized status. In addition to the mainstream postdoc responsibilities, VFs have to deal with a plethora of issues including but not limited to funding opportunities globally. To address this issue, the Visiting Fellows Subcommittee (VFC) of the NIH Fellows Committee (FELCOM) founded the "Science Voices from Home (SVH)" initiative. The "Science Voices from Home" program organizes informal and formal meetings/seminars with visiting scientists and science-related organizations to help NIH fellows stay in touch with the international science community and identify opportunities abroad. During the past year, SVH organized informational sessions to address research opportunities in Canada, Singapore, and Europe. Representatives from the Canadian embassy shared their expertise on how to find and secure research positions in Canada. The area director of "Contact Singapore," an alliance of the

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Singapore Economic Development Board and Ministry of Manpower, presented their strategy on how to link Singapore-based employers with professionals to support the growth of their key industries. A European Research Council (ERC) representative informed fellows about the ERC budget (~13 billion) and provided tips on how to get funding for long-term research projects. The SVH program has been key in identifying and navigating international research at the NIH.

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## **Working Together: The Office of Postdoctoral Affairs and the Penn State Hershey Postdoc Society Collaborate to Enhance Postdoc and Faculty Engagement**

*Penn State College of Medicine*

Kathleen M. Kokolus and Kristin A. Eckert

At Penn State University College of Medicine, postdocs are supported by two major contributing organizations: the Penn State Hershey Postdoctoral Society (PSHPS) and the Office of Postdoctoral Affairs (OPA). We faced a major challenge of bringing postdocs together through thoughtful interactions with experienced faculty. To meet this challenge, the PSHPS and OPA have increased communication with the college's postdoc community, and clarified one another's role in training. Our efforts have yielded two complimentary organizations to engage postdocs on campus. Convincing postdocs to take time away from research to engage in professional training was a more serious obstacle. To overcome this, we defined the roles of the OPA and PSHPS in professional training. The OPA is focused on professional and career development while the PSHPS drives research related activities. Both organizations communicate directly with both postdocs and faculty. The OPA organizes two postdoc professional development (PPD) workshop series: "Research Survival Skills" and "Laboratory Management." The PSHPS is focused on advancing postdoc research. PSHPS organizes a yearly research symposium where postdocs share their work in poster presentations constructively evaluated by faculty. We also organize a travel award and run a workshop series called postdoc lunch and networking, in which postdocs take turns to select a current topic and host a lunch with a panel of faculty experts and interactive discussion.

## **Developing Effective Scientific Leaders: A Leadership Development Program at Sanford Burnham Prebys Medical Discovery Institute**

*Sanford Burnham Prebys Medical Discovery Institute*

Nisha A. Cavanaugh and Diane M. Klotz

Throughout graduate and postdoctoral training, doctoral recipients are provided with plenty of opportunities to develop their research, presentation, communication, and writing skills. In contrast, fewer professional development opportunities exist to help postdocs develop and hone their leadership and management skills towards leading their current and future teams. At Sanford Burnham Prebys Medical Discovery Institute (SBP), we established a year-long leadership development program that 1) creates a learning environment for early-career doctoral recipients (postdoctoral scholars and recently transitioned postdocs) to understand their leadership abilities, 2) empowers them to lead in their current positions with or without a title, and 3) provides them with the tools to identify the type of leader they want to become and develop a plan towards reaching that goal. Here we discuss the continued evolution and expansion of our program and its effectiveness based on the foundation of a cohort model. By the end of the program, all participants felt confident that they could apply their knowledge towards building an effective team and recognize causes of potential conflict and/or miscommunication. In addition to survey results and feedback from program participants, we discuss the impact the program has had on their postdoctoral training (or career success) immediately and six months after the program has ended.

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## **Community Outreach - The Postdoc Way**

*St. Jude Children's Research Hospital*

Laura Hamel and Victoria Bryant

Since 1998 the mission of the St. Jude Postdoctoral Leadership Council (PDLC) has been to enhance the postdoctoral experience and provide a collective, representative voice for the issues of direct relevance to the ~300 postdoctoral and clinical fellows at our institution. In addition to addressing employee benefits, mentoring, career development, and interactions with neighboring institutes and the NPA, we have developed an outstanding community outreach program. We currently work with local high schools; mentoring and tutoring for such things like ACT prep, and events

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coordinated with NIH's national DNA day. Through collaboration with St. Jude, the PDLC assists with the planning and execution of the Science Scholars of Tomorrow event which brings exceptional high school age student from the city into St. Jude for a day of shadowing and learning about a career in the sciences. Additionally, we volunteer through St. Jude serving monthly dinners and interacting with patients and their families at our patient family housing facilities, participating in the annual campus-wide Halloween celebration, and volunteering at the annual St. Jude marathon. The postdocs of St. Jude have started national outreach endeavors by working with groups like Scientists, Inc for their annual festival; Taste of Science, and by creating a postdoc run podcast, Science Sound Bites featuring guest speakers such as St. Jude CEO, James Downing, M.D., and Francis S. Collins, M.D., Ph.D., director of the NIH.

