NPA 10TH ANNUAL MEETING

March 16-18, 2012
San Francisco, CA

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

10th Anniversary of the NPA Meetings
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<td>8:00 a.m. - 8:45 a.m.</td>
<td>New Attendees Breakfast</td>
<td>Franciscan Room</td>
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<td>8:00 a.m. - 8:45 a.m.</td>
<td>Continental Breakfast &amp; Networking</td>
<td>Empire Room</td>
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<td>9:00 a.m. - 10:00 a.m.</td>
<td>Opening Session; Presentation of Kauffman Awards</td>
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<td>10:00 a.m. - 10:15 a.m.</td>
<td>Coffee and Networking Break</td>
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<td>10:15 a.m. - 12:15 p.m.</td>
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<td>Empire and Franciscan Rooms</td>
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<td>1:00 p.m. - 1:30 p.m.</td>
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<td>3:30 p.m. - 5:00 p.m.</td>
<td>Concurrent Workshops I</td>
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<td>A Novel Approach: Assessing Postdoctoral Progress</td>
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<td>Cocktail Hour ($10 per person)</td>
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<td>NPA Board/Committee Leadership Closed Meeting</td>
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<td>9:00 a.m. - 10:30 a.m.</td>
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<td>Business Dining is Not About Food</td>
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<td>Conflict Resolution Skills for the Postdoc Office Leader</td>
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<td>Diversify Your Postdoc Population</td>
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<td>NSF Postdoctoral Programs &amp; Mentoring</td>
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<td>Networking: Building Relationships; Exploring Careers</td>
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<td>10:30 a.m. - 10:45 a.m.</td>
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<td>10:15 a.m. - 10:30 a.m.</td>
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<td>How to Build a Postdoc Industry Exploration Program</td>
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<td>Closing Plenary Session; NPA Strategic Plan</td>
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Enriching your life through English

Choosing a language school is an important decision. With The Language Company, students will improve their English skills and have great memories of the United States and its people. Our staff and representatives are ready to assist students with any questions they may have. We hope to see your students soon at one of our centers.

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For over 15 years, the benefits professionals of Garnett-Powers & Associates, Inc. (GPA) have been creating and administering comprehensive postdoc and graduate student benefit programs for research institutions and universities throughout the United States. Specializing in the design and implementation of benefit plans that satisfy the unique requirements of both the postdoctoral scholar community and campus administration, GPA offers a full-service resource to the higher education community.

Creating Unified Benefit Programs for Equal Treatment of Postdocs

Our university benefit specialists possess the expertise to assist your campus with the creation of a benefit program that may be offered to all postdocs, regardless of their funding source. Some services and products offered are:

- Medical, dental, vision, life, short-term disability and long-term disability plans
- Voluntary benefit plans
- Online paperless enrollment for all benefits
- Eligibility, billing and payroll administration
- Appointment tracking
- Visiting scholar plans
- J1 Visa medical evacuation and repatriation coverage

Corporate Sponsor of the National Postdoctoral Association

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

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

Celebrating a Decade of Service to the Postdoctoral Community
The 10th Annual Meeting of the National Postdoctoral Association is hosted by

The University of California

UC Berkeley  UC Riverside
UC Davis     UC San Diego
UC Irvine    UC San Francisco
UC Los Angeles UC Santa Barbara
UC Merced   UC Santa Cruz

The NPA wishes to express its appreciation to the University of California and to give special recognition to:

Sam Castañeda
Chair of the Local Host Committee
Director
Visiting Scholar and Postdoc Affairs (VSPA) Program
University of California, Berkeley

and

Christine D. Des Jarlais
Vice Chair of the Local Host Committee
Assistant Dean for Postdoctoral Affairs & Diversity
Graduate Division
University of California, San Francisco
On behalf of the Board of Directors, I would like to welcome you to the 10th Annual Meeting of the National Postdoctoral Association (NPA). We are extremely grateful to the University of California for hosting this meeting and to all of our sponsors and participants for their support. In particular, we’d like to give special thanks to Sam Castañeda for his outstanding efforts to make this meeting a success and to the hard working volunteers of the Meetings Committee led by Dr. Schaun Korff (Chair) and Dr. Jennifer Hobbs (Vice Chair).

In its tenth year of existence, the NPA remains a relatively young non-profit organization. Yet, in spite of its youth, it has made a tremendous impact. We are honored to have the NPA Founders join us for this meeting, and we look forward to hearing their comments on the progress of this association. From its beginning, the NPA has truly been a “grassroots” organization that has been built on the time and energy of hundreds of volunteers. The Committees of the Membership, the Advocacy Committee, the Meetings Committee, the Outreach Committee, and the Resource Development Committee, and the International and Diversity Officers play an essential role in fulfilling the mission and the purpose of the NPA. The Board of Directors provides governance, and the Advisory Council provides their expertise. All of these volunteers generously donate their time to keep the NPA running.

The NPA leaders have been preparing for the association’s second decade, including the development of the strategic plan for 2013-2017. Please consider this your personal invitation to join us for the Town Hall session on Sunday, when we’ll present the draft of this plan and ask for your input regarding the NPA’s future direction.

To move forward, we will need new, talented people to join us from all disciplines, to share their ideas, thoughts and passion in continuing the mission of the NPA. Please consider getting involved – even one hour a month can have a real impact on change for postdoctoral fellows nationwide.

Thank you for participating in this 10th Annual Meeting. The NPA is member-driven, and it is your commitment and passion that moves our mission forward.

Lorraine Tracey
Chair, NPA Board of Directors

Welcome to the NPA Annual Meeting! The NPA is pleased to be back in San Francisco, celebrating 10 years of NPA Annual Meetings and to continue to offer a vibrant meeting focused on the training, development and advocacy of postdoctoral scholars.

It is an honor to host our keynote speaker, Alan I. Leshner, Ph.D., Chief Executive Officer of the American Association for the Advancement of Science (AAAS) and Executive Publisher of Science. Postdocs, faculty members, and administrators will want to attend and provide feedback at our plenary session “A Decade Later: How Far Have We Come Since the 2000 COSEPUP Report?” presented by representatives from the National Academies Committee to Review the State of the Postdoctoral Experience in Scientists and Engineers. During the meeting we will recognize the recipients of the 2012 Distinguished Service Award, the 10th Anniversary Mentor Award, and the 2012 Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards.

Additionally, the lineup of plenary sessions, innovation sessions, and workshops offer many opportunities for learning, sharing, and networking. Make the best of the meeting by actively participating in the slate of workshops for attendees, whether you are an individual postdoc, a postdoc office representative, or part of a postdoc association. See the novel ideas attendees from across the United States have to share during the open poster session and remember to attend the Committees of the NPA poster session to learn more about the NPA.

On behalf of the NPA and the 2012 NPA Meetings Committee, we appreciate your participation and we hope you enjoy the 2012 NPA Annual Meeting.