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## **20 Years of SURPAS: An Organizational and Procedural Model for Data-Driven Postdoctoral Advocacy**

*Stanford University*

Anand N. Rao

Formed in 1998, Stanford University Postdoctoral Association (SURPAS) is a volunteer organization run by postdocs and which represents and advocates for the best interests of all Stanford postdocs. Over the past 20 years, the needs of the postdoctoral community has varied, often in response to factors largely out of their control. For example, the number of Stanford postdocs has nearly doubled from 1,200 to over 2,200, cost-of-living and student loan debt has increased precipitously, and housing options available to postdocs have become increasingly limited. In an effort to best serve its constituency, SURPAS has established a dynamic organizational model. SURPAS is comprised by three arms: an executive board, a council, and action committees. SURPAS regularly gauges the postdoc climate through the use of surveys and social events that connect SURPAS members with the larger postdoc community and, through this process, identifies major areas of need. Since 2010, SURPAS has revised its bylaws five times, adding important elements such as an advisory committee, conflicts of interest and conflict resolution clauses, protection against discrimination, and, most recently, the inception of a diversity advisory and postdocs with families committees. Using this model SURPAS' efforts have culminated in tremendous benefits

for Stanford's postdocs. In collaboration with Stanford's Office of Postdoctoral Affairs (OPA) and Stanford administration and faculty, SURPAS' efforts has yielded subsidized commuter rail transportation (GoPass), salary increases, and an active role in Stanford's long-range planning, a formal process that will chart the future for Stanford for decades to come. Taken together, over the past 20 years SURPAS has developed and refined an organizational and procedural model that effectively serves Stanford's postdoctoral community, and that can be easily implemented at other institutions that is looking to form a postdoc association or alter current format.

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## **A Framework for Supporting Diversity and Inclusion in the Postdoc Population**

*Stanford University*

Ioana A. Marin

Increasing postdoc diversity and inclusion remains a challenge for academic institutions. Recently, a long-range planning initiative at Stanford University brought this issue to the spotlight, creating the discourse necessary for change. The SURPAS decided to capitalize on this opportunity and focus its advocacy efforts on supporting and increasing postdoc diversity and inclusion. We have identified three major challenges that minoritized postdocs face: a lack of community, appropriate support (mentorship), and accessible resources. These issues are often present along one's educational track, but only deepen in graduate school and postdoc. To address these needs, we built a framework for supporting minoritized groups. This includes bridging many existing entities on campus that already cater to diverse groups (such as admin offices and community centers) with our PDA and the Office for Postdoctoral Affairs. We found that, while many offices are eager to cater to postdocs, they are often unaware of this population and how its needs differ from those of graduate students or undergraduates. Nevertheless, engaging their support and resources is essential in creating community and safe spaces for minoritized postdocs. Another aspect we have focused on is advocating for and facilitating adequate mentorship. Diverse postdocs have unique mentorship needs that are cannot be fulfilled by most traditional faculty. Therefore, we are working on both matching minoritized postdocs with diverse faculty mentors at Stanford, as well as supplementing their perspectives with invited speakers from other institutions. Finally, following on a pilot

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program of graduate students mentoring minoritized undergraduates, we are working on corresponding postdoc - graduate student mentorship. We believe these initiatives are important steps in propping up minoritized students as the future of a more diverse and inclusive academic environment.

## AIMS: The Postdoc Link to Entrepreneurship and Industry at Stanford

*Stanford University*

Sreejith Ramakrishnan

In United States, 85 percent of postdocs move to positions in "alternate careers" outside academia. The fundamental challenge for academic-postdocs to explore non-academic careers is the lack of information about these careers. Aiming to address this challenge, a group of Stanford postdocs founded the Association of Industry-Minded Scholars (AIMS). The mission of AIMS has been to provide a platform for postdocs to actively seek information regarding leadership

positions and entrepreneurial career options outside of academia. During the eight years of its service at the Stanford University, AIMS has hosted more than 80 events attracting more than 6,500 participants. These events include seminars or panels with speakers from a wide variety of career paths such as biotech industry, venture capitalism, scientific writing, law and regulatory affairs, and medical devices. In addition, AIMS also hosts networking events with the vibrant entrepreneur community of the San Francisco Bay Area. The AIMS leadership team consists of postdocs who volunteer to provide their peers a broad overview of potential careers. AIMS is also open to share our experiences and create a network of industry professionals outside Stanford University. Overall, the goal of AIMS is to empower postdocs by sharpening their tools needed to embark on their careers outside of academia. AIMS is excited about its continued impact on the lives of several postdocs over the years.



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## **PRISM: A Recruitment Strategy to Attract Postdoctoral Scholars from Diverse Backgrounds**

*Stanford University*

Robin Sugiura and Sofie Kleppner

A diverse professoriate depends on encouraging graduate students from a variety of backgrounds to pursue postdoctoral training in preparation for academic careers. Unlike faculty hiring and graduate admissions, however, postdoctoral admissions are not centralized and recruitment efforts are rare. We created a structured recruitment event to encourage interest from advanced graduate students who are not currently considering Stanford for many reasons, including a perception that Stanford is "elite" and/or unwelcoming. Following similar initiatives from the University of Michigan and The Ohio State University, our event brought 17 of 25 training grant-eligible applicants to campus. Recruits visited one or more labs, attended dinner at the home of the senior associate dean and breakfast with the associate dean, and were escorted between events and to brunch or hiking with postdoc representatives. Ten of 11 survey respondents stated that they would not have considered Stanford before PRISM and would now like to come. Sixteen of 17 faculty found this a valuable recruiting tool. Six recruits are now at Stanford; several more may come. Our goal is to ensure that senior graduate students consider Stanford, that they learn about available community and resources, and that they make informed decisions about their training. By creating a recruitment cohort, we have a nucleus for community and programs to support postdocs from diverse backgrounds in their career paths.

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## **A Different Kind of Postdoc**

*Thomas Jefferson University*

Natalie Chernets and Lisa Kozlowski

The Office of Postdoctoral Affairs within the Jefferson College of Biomedical Sciences (JCBS) has recently created an administrative postdoctoral fellow position to help develop, implement, and evaluate career development programs for postdoctoral fellows and graduate students. Besides being a benefit to the office and the trainees, this full-time position is also intended to train scientists interested in career paths in academic administration/policy and career development. The postdoc works closely with the JCBS associate dean for student and postdoctoral affairs to guide trainees to acquire transferable skills, such as oral and written

communication skills, critical thinking skills and leadership skills, and to explore career paths. Through internal and external partnerships the expertise of two staff members has expanded to a team of many, who are focused on the success of our trainees. Here, we present insights and best practices for training graduate students and postdocs at Thomas Jefferson University that focus on both internal and external partnerships as well as the creation of the new administrative postdoctoral fellowship position. We will share the motivation of creating such a position from the perspectives of the Office of Postdoctoral Affairs and the trainee and demonstrate how this partnership has enhanced the career and professional development programming at Thomas Jefferson University within Jefferson's College of Biomedical Sciences.

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## **Online Teaching Immersion Experience: Lessons Learned**

*Thomas Jefferson University*

Natalie Chernets, Lisa Kozlowski, Mary Gozza-Cohen

The Online Teaching Immersion Experience program was made possible by a Burroughs Wellcome Fund Career Guidance for Trainees Grant. Our program taught best practices in online course design and pedagogy to STEM graduate students and postdoctoral fellows (trainees). It was designed, in part, to enhance the trainees' teaching skills, educate them about different learning environments (on-campus, blended, and online), and improve their marketability for faculty positions that require teaching. TJU and Widener University collaborated on this project. There are a number of unique challenges in effective course design and teaching online that require training from an experienced professional. While the goals and objectives of an on-campus course can be identical to an online course, the delivery of the content, student engagement and assessment of learning are different. Additionally, many STEM trainees have never experienced online learning as students. In the biomedical sciences, trainees interested in becoming future teaching faculty rarely receive the training necessary to adequately prepare for them for this technological, pedagogical revolution. To address this identified need in the Jefferson College of Biomedical Sciences, TJU's Office of Postdoctoral Affairs and the Center for Teaching and Learning created an immersive training experience to instruct biomedical trainees in evidence-based course design and pedagogical practices for online teaching.

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## Efficacy of Mentorship Training For Postdocs

*University of Chicago*

Erin Heckler and Nancy Schwartz

Postdocs are in a unique position; they mentor students while also navigating a complex mentoring relationship with their primary mentor. In 2015, Schwartz became the PI of a 16-institution NRMN-CIC Academic Network (NRMN-CAN) supplement to support professional development for underrepresented postdocs and junior faculty. Expanding from this, we implemented postdoc mentor training in 2015 and Heckler completed facilitator training at the 2016 NPA Annual Meeting. We use the entering mentoring postdoc curriculum piloted by NRMN-CAN and adapted NRMN evaluation methods. Postdocs complete a pre-survey self-evaluation of 18 mentoring skills which they re-evaluate after completion. The average mentor experience was 1.8 years with 2.4 mentees; ranging from 0-6+ years of experience and 0-6+ mentees. Participants self-reported improvement across all 18 mentoring skills with a rating avg of 5.64 and improving an average of 1.5 points (Likert scale 1-7). Postdocs improved in self-identified areas where their mentor skills were lacking as well as in areas not identified prior to the training. Exceptionally, all found the program to be a valuable use of their time, implemented changes as a result, and would recommend training to fellow postdocs. Overall, the training is effective over a wide range of ability and experience levels, improves mentoring skills and mentor-mentee relationships, and achieves significant and measurable improvement in the postdoc experience.