Schaun Korff, Ph.D.
Chair, NPA Meeting Committee

Jennifer E. Hobbs, Ph.D.
Vice Chair, NPA Meetings Committee
AGENDA  Friday  March 16, 2012

7:30 a.m. - 5:00 p.m.
Registration & Check-In
Second Floor, Prefunction Area (near the Empire Room)

Posters & Literature Tables
Mezzanine, Windsor Room

8:00 a.m. – 8:45 a.m
New Attendees’ Continental Breakfast & Orientation
Franciscan Room
By Invitation Only
Sponsored by The Language Company

Kate Sleeth, Ph.D., Chair, NPA Board of Directors;
David Taylor, Ph.D., Oversight Officer, NPA Board of Directors

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

Continental Breakfast for All Other Attendees
Empire Room

9:00 a.m. – 10:00 a.m.
Opening Session
Empire Room

Welcome, Overview, and Chair’s Presentation
Schaun Korff, Ph.D., Chair, NPA Meetings Committee;
Lorraine Tracey, Ph.D., Chair, NPA Board of Directors

Presentation of the 2012 Ewing Marion Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards
Dominique Pahud, Director, Advancing Innovation, Kauffman Foundation

10:00 a.m. – 10:15 a.m.
Coffee and Networking Break
Walnut Room and/or Mezzanine

10:15 a.m. – 12:15 p.m.
Innovation in Action Session I
Empire Room: PDA Session
Franciscan Room: PDO Session

A hallmark of NPA Annual Meetings is sharing ideas, problems, and solutions with colleagues. The Innovation in Action sessions are intended to facilitate the free flow of information. Session 1 will be a “NOW” discussion. Each participant will provide their name, organization, and what they hope to get out of the meeting. Representatives from Postdoc Offices (PDOS) and faculty will meet in the Franciscan Room, and representatives from Postdoc Associations (PDAs) and other postdocs will meet in the Empire Room. This format will provide an opportunity at the start of the meeting for participants to identify common concerns and to make new connections with colleagues.

PDA SESSION MODERATORS: Sanjukta Chakraborty, Ph.D., Postdoctoral Research Associate, Texas A&M University; Linda Foit, Ph.D., Postdoctoral Fellow, University of Michigan

PDO SESSION MODERATORS: Christine Des Jarlais, Ed.D., Assistant Dean for Postdoctoral Affairs, University of California (UC), San Francisco; Jennifer Oh, Ph.D., Director, Academic Research Personnel, UC San Diego

12:15 p.m. – 1:30 p.m.
Networking Lunch
Empire Room

1:00 p.m. – 1:30 p.m.
Board, Committee, and Officer Poster Session
Mezzanine, Windsor Room

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

Be sure to sign up for the evening dine-around at the registration table by 2:30 p.m.

1:30 p.m. – 3:15 p.m.
Innovation in Action Session II
Empire Room and Franciscan Room

This session will continue the sharing of ideas, problems, and solutions among participants who have been randomly assigned to two rooms. Attendees with a red sticker on their badge will go to the Franciscan Room, and those with a blue sticker on their badge will go to the Empire Room. The topic to be discussed in both rooms is “Innovative Concepts in Postdoctoral Programs.” What is the most innovative thing you are doing at your PDA or PDO? Each table will discuss and share ideas, and then the best ideas will be presented to the entire group.
FRANCISCAN ROOM MODERATORS: John Alvaro, Ph.D., Director of Postdoctoral Affairs, Yale University; Corinne Zeller-Knuth, Ph.D., Postdoctoral Research Associate, University of North Carolina

EMPIRE ROOM MODERATORS: Jennifer Hobbs, Ph.D., Director, Office of Postdoctoral Affairs, Northwestern University; Jay Morris, Ph.D., Postdoctoral Scholar, Medical University of South Carolina

3:15 p.m. - 3:30 p.m.
Coffee and Networking Break
Walnut Room and/or Mezzanine

3:30 p.m. – 5:00 p.m.
Concurrent Workshop Session I
Please note the following intended audience abbreviations: individual postdoctoral scholar, IP; postdoctoral association, PDA; postdoctoral office, PDO; and ALL for everyone.

A Novel Approach and Framework to Assessing Postdoctoral Career Development and Progress: Changing the Postdoctoral Culture at the University of Pittsburgh Schools of the Health Sciences
Empire Room
Intended Audience: ALL

PRESENTERS: Tammy L. Dennis, Postdoctoral Affairs Coordinator, Center for Postdoctoral Affairs, Office of Academic Career Development (OACD), University of Pittsburgh Health Sciences; Steven K. Wendell, Ph.D., Assistant Director of Postdoctoral Development, Center for Postdoctoral Affairs, OACD, University of Pittsburgh Health Sciences, and Research Assistant Professor, University of Pittsburgh School of Dental Medicine; Darlene F. Zellers, M.A., Director, Center for Postdoctoral Affairs and OACD, University of Pittsburgh Health Sciences, and Associate Dean for Postdoctoral Affairs, University of Pittsburgh School of Medicine

Although the University of Pittsburgh requires that departments provide oversight for annual postdoctoral performance evaluations, this practice was neither uniform nor consistently applied. Recognizing that postdoctoral training is a critical career transition period, senior administration charged the Office of Academic Career Development (OACD) with proposing a distinct performance evaluation process for postdocs in the schools of the health sciences. The OACD seized upon this opportunity to conceptualizing a broader, more integrated framework from which to assess career progress. That is, by developing a standardized and web-based Postdoctoral Career Development and Progress Assessment Process. Key features include: a customized Career Development Plan, an optional Research Independence Plan, extended support from a mentoring team, and an annual Postdoctoral Progress Assessment with detailed feedback on core competencies. The postdoc’s mentoring team provides oversight while OACD ensures mandatory compliance. During this session, participants will 1) learn how a postdoctoral office successfully advocated for a compulsory postdoctoral evaluation process that recognizes the unique dimensions of a postdoctoral experience, 2) discuss the challenges in developing such a process including issues of compliance, and 3) engage in dialogue with other members of the audience about how this model might be adapted to other academic cultures.

Beyond the PDO: Career Growth for Experienced Postdoc Administrators
Carmel Room
Intended Audience: PDO

MODERATOR: Molly Starback, M.S.L.S., Director, Office of Postdoctoral Services, Duke University
PRESENTERS: Chequeta Allen, M.B.A., Global Healthcare Marketing Director, Oracle USA (formerly Assistant Dean of Postdoctoral Affairs at Stanford University); Diane Klotz, Ph.D., Director, Office of Training and Academic Services, Sanford-Burnham Medical Research Institute (formerly Director of the Office of Fellows’ Career Development at the National Institute of Environmental Health Sciences); Karen Peterson, Ph.D., Scientific Ombudsman and Director of the Office of Scientific Career Development at Fred Hutchinson Cancer Research Center (expanded role from Director of the Office of Scientific Career Development at Fred Hutchinson Cancer Research Center)

In “off-the-clock” conversations with postdoc office administrators, one question that often arises is, “What’s next for MY career?” Postdoc office administrators typically spend a great deal of time helping postdocs plot their next career move, but what are the next steps for a seasoned PDO administrator? In this workshop, three experienced PDO administrators who have successfully changed or expanded their institutional roles will: 1) give their perspectives on continuing their own professional development, 2) explain how they transitioned from building or running a PDO to their current positions, and 3) discuss their thoughts on how you can prepare and position yourself for positive career change. The panel discussion will provide a springboard to audience participation, so that attendees can share their career struggles and achievements and brainstorm ideas for further development.
Insitutional Strategies for Advancing Postdoc Women's Careers  
Cypress/Monterey Room  
Intended Audience: PDO

MODERATOR: Cathee Johnson Phillips, M.A., NPA ADVANCE Principal Investigator and NPA Executive Director  
PRESENTERS: Kathleen Flint Ehm, Ph.D., NPA Project Manager; Mary Ann Mason, Ph.D., J.D., Professor of Law and Co-Director, Berkeley Center on Health, Economic & Family Security, UC Berkeley

The postdoctoral years are a critical juncture for retaining promising scientist women in the academic pipeline. Institutions can play a significant role in retention efforts by minimizing obstacles for these women and fostering their career advancement. This workshop will provide an opportunity for participants to discuss and share promising institutional practices for fostering postdoc women’s careers.