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## Enhancing UR STEM postdocs' career prospects

*University of Chicago*

Laurie E. Risner, Rick McGee, Xenia Morin, Peter Hitchcock, Evelyn Erenrich, Philip Clifford, Jeffrey Franke, Nancy B. Schwartz

It has long been recognized that diversification of the biomedical workforce is essential for advancing the research enterprise. However, despite decades of diversity-directed initiatives, only modest increases in career advancement by underrepresented (UR) individuals have occurred, especially in academics with the most significant drop-off in the pipeline occurring at the postdoc stage (Gibbs, et al. 2016). Thus, postdocs should be at the ideal period in their process of development, growth and change to test interventions

that provide the skills and experiences necessary to enter the professoriate. However, it is often difficult for individual institutions to muster sufficient resources and instructional talent to provide high quality training in all the areas needed for launching an academic career. Thus, a group of prominent research universities (CIC/Big Ten) has taken the approach of working collectively to leverage institutional resources along with those of the NRMN community to introduce the following evidence-based interventions: provide professional development, mentor training and grant-writing experiences to postdocs, especially from groups underrepresented in STEM; assist senior faculty in developing core competencies for mentoring and grant writing; and create inter-institutional mentoring and grantsmanship teams.

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## Using Postdoctoral Association Events to Enhance Scientific Communication Skills

*University of Colorado Anschutz Medical Campus*

Hannah A. Hathaway, Erin Golden, Mark Lucera, Lina Cheuy, Sarah Farabi, Wynton McClary, Valerie Minarchick, Qi Liu, Dominique Reed, Rwik Sen, Bruce Mandt

Communication is a vital skill for postdocs. In fact, the NPA identifies communication as one of its five Core Competencies. Unfortunately, however, communication skill development is often too focused on technical audiences. In addition to the technical crowd, postdocs need the ability to communicate their science to diverse audiences as they build professional relationships, teach and mentor, interview for careers, interact with the public, and more. At the University of Colorado Denver|Anschutz Medical Campus, our PDA appreciates the need for opportunities to develop these broad communication skills. Complementing formal trainings offered by our Career Development Office, the PDA has created numerous programs to provide postdocs with opportunities to practice their communications skills, including, a postdoc seminar series, a university-wide postdoc research day, and various on-campus networking events. To broaden our impact on postdoctoral training, we have recently emphasized avenues for postdocs to communicate with the public. We feel that since the overwhelming majority of postdocs on our campus are in the sciences, the PDA is well-positioned to help foster positive relationships between researchers and the community. With this goal in mind, the PDA established a dedicated science outreach and advocacy group, called

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Project Bridge. Project Bridge hosts training seminars on effective science communication, conducts science engagement activities at public events, and more. Additionally, the PDA also works with on and off-campus community groups to bring science to the public. Through these professional and public communications programs, the PDA has provided numerous leadership and training opportunities for postdocs. Importantly, many of these programs are easily adaptable to other postdoc associations and postdoc offices, and we are eager to share our practices with the NPA community.

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## **Training Transitions: From Research Dependence to Independence**

*University of Illinois at Chicago, Future of Research*  
Harinder Singh, Gary McDowell, Adriana Brankston

The academic landscape in the United States is changing fast and therefore gaining a better understanding of the scientific enterprise is important to ensure its sustainability and making sure that junior researchers can adapt to the shifting baseline of research funding. The nonprofit organization FoR serves as a voice for junior researchers in advocating for change in the scientific enterprise. Postdocs are considered independent researchers, working on a research topic of interest with the purpose of carving out their future career trajectory. However, this landscape has undergone considerable transformation. In the present scientific research scenario, it is advisable to remain associated with one's advisor in order to achieve future growth and attain success in academia by securing an independent faculty position. Subsequently, the original definition of an independent researcher in academia also needs to be redefined. With changes in the biomedical research workforce, this independence also needs to accommodate non-tenure-track researchers, and those working in large research teams. Thus, along with changing the definition of research independence, there must also be inclusion of the multiple roles played by postdocs in research, and development of independent thinking, including the freedom to define the problem of interest and develop the best approaches to address that problem.