The session will begin with a short introduction to recommendations from the NPA ADVANCE project, which has developed a compendium of practices that may be helpful to institutions in advancing their postdoc women’s careers. This introduction will be followed by Dr. Mason’s presentation “Do Babies Matter? Graduate Students and Postdoctoral Fellows,” which will focus on the association of the leaky pipeline with family formation.

The remainder of the session will be spent in small-group discussion of challenges and solutions for adapting and implementing some of these practices at various types of institutions. Participants are encouraged to bring their own program challenges and successes to share during the discussion. Following the workshop, proceedings from the discussion will be distributed to participants to take back to their institutions.

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

My Career or My Visa: How International Postdocs Must Balance Career Advancement with Visa Issues  
Tudor Rooms A and B  
Intended Audience: IP

PRESENTERS: Brendan Delaney, J.D., Leavy, Frank & Delaney, LLC; Schaun Korff, Ph.D., Medical Science Liaison, MS Medical Affairs, Genzyme Corporation; Lorraine Tracey, Ph.D., Director of Biological Research & Development, NanoDetection Technology, Inc.

This informational and educational seminar for international postdocs will address the issues that such postdocs must face in terms of balancing the
need to have a strong CV for career advancement as well as the necessity to focus on their ability to maintain and ultimately obtain the necessary visa (both temporary and permanent) to allow them to advance. The presenters will also address how visa issues can affect their career progression and vice versa and provide advice in how to plot a course for optimal career advancement. Additionally, information will be provided on various temporary and permanent visas as well as the types of evidence and documentation that is helpful in preparing an application for permanent residence.

**Supporting International Spouses of Postdocs at UC-Berkeley**

Renaissance Room  
Intended Audience: ALL

**PRESENTERS:** Sam Castaneda, B.A., Director, Visiting Scholar and Postdoc Affairs Program, UC Berkeley; Yvonne Lefort, M.A., Career Consultant/Intercultural Trainer, Instructor: “Creating a Fulfilling Life in America,” UC Berkeley; Doro Unger-Lee, Administrative Officer, English Department

Every year, thousands of international postdocs work at American universities and bring their families with them. Often, spouses quit their jobs in order to accompany a postdoc on the international assignment. While the postdoc goes to work every day, meeting new people and doing interesting work, spouses face a different situation. They must create new lives for themselves, on their own. Many feel lonely and isolated, and suffer from depression. This interactive workshop will focus on a new program at UC Berkeley that aims to support international spouses. Participants will (1) learn about the challenges that spouses face and how UC Berkeley has addressed them through a 6-week long course called “Creating a Fulfilling Life in America” and (2) walk away from this workshop inspired to create their own programs and services, and with an action plan to begin serving this very important population.

**Setting Expectations and Managing Conflict: Training Workshop in Interest-Based Negotiation**

Franciscan Room  
Intended Audience: IP

**PRESENTERS:** Margo Horn, Ph.D., Lecturer, Department of History, Stanford University; Rania Sanford, Ed.D., Assistant Dean, Postdoctoral Affairs, Stanford University

Negotiating expectations and managing conflicts successfully with faculty Principal Investigators (PIs) are critical skills for postdocs to effectively carry on training plans and move towards research independence. Such skills are equally valuable in industry, non-research positions and are considered essential leadership competencies. This interactive workshop consists of two parts: 1) discussion about the types of conflicts that often occur in academic and non-academic environments and the appropriate strategies for responding and acting in those situations and 2) review and training of interest-based negotiation as an effective approach for setting expectations and managing disagreements, particularly with supervisors and others in more powerful positions or with peers. The workshop includes a self-assessment tool where participants will learn about their own style when in conflict; video vignettes; role plays; and small group discussions.

6:30 p.m. - 8:00 p.m.  
**Opening Reception**  
Presentation of the Distinguished Service Award and the 10th Anniversary Mentor Award  
Empire Room  
Sponsored by Garne-Powers & Associates, Inc.

The presentation of awards will take place at approximately 6:45 p.m.

The Distinguished Service Award will be presented to Philip Clifford, Ph.D., Associate Dean of the Graduate School of Biomedical Sciences and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin (MCW) for his exemplary service to the postdoctoral community. The NPA Garnet-Powers & Associates, Inc. 10th Anniversary Mentor Award will be presented to Tayyaba Hasan, Ph.D., Professor of Dermatology at Harvard Medical School (HMS) in the Wellman Center for Photomedicine at Massachusetts General Hospital (MGH) and a Professor at the Harvard-MIT Division of Health Sciences and Technology (HST).

*The annual raffle in support of NPA travel awards will also take place during the reception.*

Wine provided by the E & J Gallo Winery.

8:00 p.m.  
**Optional Dine-Around**  
Sign up at the registration table by 2:30 p.m. Groups will meet in the hotel lobby.

10:00 p.m.  
**Cocktail Hour**  
Starlight Room (top floor of the Sir Francis Drake)  
Live music; $10/per person entrance fee; limited availability; first-come, first-served.
AGENDA  Saturday  March 17, 2012

7:30 a.m. - 5:00 p.m.
Registration & Check-In
Second Floor, Prefunction Area

Posters & Literature Tables
Mezzanine, Windsor Room

Breakfast on your own.

7:45 a.m. – 8:45 a.m.
NPA Board/Advisory Council/Committee Leadership Joint Closed Session
Cypress/Monterey Room

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

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

Conflict Resolution Skills for the Postdoc Office Leader
Carmel Room
Intended Audience: PDO

PRESENTER: Karen Peterson, Ph.D., Scientific Ombudsman and Director of the Office of Scientific Career Development at Fred Hutchinson Cancer Research Center

A Postdoc Office can be perceived as a safe place for postdocs to go to seek advice about managing conflict. However, many postdoc office leaders aren’t trained in conflict resolution skills and find that helping the postdoc can be challenging. This interactive workshop will cover the types of questions to ask to get to the root cause of the conflict, how to help the postdoc decide how to best solve their problem, when one can or can’t maintain confidentiality, and how to find and use other conflict resolution resources at your institution.

Effective Strategies to Diversify Your Institution’s Postdoctoral Population
Tudor Rooms A and B
Intended Audience: PDO

MODERATOR: Alberto Roca, Ph.D., Diversity Consultant, MinorityPostdoc.org
PRESENTERS: LaShauna M. Connell, Diversity & Recruitment Coordinator, University of Pennsylvania; Chris Des Jarlais, Ed.D., Assistant Dean for Postdoctoral Affairs, UC San Francisco; Ed Krug, Ph.D., Assistant Dean for Postdoctoral Affairs and Associate Professor, Medical University of South Carolina

The national imperative to diversify the professoriate has led to new responsibilities for Postdoc Offices (PDOs). For example, federal funding agencies are holding institutions accountable for diversity objectives. PDOs can help implement a “Recruitment and Retention Plan to Enhance Diversity” for NIH training grants. Furthermore, campus leaders such as Chief Diversity Officers and Provosts now recognize local postdocs as a diversity training pipeline. Thus, PDOs can administer institutionally funded, diversity-minded postdoctoral fellowships as well as establish new methods to diversify the campus postdoctoral population.

This workshop will discuss strategies for targeting underrepresented minorities for the goals of 1) broadening the postdoctoral applicant pool in recruitment activities and 2) establishing a support system dedicated to the retention and success of minority postdocs. Additional outreach methods include...
include marketing on niche diversity Web sites, creating campus visit programs, developing partnerships with Minority Serving Institutions, and proactive recruiting by dedicated PDO staff. Practices for sustaining underrepresented postdocs include creating local diversity-focused postdoc associations, tapping into national virtual communities, and participating in annual diversity mentoring conferences. PDOs serve as a critical focal point for assessing these diversity efforts as well as modeling effective mentoring strategies for the benefit of all postdocs.

**National Science Foundation (NSF) Presentation on Postdoctoral Programs and Policies and Discussion on the Issues Impacting Success of STEM Postdoctoral Trainees and Postdoctoral Offices**
Cypress/Monterey Room
Intended Audience: ALL

**PRESENTERS:** Jessie DeAro, Ph.D., Program Director, Division of Human Resource Development, Directorate of Education and Human Resources, NSF; Earnestine Psalmonds Easter, Ph.D., Program Director, Division of Graduate Education, NSF; Kenneth Gibbs, Ph.D., American Association for the Advancement of Science (AAAS) Science and Technology Policy Fellow, Division of Human Resource Development, Directorate of Education and Human Resources, NSF

This workshop will provide an opportunity for participants to learn about the National Science Foundation (NSF) programs for science, technology, engineering, and mathematic (STEM) postdoctoral trainees and related NSF policies as well as provide a forum to discuss the impact and unexpected outcomes of the NSF required postdoctoral mentoring plans for individuals and institutions. In addition to providing information on programs and policies related to STEM postdoctoral scholars, the NSF is very interested in feedback from STEM postdoctoral scholars and the administrators that support postdoctoral training programs on the issues that impact persistence and success. In particular, NSF is interested in identifying the important research questions about STEM postdoctoral training that need to be answered in order to improve outcomes for postdoctoral trainees in STEM.
Networking is one of the most effective approaches to getting your career on the fast track. Yet, for a variety of reasons, most of us fail to make networking an active part of our ongoing career development. In this workshop, participants will learn the keys to tactful networking along with easy-to-use strategies for face-to-face networking, corresponding via e-mail, and the appropriate use of social media. This workshop is ideal for anyone interested in using networking as a tool to: (1) connect with others, particularly in culturally diverse environments; (2) gather information that will lead to better decisions about career advancement; and (3) develop the best course of action for moving closer to one’s goals.

10:30 a.m. - 10:45 a.m.
Coffee and Networking Break
Walnut Room and/or Mezzanine

10:45 a.m. – 12:00 p.m.
Poster Presentations and Judging
Mezzanine, Windsor Room

12:00 p.m. – 1:30 p.m.
Luncheon
Empire Room
Sponsored by Stanford University

Please note: The 10th Anniversary NPA Leaders Reunion Luncheon for current and former Board members and Advisory Council members will take place in the Starlight Room and is by invitation only.

Be sure to sign up for the evening dine-around at the registration table by 2:30 p.m.

1:30 p.m. – 2:30 p.m.
Keynote Address
Empire Room

Alan I. Leshner, Ph.D.,
Chief Executive Officer of the American Association for the Advancement of Science (AAAS) and Executive Publisher of Science

2:30 p.m. – 3:00 p.m.
Coffee and Networking Break
Walnut Room and/or Mezzanine

3:00 p.m. - 4:00 p.m.
Plenary Session I: A Decade Later: Revisiting the 2000 COSEPUP Report
Empire Room

PRESENTER: Kevin Finneran, Director, Committee on Science, Engineering, and Public Policy (COSEPUP), Committee to Review the State of the Postdoctoral Experience in Scientists and Engineers, The National Academies (NAS)

This plenary session will review the history and recommendations of the 2000 report Enhancing the Postdoctoral Experience for Scientists and Engineers; explain the impetus for the new project to “Review the State of the Postdoctoral Experience in Scientists and Engineers” and the National Research Council (NRC) report procedure; comment on the committee membership; and outline the schedule for completing the report.

Please note: This session and the town hall meeting that follows will be audio-taped and are open to the public. A transcript of these sessions will be included as part of the official committee record.

4:00 p.m. - 5:30 p.m.
Town Hall Meeting: Provide Input Regarding the State of the Postdoctoral Experience
Empire Room

MODERATORS: Lori M. Conlan, Ph.D., Director, Office of Postdoctoral Services, Office of Intramural Training & Education, National Institutes of Health (NIH), and NPA Board Member; Diane Klotz, Ph.D., Director, Office of Training and Academic Services, Sanford-Burnham Medical Research Institute and Member, NPA Advisory Council

Representatives from the current NAS committee working on the State of the Postdoctoral Experience in Scientists and Engineers Revised project will be present for this public meeting. Those in attendance will be invited to share comments on topics such as the characteristics of postdoctoral fellows, postdoctoral salaries, benefits, and working conditions, institutional provisions and policies, and postdoctoral career paths. Each comment should be kept to a limit of two minutes.

The Poster Prize recipients will be announced at the beginning of this session.

7:30 p.m.
Optional Dine-Around (Meet in the lobby.)
AGENDA  Sunday  March 18, 2012

8:00 a.m. - 9:00 a.m.
Registration & Check-In
Second Floor, Prefunction Area

8:00 a.m. - 12:00 p.m.
Posters & Literature Tables
Mezzanine, Windsor Room
Please take down your posters and tables by 12 p.m.

Breakfast on your own.

9:00 a.m. – 10:15 a.m.
Plenary Session II: The NPA Founders Present Their Perspectives After the First Decade
Empire Room

MODERATOR: Laurel Haak, Ph.D., Chief Science Officer, Thomson Reuters
PRESENTERS: NPA Founders Orfeu M. Buxton, Ph.D., Assistant Professor, Harvard Medical School, Associate Neuroscientist, Brigham and Women’s Hospital; Raymond Clark, Ph.D., Program Manager/Research Fellow, San Diego State University; Carol L. Manahan, Ph.D., Scientific Education Manager, Novartis Institutes for BioMedical Research; Avi Spier, Ph.D., Director of Business Development, The Genomics Institute of the Novartis Research Foundation (GNF); Claudina A. Stevenson, Ph.D., Independent Consultant, Translational and Personalized Medicine; Arti Patel Varanasi, Ph.D., M.P.H., Founder, President, and CEO, Advancing Synergy, LLC

About a decade ago, seven postdoctoral scholars from across the country, each local PDA leaders seasoned by efforts on local postdoc issues, coalesced in the spring of 2002 around the idea of creating a national voice for postdocs. After a successful planning grant application funded in August of 2002 by the Alfred P. Sloan Foundation, they worked together to develop a strategy to establish a nation-wide organization that would be an advocate for postdoctoral scholars in the United States and address policy issues at the national level. They worked with key stakeholders at AAAS, Sloan Foundation, the National Bureau of Economic Research (NBER), NSF, NIH, and academic institutions and recruited an Advisory Board to gain support for a national postdoctoral association. Their efforts culminated in a major grant from the Sloan Foundation, awarded in December 2002. This dynamic team developed the mission, bylaws, and the institutional structure of the association under the AAAS umbrella. Once the NPA was officially off the ground in January 2003, the founders continued to serve as members of the Board of Directors and chairs of the membership committees, all while maintaining their “day jobs” as postdoctoral scholars. During this plenary, the NPA founders will discuss the origins of the NPA, the key players, and the challenges that still face the postdoctoral community. This session will provide inspiration and knowledge that will aid NPA members and friends as they work on behalf of postdoctoral scholars.