## **The Center for Professional Development (CPD) - Supplementing every trainee's scientific education with professional & career development opportunities**

*University of Rochester Medical Center*  
Sharon McCullough, Elaine Smolock, Eric Vaughn

The Center for Professional Development (CPD) is an initiative of the Office of Graduate Education and Postdoctoral Affairs (GEPA) and was the #1 graduate education priority of the University of Rochester School of Medicine and Dentistry (URSMD) strategic plan. The CPD's mission is to supplement every trainee's scientific education with the professional and career development opportunities most appropriate to each individual trainee's interests and skills to ensure that all trainees will have impactful, fulfilling, and prosperous careers. The CPD team includes a full-time life science career coach, Eric Vaughn, and full-time life sciences writing specialist, Elaine Smolock, Ph.D. The CPD team offers individual services and group workshops related to skills development with a primary focus on career planning (CV/resume/cover letters, job search strategies, professional communication and networking) and writing (grants/fellowships, manuscripts, presentations, literature reviews, and qualifying exams). The CPD website offers over 500 self-study resources from various sources including University of Rochester faculty and alumni, *ScienceCareers*, *NatureJobs*, the *Chronicle for Higher Education*, the NIH, and more. Other self-study resources include a lending library, Bio Careers and Versatile PhD memberships, and the weekly Opportunities to Explore newsletter. The CPD supports the programming offered by the Graduate Student Society and the PDA.

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## **Improving the Postdoctoral Experience at the MD Anderson Cancer Center**

*University of Texas MD Anderson Cancer Center*  
Rajan Chaudhari, Kylee Veazey, Tara Dobson, Pedro Correa De Sampaio, Victoria McDonnell, Robert Tillman

The MD Anderson PDA Executive Committee (PDAEC) is led by postdoctoral fellows who work with the guidance of Office of Postdoctoral Affairs and Development (OPAD) to improve and enhance the postdoctoral experience of about 600 postdoctoral researchers from the United States and over 40 other countries. During the summer of 2017, we sought to understand the needs and expectations of the postdoc community using an anonymous online survey. The survey was designed to

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obtain data regarding their onboarding experiences, awareness of resources and benefits, perception of successful postdoctoral experience, and important elements of career and professional development as well as well-being. The survey was completed by 60.66 percent (347/572) of postdocs within the institution. Of respondents, 78.55 percent were international, visa-holding postdocs. Our postdocs identified that mentor's input, collaborations and publications in reputed journals were the most important factors for their successful postdoctoral experience. Furthermore, benefits for national and international postdocs, institutional resources available to postdocs, VISA issues, academic career building opportunities and family medical leave were important to the postdoctoral community. Through this poster presentation, we will share our experiences on improving postdoc participation in events and surveys, what we learned from our fellow postdocs and strategies we are employing to improve postdoctoral experience at MD Anderson Cancer Center.

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## Pro Path: A comprehensive and experiential career development training program for postdoctoral fellows

*The University of Texas Southwestern Medical Center, (1) Graduate School of Biomedical Sciences, (2) Department of Cell Biology*

Kayla A. Jackson (1), Ashley M. Lakoduk (1,2) and Natalie C. Lundsteen (1)

There is a growing crisis in the U.S. biomedical workforce. Most doctoral-level scientists hold career positions outside of the traditional academic faculty trajectory. However, many trainees are not receiving adequate training for non-traditional careers. This has precipitated a movement in higher education to improve biomedical career development. We have developed an innovative training program designed to give trainees structured career development, hands-on professional training, and experiential learning in a non-academic setting. Our program, Pro Path, was piloted in 2016 and consisted of in-person workshops, self-guided e-learning, and a case study immersion. Our pilot cohort consisted of 17 postdoctoral fellows, and when surveyed, 94 percent found Pro Path to be helpful in identifying career options. However, only 76 percent of participants found it to be helpful in workplace skills. Gap analysis revealed the need to include a professionalism module. Survey data also showed 35 percent of participants would decrease the video content. This prompted us to focus

and streamline the e-learning content. The revamped program consists of five lockstep modules to prepare trainees to: identify personal skills and strengths; explore best-fit careers; learn basic job search tactics; hone professional behavior to ensure work readiness; and gain consultative experience in an immersive case study. Our goal is to efficiently deliver career development that fits the demands of biomedical researchers.

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## STEPping Out of the Lab - the Science Teaching Experience for Postdocs (STEP) program

*University of Washington*

Amy EL Stone, Salwa Al-Noori, Siddharth Ramakrishnan, Eva Y Ma, Rebecca M Price

The Science Teaching Experience for Postdocs (STEP) program at the University of Washington (UW) offers postdocs with 100 percent research appointments an opportunity to learn effective science education techniques and put those skills to use by developing and offering a 10-week undergraduate seminar course. Groups of three postdocs build each course, and each team is matched with an expert teaching mentor. STEP hosts three two-hour training sessions for the fellows prior to their teaching term that offers instruction on evidence-based pedagogical approaches, student-centered instruction, curriculum building, and course design. The team of postdocs divide the teaching load equally, but all three attend and participate in each class session. The teaching mentor also attends each class and then debriefs with the teaching team immediately afterward to discuss their observations on what worked and what could be improved for future classes. This team-teaching approach of the STEP program allows postdocs to experience teaching undergraduate classes with minimal disruption to their research progress while providing fellows with the experience they need to evaluate whether they want a career that involves undergraduate teaching. Through this program, postdocs develop effective teaching skills and gain the experience necessary to be competitive for faculty positions with a significant teaching component. STEP concludes with a two-hour workshop about developing and writing a teaching philosophy, and incorporating the course materials, observations, and student evaluations into a teaching portfolio for job applications. STEP is supported by UW Bothell School of Interdisciplinary Arts and Sciences, UW Bothell School of STEM, UW School of Medicine, UW College of Arts and Sciences and the University of Puget Sound.