10:15 a.m. - 10:30 a.m.
Coffee and Networking Break
Walnut Room and/or Mezzanine

10:30 a.m. - 12:00 p.m.
Concurrent Workshop Session III

Becoming a More Effective Research Mentor
Renaissance Room
Intended Audience: ALL
Sponsored by The J. David Gladstone Institutes

PRESENTER: Christine Pfund, Ph.D., Associate Director, Delta Program in Research, Teaching and Learning, Center for the Integration of Research, Teaching and Learning, University of Wisconsin-Madison

Scientists often are not trained for the crucial role they play in mentoring the next generation. Based on a research mentor training program developed at the University of Wisconsin-Madison, this workshop is designed to help the participants to become more effective mentors and to enhance research mentor training on their campuses. Through presentation, case studies, activities, and small-group discussion, participants will: learn the core elements of research mentoring; share mentoring challenges and solutions with one another; articulate expectations for mentoring relationships and explore ways to communicate those expectations; develop practical tools and strategies that can be implemented immediately to become a more effective mentor; and learn how to implement a research mentor training seminar or workshop at their institutions using an interactive “shopping cart” style Web site that contains all of the materials and instructions on how to use it.
Building an Entrepreneurial Postdoc Association: Bridging the Gap Between Academia and Industry  
Franciscan Room  
Intended Audience: PDA  

**PRESENTERS:** Jordan R. Plews, Ph.D. in Biochemical Engineering and Stem Cell Biology, Postdoctoral Fellow, Stanford University School of Medicine; Hyejun Ra, Ph.D. in Electrical Engineering, Postdoctoral Scholar, Stanford University School of Medicine; Shiming Xu, Ph.D. in Cardiovascular Diseases, Postdoctoral Scholar, Stanford University School of Medicine  

Postdocs are at a critical point in their careers, but unfortunately have very limited exposure and information about alternative pathways outside of academia. There is a need for a PDA that is focused on increasing career opportunities for postdocs in entrepreneurship and industry through leadership skill building, mentorship, and networking. Starting from three Stanford postdocs in 2010, AIMS (Association of Industry-Minded Stanford Professionals) has grown to become a successful postdoc group that spans top professionals, CEOs, and venture capitalists from all disciplines throughout the San Francisco Bay Area. This workshop will focus on their experience and discuss how such a PDA can be helpful in different institutions and aims to facilitate discussions on two main topics. The first is on how to start an entrepreneurial postdoc group, in terms of structuring an effective leadership team and gaining institutional support. The second is on how to identify and offer events that are useful for postdocs. Workshop participants will be encouraged to discuss their needs and brainstorm different approaches to realizing an entrepreneurial postdoc association in their institutions.  

Defining the Humanities Postdoc Experience  
Tudor Rooms A and B  
Intended Audience: PDO  

**MODERATOR:** Stacy L. Gelhaus, Ph.D., Research Assistant Professor, University of Pittsburgh  
**SPEAKERS:** Ralph Hexter, Ph.D., Provost & Executive Vice Chancellor, UC Davis; Kristen Hodge, Ph.D., recent postdoctoral fellow in Graduate Education Administration in the Office for Diversity and Student Experience, University of Maryland, College Park; Policy Analyst for the American Association of Universities (AAU); Nicole Stahlmann, Ph.D., Director of Fellowship Programs, American Council of Learned Societies  

Enhancing the quality of the postdoctoral experience for all participants is part of the NPA mission. Unfortunately our organization tends to focus primarily on postdoctoral fellows in the biomedical sciences, simply due to the fact that the majority of postdoctoral fellows in the United States are funded by the NIH. This workshop will provide postdoctoral office administrators an opportunity to learn about postdoctoral appointments in the humanities. A panel consisting of a humanities postdoctoral fellow, professor of classics and current Provost & Executive Vice Chancellor at UC Davis, and an expert from the American Council of Learned Societies will provide information on the trends of tenure track positions in the humanities, postdoctoral funding, career tracks, and career development needs of humanities postdocs. This workshop will enhance the leadership skills of postdoctoral office officials, in order to more effectively serve the entire postdoctoral community at their institutions and nationally by increasing their knowledge and understanding of issues affecting postdocs outside of the biomedical sciences.  

English Works for Postdocs!  
Cypress/Monterey Room  
Intended Audience: ALL  

**PRESENTERS:** Emma Batten-Bowman, Instructor and Academic Coordinator, TLC-Berkeley; Brenda Robati, President, The Language Company  

The English Works for You! course at UC Berkeley, provided by The Language Company, was developed through the vision and support of the Visiting Scholar and Postdoc Affairs program. This program recognizes the exceptionality of the international postdoc population and considers the students’ brilliance, unique schedules, and intellectual demands. A custom-written book is provided as an outline for conversation prompts. Teachers use an adaptive teaching approach to provide eighteen hours of interaction with a native English speaker. The outcome is more effective use of the English language in work and daily lives. Learning from personable and dynamic teachers in a strictly limited classroom size, each student remains engaged while receiving undivided attention focused on increasing language skills and confidence. All written work is done outside of class and a professional editor revises this work online. Program participants have weekly opportunities to make oral presentations in a safe and welcoming environment that can later lead to increased input in their respective departments. They appreciate hearing presentations from other fields and having the opportunity to learn about different and often related fields, which expands their academic vocabulary and interpersonal confidence.
Health Science Administrators at NIH: Insight Into This Exciting Career Choice
Carmel Room
Intended Audience: IP

PRESENTERS: Danielle Carlin, Ph.D., DABT, Program Administrator, Superfund Research Program, Center for Risk and Integrated Sciences, National Institute of Environmental Health Sciences (NIEHS); Michael Humble, Ph.D., Program Administrator, Cellular, Organs, and Systems Pathobiology Branch, NIEHS

Health Science Administrators (HSAs) have many different roles at NIH that may include providing assistance to grantees, developing requests for applications (RFAs) to elicit grant proposals, and serving as liaisons between the extramural community and other organizations. This workshop consists of two HSAs from the National Institute of Environmental Health Sciences (NIEHS) in Research Triangle Park, North Carolina. They will be describing their professional background, career paths, current research/activities, and experiences while working as HSAs. This workshop will be very informative for those postdoctoral researchers interested in learning about this unique and exciting career path at NIH.

How to Build a Postdoc Industry Exploration Program
Empire Room
Intended Audience: ALL

PRESENTERS: Justin Elstrott, Ph.D., Postdoctoral Scholar and Member, PIEP, UC Berkeley; Mike Fisher, Ph.D., Postdoctoral Scholar and Member, PIEP, UC Berkeley; Christopher Tsang, Ph.D., Postdoctoral Scholar and Chair, PIEP, UC Berkeley

According to NSF statistics, only one-fifth of Life Science postdocs will secure tenure-track positions within six years of obtaining their degrees. For the rest, an industry career is an appealing alternative. Today's economic climate, however, makes competition for industrial positions tough. Postdocs who choose to go to industry need to better prepare themselves. The Postdoc Industry Exploration Program (PIEP) at the University of California Berkeley is an initiative specifically designed to help postdocs bridge the gap between academic training and industry-related careers. Postdocs are given a unique opportunity to visit companies on-site and network with employees. To prepare for these site-visits, postdocs attend professional development workshops and industry-focused seminars. After eight months, the UC Berkeley PIEP has program funding, 200+ participants, several industry partners, a series of workshops/seminars, and several postdocs landing interviews and jobs as a direct result of participating in the PIEP. This workshop will provide participants with the information and materials they need to connect with local industry partners and set-up a Postdoc Industry Exploration Program at their own universities.

12:00 p.m. – 1:00 p.m.
Closing Plenary Session: Town Hall Meeting (featuring the NPA Strategic Plan for 2013-2017)
Empire Room

MODERATORS: Cathee Johnson Phillips, M.A., NPA Executive Director; Lorraine Tracey, Ph.D., Chair, NPA Board of Directors
PRESENTER: Lori M. Conlan, Ph.D., Chair, NPA Strategic Planning Committee and NPA Board Member

The draft of the NPA Strategic Plan for 2013-2017 will be presented during this meeting. After this presentation, the meeting will be opened to questions and comments from the audience on the plan or on any other topic regarding the mission and operations of the NPA.

This session concludes the 2012 Annual Meeting.
Thank you for participating!
2012 DISTINGUISHED SERVICE AWARD RECIPIENT

The recipient of the National Postdoctoral Association (NPA) 2012 Distinguished Service Award is Philip S. Clifford, Ph.D., Associate Dean of the Graduate School of Biomedical Sciences and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin (MCW).

As Associate Dean, Dr. Clifford oversees professional and career development for postdoctoral scholars and graduate students. His contributions at MCW have led to The Scientist naming the institution as one of the Best Places to Work for Postdocs for the past three years.

Dr. Clifford’s work has expanded beyond MCW to influence the postdoctoral community on the national level. He regularly provides practical career planning workshops at national meetings and regional postdoc conferences and serves as a guest speaker at numerous local institutions. He is widely recognized in the postdoctoral community for his dedication and active involvement toward the betterment of the postdoctoral experience.

He served as co-author of the Individual Development Plan (IDP) for postdocs, developed by the Federation of American Societies for Experimental Biology’s Science Policy Committee. The IDP delineates a process designed to assist with the identification of long-term career objectives and short-term goals and establishes a framework for communication between postdocs and their mentors.

He also worked with the Postdoctorate Committee of the Association of American Medical Colleges (AAMC) Graduate Research, Education, and Training (GREAT) Group to co-author The Compact Between Postdoctoral Appointees and Their Mentors. Postdoc offices around the country use this document as the standard model for postdoc mentor relationships.

Most recently, he served on the authoring committee of the NPA Core Competencies, designed to offer guidance to postdoctoral scholars who must seek out relevant professional development opportunities, in collaboration with mentors, institutions, and other advisors who provide these opportunities.

A long-time NPA member, Dr. Clifford serves on the NPA Finance Committee and as a founding and current member of the NPA’s Advisory Council (formerly Advisory Board). Among his many endeavors on behalf of the NPA, he has organized and led the Innovation in Action sessions at the NPA Annual Meeting for several years.

One of Dr. Clifford’s nominators wrote: “Dr. Clifford’s involvement, leadership, and achievements with the NPA, the AAMC GREAT group, FASEB, and other organizations clearly demonstrate his commitment to improving science education and postdoctoral training. He has been an outstanding mentor to me and to other postdoctoral affairs administrators and is always willing to share new approaches and tactfully suggest alternatives.”

The DSA award represents appreciation for an individual or entity that has demonstrated either a profound, sustained, or leadership contribution to improving the postdoctoral experience. The award is presented in alternating years to either an individual or entity.

The members of the Nomas of the Nominating Committee were: Lori Conlan, Ph.D., Director, Office of Postdoctoral Services, NIH Office of Intramural Training and Education; Joan Lakoski, Ph.D., Associate Dean for Postdoctoral Education, University of Pittsburgh Schools of the Health Sciences; Victoria McGovern, Ph.D., Senior Program Officer, Burroughs Wellcome Fund; and Joel Oppenheim, Ph.D., Senior Associate Dean, New York University Medical School.

The members of the Award Subcommittee were: Lisa M. Ambrose-Lanci, Ph.D., Postdoctoral Scholar, University of Pennsylvania School of Medicine; Rachel Bergerson, Ph.D., Postdoctoral Scholar, the University of Chicago; Caroline Rotondi, Administrative Director, Office for Postdoctoral and Research Careers (OPRC), Center for Faculty Development & Diversity (CFDD), Brigham and Women’s Hospital; Tuba Sural, Ph.D., Chair, DSA Subcommittee, Postdoctoral Scholar, University of Illinois at Chicago; and Dave Taylor, Ph.D., Academic Programs Officer, The Children’s Hospital of Philadelphia.

Past recipients of the Distinguished Service Award are:
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, University of Pennsylvania School of Medicine.
2009 - The Alfred P. Sloan Foundation
2008 - Shirley Malcom, Ph.D., Director, Education and Human Resources Programs, American Association for the Advancement of Science
2007 - Federation of American Societies for Experimental Biology
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.
The recipient of the NPA Garnett-Powers & Associates, Inc. 10th Anniversary Mentor Award is Tayyaba Hasan, Ph.D.

Dr. Hasan is a Professor of Dermatology at Harvard Medical School (HMS) in the Wellman Center for Photomedicine at Massachusetts General Hospital (MGH) and a Professor at the Harvard-MIT Division of Health Sciences and Technology (HST). She was the founding Director of the Office for Research Career Development at MGH until 2011. Her commitment to teaching and training has earned her the William Silen Lifetime Achievement in Mentoring Award from Harvard Medical School. She was the selected keynote speaker at the Annual Meeting of Massachusetts General Postdoctoral Association (MGPA) and is invited to several institutions to discuss mentoring and careers.

She was nominated by Srivalleesha Mallidi, Ph.D., Postdoctoral Research Fellow at the Wellman Center for Photomedicine, MGH. Dr. Mallidi wrote: “Dr. Hasan has trained [more than] 100 students and postdocs ... [her] years of service and dedicated mentorship has been integral to her mentees’ career development and has significantly influenced my scientific vision. Dr. Hasan is truly deserving of this award.”

Through her role as ORCD director, Dr. Hasan implemented a first-of-its-kind hospital-wide policy to provide enriched mentoring standards and quality of life for postdocs. One of the early initiatives by Dr. Hasan was the creation of the MGH Postdoctoral Association (MGPA) that acts as a support and networking system for postdocs. Additionally, she implemented an Industry Experience Program to provide a link between academia and industry.

Among her recent initiatives is the development of an entrepreneurship program at MGH to provide guidance for young scientists to create viable business ventures through interactive workshops. The MGPA has recognized the key role Dr. Hasan has played in the mentoring of postdocs not only in her own team but institution-wide and nationally by naming an annual lecture and a top tier award in her honor at the annual MGH postdoc career day.