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## **Vanderbilt Postdoctoral Association: Efforts to Reach all Postdocs**

*Vanderbilt University*

Anna A.W.M. Sanders, Christopher T. Smith, Monica L. Ridgeway, Kathryn Trogden

The Vanderbilt PDA (VPA) serves the entire postdoctoral community at Vanderbilt University (VU) and Vanderbilt University Medical Center (VUMC) since 2016. Previously, the VPA focused on postdocs in fields related to biomedical research. Following the VU-VUMC separation, the postdoctoral community is guided by the Office of Postdoctoral Affairs (OPA). With the expanded constituency, the VPA still aims to advocate for postdocs and provide social support and opportunities for soft skill and career development. The VPA produces a biannual newsletter and organizes social and practical events with OPA and others on campus, including a monthly seminar on a range of topics including communication skills and on-campus resources for career development, mental health, and well-being. Our largest event is our annual symposium, where postdocs present their work (lightning round talks, poster sessions) and attend interactive sessions with professionals in academic and non-academic careers. To ensure the VPA reaches all members of the postdoctoral community, we track departmental postdoc turnout at events with members from most of Vanderbilt's seven schools attending. To increase participation by those in departments traditionally not active in the VPA, we appointed departmental representatives that reach out to welcome new postdocs. Through these efforts, the VPA seeks to be a group where all postdocs feel welcome and can grow in their academic/ professional pursuits.

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## **Networking, Professional Development and Highlights on Regional Postdoctoral Research Experiences at the Michigan Regional Postdoctoral Symposium**

*Wayne State University*

Nadia Saadat, Chitra Thakur, John Anneken, Veronica Chiu, Stefanie Baier, Amy Pennar, Timothy L Stemmler and Ambika Mathur

To achieve goals of networking and professional development for postdoctoral scholars at the regional level, the Wayne State University PDA (WSU-PDA) organized the Michigan Regional Postdoctoral Symposium on September 22 which was held on

the campus of Wayne State University. Planning for the event began in March 2017 and this included communication with regional PDAs and their PDOs starting at the 2017 NPA Annual Meeting in San Francisco, California. Based on surveys conducted we included professional development seminars topics, research poster competition, three-minute thesis (3MT) presentations, introductions from each university's postdoctoral associations and networking events to the symposium agenda. This event was attended by over 100 postdocs from Central Michigan University, Michigan State University, University of Detroit Mercy, University of Michigan, Van Andel Research Institute and Wayne State University. Based on post-event surveys, informal feedback the symposium was a huge success due in part to the continual support from Ambika Mathur, Ph.D., dean of Graduate School and from support provided to direct the day's events from Timothy Stemmler, Ph.D., associate dean of Graduate School, the regional PDA/PDOs, faculty judges and the many efforts from the Wayne State University PDA. Overall the symposium was great opportunity for Michigan postdocs to connect and also facilitated the promotion of research collaborations.

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## **Career Development Opportunities for Postdoctoral Scholars at Western University**

*Western University*

Natalie Kozyrev

The postdoctoral association at Western (PAW) has been actively involved over the past several years in planning and organizing workshops and events focused on academic and non-academic career development for postdoctoral scholars at Western University. Each year brings more progress as the unique needs of postdocs are uncovered and opportunities created to meet these requirements in professional and career development. Career development workshops are some of the most well-attended events designed for postdocs. One of the highlights from this year was the Academic Job Application Workshop. During this workshop, PAW invited senior as well as newly-appointed principal investigators to discuss various aspects of the academic job application process including how and where to search for academic jobs, updates on the most current application process and advice on drafting your application and preparing for the interview. Due to high demand, PAW has also organized workshops and events focused on preparing for and seeking out non-academic career opportunities.

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It is becoming increasingly clear that postdocs feel unprepared for careers outside of academia and most require additional training to be competitive for the non-academic career path. Here we review the professional development opportunities currently available to postdocs at Western and identify potential future opportunities, based on feedback from current postdoctoral scholars.