Dr. Mallidi described the philosophy behind Dr. Hasan’s success as “team work yields better and reliable results” and wrote: “Throughout her life and career Dr. Hasan has demonstrated that success, even in a highly competitive environment, must be defined by a broader metric than one’s own personal gain.”

Dr. Hasan’s research is in photobiology and photodynamic therapy with over 200 publications and inventions. She is the Program Director for a National Cancer Institute multi-site program project and holds several other grants from the NIH, the U.S. Department of Defense (DoD) and industry. She is an inventor of the FDA approved photodynamic treatment of Age-Related Macular Degeneration and the recipient of Bench to Bedside Pioneer Award from the National Institutes of Health.

Only postdoctoral scholars were eligible to submit nominations for this award, sponsored by Garnett-Powers & Associates, Inc. The award recognizes a faculty member who has engaged in exceptional mentoring of postdoctoral scholars as exhibited by the following:

- Has advocated for postdoctoral scholars.
- Has been accessible and provided open lines of communication to postdoctoral scholars.
- Has created a supportive environment for research; has shown respect for the postdocs’ goals and assisted them in fulfilling those goals.
- Has provided them guidance in professional development, including, for example, encouraging the use of the NPA Core Competencies for self-assessment and guidance, completing an individual development plan, and assisting the postdocs in building a professional network through generous sharing of contacts.
- Has demonstrated a sustained commitment to creating a productive working environment that enhances the overall postdoctoral experience.

The members of the Selection Committee were NPA Board members L. David Finger, Ph.D., Schaun Korff, Ph.D., and Mahadeo Sukhai, Ph.D., and NPA Advisory Council member John R. LeViathan. Dr. Finger is a Marie Curie International Incoming Fellow at the Centre for Chemical Biology, Krebs Institute, University of Sheffield. Dr. Korff was recently a postdoctoral fellow at St. Jude Children’s Research Hospital and is currently Medical Science Liaison for MS Medical Affairs at the Genzyme Corporation. Mr. LeViathan is Associate Director of Human Resources and oversees the Office of Postdoctoral and Graduate Affairs at The J. David Gladstone Institutes. Dr. Sukhai serves as Vice Chair of the Board and is a CIHR and Ontario Ministry of Research & Innovation Post-Doctoral Fellow at the University Health Network Princess Margaret Hospital/the Ontario Cancer Institute.
The 2012 Ewing Marion Kauffman Foundation Outstanding Postdoctoral Entrepreneur is Crystal Icenhour, Ph.D., President and Chief Science Officer for Phthisis Diagnostics, Charlottesville, Va. The 2012 Ewing Marion Kauffman Foundation Emerging Postdoctoral Entrepreneur is Elizabeth Iorns, Ph.D., Co-founder and Chief Executive Officer of Science Exchange. Dr. Icenhour will receive a $10,000 honorarium, and Dr. Iorns will receive a $2,500 honorarium.

Crystal R. Icenhour, Ph.D., currently serves as President and Chief Science Officer for Phthisis Diagnostics, a biotechnology company located in Charlottesville, Va. Phthisis Diagnostics is a research and development company focusing on development of easy-to-use, cost-effective molecular diagnostics for various infectious diseases. These simple diagnostics will focus on diseases of public health importance and will facilitate clinical adoption of modern, accurate diagnostics. Phthisis launched its first product, the E-Sphere® Stool DNA Extraction Kit, in May 2011 after just 18 months of development time. To date, the company has received over $3.5 million in grant funding and angel and Series A investments.

Icenhour received her Ph.D. in Pathobiology and Molecular Medicine from the University of Cincinnati Medical School of Graduate Studies in 2002. She conducted postdoctoral research in the Thoracic Diseases Research Unit at the Mayo Clinic College of Medicine from 2002-2005 and in the Department of Infectious Diseases at Duke University Medical Center from 2005-2006. Dr. Icenhour has been involved in local and national postdoctoral associations including serving as president of the Mayo Research Fellows Association Executive Committee, as chair of the membership committee for the Duke University Postdoctoral Association, and as chair of the 2008 NPA Board of Directors.

Elizabeth Iorns, Ph.D., is Co-founder and Chief Executive Officer of Science Exchange, headquartered in Palo Alto, Calif. Science Exchange is an online marketplace for scientific experiments and brings together thousands of core facilities and commercial scientific service providers at one convenient site, http://ScienceExchange.com. By providing project management tools and a cross-institutional payment platform, Science Exchange makes it easy for researchers to access the global network of scientific resources and experimental expertise. To date, the company has received over $1.5 million in venture capital and angel investments.

Iorns has a B.Sc (Hons) in Biomedical Science from the University of Auckland and a Ph.D. in Cancer Biology from the Institute of Cancer Research in London and conducted her postdoctoral research in Cancer Biology at the University of Miami’s Miller School of Medicine. Her research has focused on identifying mechanisms of breast cancer development and progression. Based on her own experiences as a young investigator seeking core facility capabilities and collaborations outside her home university, Dr. Iorns co-founded Science Exchange in 2011. She has received a range of honors, including the Institute of Cancer Research Chairman’s Prize for Best Graduating Ph.D. student, the Expedition Inspiration Fund for Breast Cancer Research Young Investigator Award and a Postdoctoral Fellowship Award from the U.S. DoD Breast Cancer Research Program.

The Ewing Marion Kauffman Foundation is a private nonpartisan foundation that works to harness the power of entrepreneurship and innovation to grow economies and improve human welfare. Through its research and other initiatives, the Kauffman Foundation aims to open young people’s eyes to the possibility of entrepreneurship, promote entrepreneurship education, raise awareness of entrepreneurship-friendly policies, and find alternative pathways for the commercialization of new knowledge and technologies. Founded by late entrepreneur and philanthropist Ewing Marion Kauffman, the Foundation is based in Kansas City, Mo., and has approximately $2 billion in assets. For more information, visit www.kauffman.org, and follow the Foundation on www.twitter.com/kauffmanfdn and www.facebook.com/kauffmanfdn.

The Selection Committee for the Outstanding Postdoctoral Entrepreneur included: Zoe Fonseca-Kelly, Ph.D., Senior Research Fellow, Massachusetts Eye and Ear Infirmary, and Chair of the 2011 NPA Board of Directors; Avi D. Spier, Ph.D., Director of Business Development, Genomics Institute of the Novartis Research Foundation (GNF); and Noah Weisleder, Ph.D., Co-founder and Chief Scientific Officer, TRIM-edicine, and the 2011 Outstanding Postdoctoral Entrepreneur.

The Selection Committee for the Emerging Postdoctoral Entrepreneur included: Fonseca-Kelly, Garth A. Fowler, Assistant Chair and Director, MS Program, Department of Neurobiology, Northwestern University and Treasurer of the 2012 NPA Board of Directors; Stacy L. Gelhaus, Ph.D., Research Assistant Professor, Department of Pharmacology & Chemical Biology, University of Pittsburgh, and Treasurer of the 2011 NPA Board of Directors; and Jason K. Holt, Ph.D., Founder/Chief Technology Officer, NanOasis Technologies, Inc., and the 2011 Emerging Postdoctoral Entrepreneur.
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Dr. Alan Leshner has been Chief Executive Officer of the American Association for the Advancement of Science (AAAS) and Executive Publisher of the journal Science since December 2001. AAAS (triple A-S) was founded in 1848 and is the world’s largest, multi-disciplinary scientific and engineering society.