## **Advocating for Postdocs on Campus: Successes and Challenges from the Yale Postdoctoral Association**

*Yale University School of Medicine*

Dragomir Milovanovic and Jenny Ni Feng

The Yale Postdoctoral Association (YPA) is a volunteer-driven organization intended to support and build a community for the 1,300 postdoctoral scholars across all disciplines at Yale by organizing seminars, workshops, and networking events. We also advocate on behalf of

postdocs to promote diversity, inclusion, and supportive working environment. The aim of this workshop is to provide insights into the challenges and opportunities that have arisen in the three years since the foundation of the YPA. The first part of the workshop will include an overview of the elements of a toolkit for organizing and leading volunteer teams that we employ in running the YPA. In the second part of the workshop, participants will work in small groups on case studies addressing specific examples derived from organizational challenges that the YPA has faced over the last three years. In the final part of the workshop, small groups will reconvene for a plenary dialog to exchange solutions and strategies for problems discussed in the break-out sessions. Together, this workshop will act as a platform to share the experiences and best-practices from the YPA, provide an opportunity for participants to discuss the needs of their own organizations, and equip all involved with the practical solution for ideas that can enrich the postdoc community in their home institutions.



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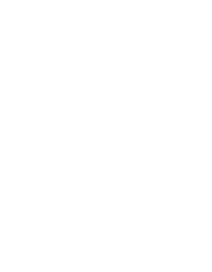
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for the 16th Annual Meeting

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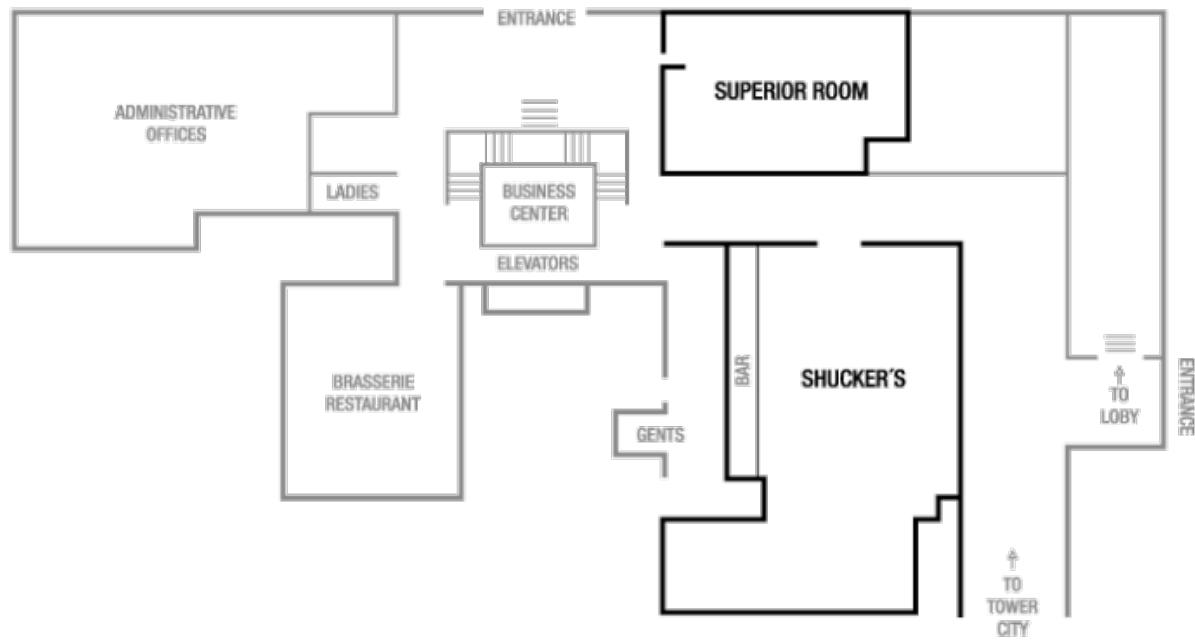
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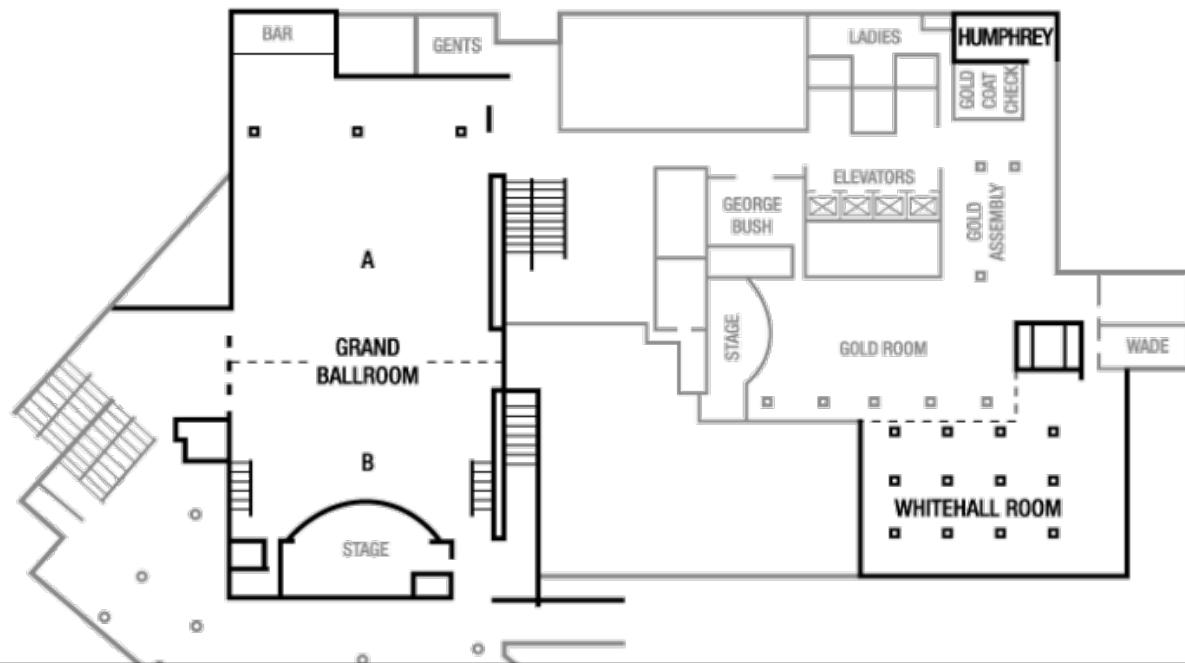


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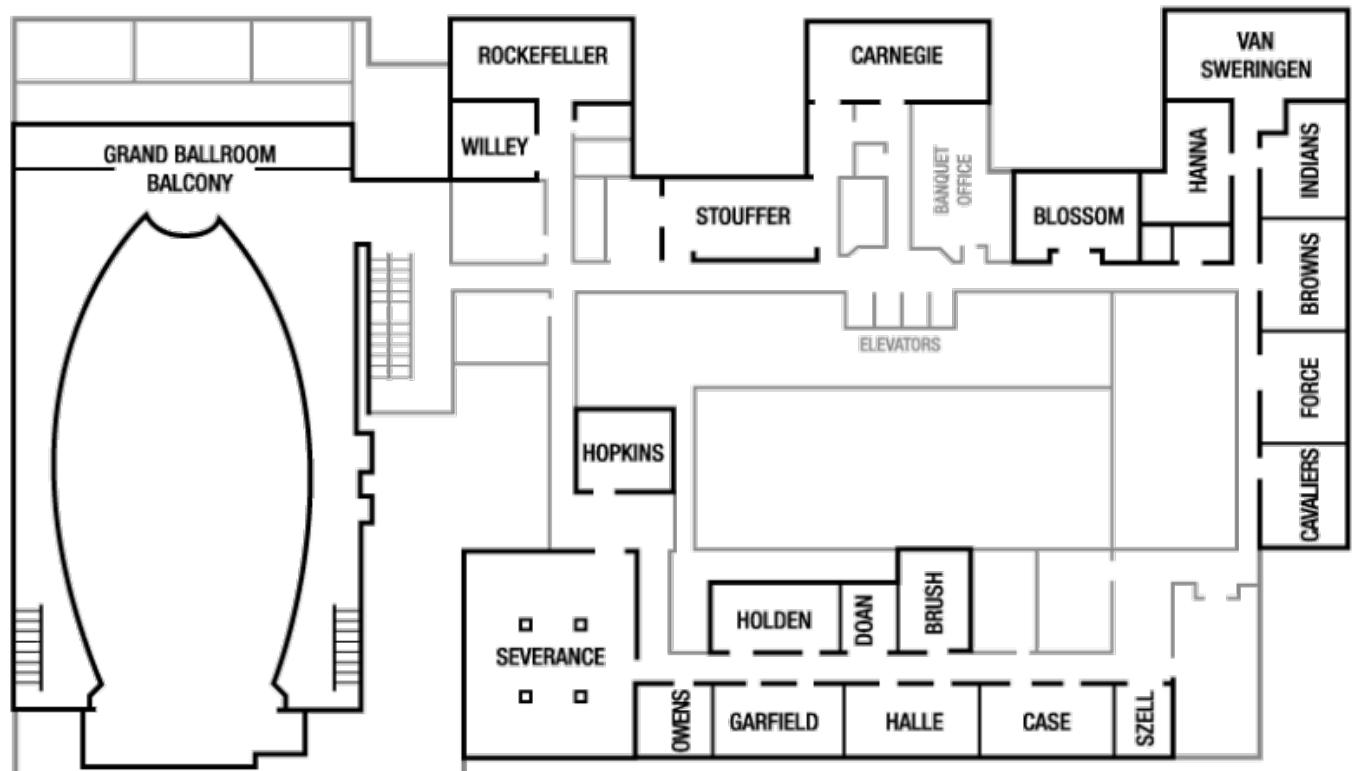


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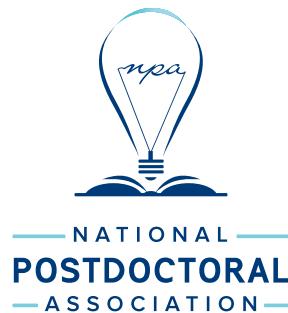
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