Before coming to AAAS, Dr. Leshner was Director of the National Institute on Drug Abuse (NIDA) from 1994-2001. One of the scientific institutes of the U.S. National Institutes of Health, NIDA supports over 85% of the world’s research on the health aspects of drug abuse and addiction.

Before becoming Director of NIDA, Dr. Leshner had been the Deputy Director and Acting Director of the National Institute of Mental Health. He went to NIMH from the National Science Foundation (NSF), where he held a variety of senior positions, focusing on basic research in the biological, behavioral and social sciences, science policy and science education.

Dr. Leshner went to NSF after 10 years at Bucknell University, where he was Professor of Psychology. He has also held long-term appointments at the Postgraduate Medical School in Budapest, Hungary; at the Wisconsin Regional Primate Research Center; and as a Fulbright Scholar at the Weizmann Institute of Science in Israel.

Dr. Leshner is the author of a textbook on the relationship between hormones and behavior, and has published over 150 papers for both the scientific and lay communities on the biology of behavior, science and technology policy, science education, and public engagement with science.

Dr. Leshner received an undergraduate degree in psychology from Franklin and Marshall College, and M.S. and Ph.D. degrees in physiological psychology from Rutgers University. He has also been awarded six honorary Doctor of Science degrees. Dr. Leshner is an elected fellow of AAAS, the National Academy of Public Administration, the American Academy of Arts and Sciences, and many other professional societies. He is a member of the Institute of Medicine of the National Academies of Science and Vice-Chair of its governing Council. He was appointed to the National Science Board by President Bush in 2004 and reappointed by President Obama in 2011.

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**PLENARY SESSIONS SPEAKERS**

**Plenary Session I: A Decade Later: Revisiting the 2000 COSEPUP Report**

**Kevin Finneran** is director of the Committee on Science, Engineering, and Public Policy (COSEPUP), a joint unit of the National Academy of Sciences, National Academy of Engineering, and the Institute of Medicine. He has been editor-in-chief of *Issues in Science and Technology* since 1991. Earlier he was Washington editor of *High Technology* magazine, a correspondent for the London Financial Times energy newsletters, and a consultant on science and technology policy. His clients included the NSF, the Office of Technology Assessment, the U.S. Agency for International Development, and the Environmental Protection Agency. He is a fellow of the AAAS, the author of *The Federal Role in Research and Development* (1985), and a contributing author to *Future R&D Environments: A Report to the National Institute of Standards and Technology* (2002).

**Plenary Session II: The NPA Founders Present Their Perspectives After the First Decade**

**Moderator**

**Laurel Haak, Ph.D.**, is the Chief Science Officer at Discovery Logic, a Thomson Reuters company. She received her Ph.D. in neuroscience from Stanford University Medical School, conducted postdoctoral research at the NIH, worked as an editor of the Postdoc Network for the AAAS, and served as a program officer for the U.S. National Academies COSEPUP. In her current role at Discovery Logic, Dr. Haak provides program evaluation and research policy expertise. Among other activities she has been responsible for working with NIH to develop a system for analyzing and managing grant portfolios and co-authored the 2011 NIH study on the relationship between race, ethnicity, and NIH awards. She is a former member of the NPA Advisory Council.

**Participating NPA Founders**

**Orfeu M. Buxton, Ph.D.**, is Assistant Professor at Harvard Medical School, and Associate Neuroscientist at Brigham and Women’s Hospital. His research primarily focuses on (1) the causes of chronic sleep deficiency in the workplace, home, and society, and (2) the health consequences of chronic sleep deficiency, especially cardiometabolic outcomes, and the physiologic and social mechanisms by which these outcomes arise.

Successful aging is a central focus of this work. He serves on the Internal Advisory Board and as a site-PI for the Harvard School of Public Health Center for Work, Health, and Well-being. He is a member of the Work, Family, and Health Network and leads the Biomarker and Actigraphy Data Coordinating Center (BADCC) for the Work, Family, and Health Study, among others. In the Harvard Division of Sleep Medicine, he serves as Chair of the Education Committee. After earning a B.S. in Behavioral Neuroscience from the University of Pittsburgh and a stint as a small business owner, he earned a doctoral degree in Neuroscience from Northwestern University, Evanston, Ill., working with Professors Eve Van Cauter and Fred Turek. He obtained postdoctoral training in sleep and endocrinology with Dr. Van Cauter at the University of Chicago.

**Raymond J. Clark, Ph.D.**, is a project manager and research fellow in the Global Health Program at the Graduate School of Public Health, San Diego State University. His efforts are focused on the design, implementation and management of research and training programs in the areas of global health, health diplomacy and international security. Prior to working at SDSU, he worked at the University of California Institute on Global Conflict and Cooperation, where he focused his efforts on biosecurity/bioweapons, nuclear security, health diplomacy, crisis/risk communication for public officials, and homeland security. He received his Ph.D. in Physiology in 1999 from Idaho State University and was a postdoctoral researcher in molecular cardiology at the University of California in San Diego. He was Chair of the UC Council of Postdoctoral Scholars and was a founding board member of the NPA.

**Carol Manahan, Ph.D.**, is an Associate Director in the Education Office at Novartis Institutes for BioMedical Research (NIBR) in Cambridge, MA. At NIBR, she is responsible for creating opportunities for drug discovery and development teams to improve their effectiveness. She joined the Education Office in October 2005 after completing an AAAS Policy Fellowship at the NSF. At NSF she served as the subject-matter expert on postdoctoral researchers for a group considering creating a survey to determine the contributions of postdoctoral researchers to the U.S. scientific enterprise. She also was a member of the National Academy of Sciences/National Research Council committee, “Building Bridges: Fostering Talent in the Biomedical Sciences.” She performed her postdoctoral research in Dictyostelium chemotaxis at Johns Hopkins School of Medicine (JHSoM) in the laboratory of Peter Devreotes. While a postdoctoral researcher, she served as the JHSoM Postdoctoral Association President and
Treasure. The visibility of serving as the President of the Postdoctoral Association at Hopkins led to the opportunity to take her advocacy to the national level. She was one of the founders and is the founding Chair of the NPA. She currently serves as a member of the NPA Advisory Council.

Avi Spier, Ph.D., was educated in Biological Sciences at Oxford University and obtained his Ph.D. in molecular neuroscience from Cambridge University at the MRC-Laboratory of Molecular Biology. He trained as a postdoc at The Scripps Research Institute (TSRI), La Jolla, Calif., in the laboratory of Dr. Gregor Sutcliffe. Following the identification of a promising family of neuroprotective neuropeptides, in 2001 Dr. Spier co-founded Allon Therapeutics, Inc. to develop these peptides into therapeutic products for neurodegenerative conditions including Alzheimer’s, Parkinson’s and stroke. As its President and CEO, he led the company through two financing rounds and up to its September 2004 entry onto the Toronto Stock Exchange with two products entering clinical trials (now shown to have had positive effects in three neurodegenerative conditions in man). In 2004, he joined GNF, a 560-person biomedical research institute within the Novartis Institutes of Biomedical Research which develops and employs state of the art technologies for the discovery of disease mechanisms and novel therapeutics (www.gnf.org), as its Director of Business Development. His responsibilities include developing commercial opportunities and strategic alliances stemming from the Institute’s advances in genomics, proteomics and drug discovery technologies, as well as supporting search and evaluation activities on the U.S. West Coast for Novartis’ Strategic Alliances group.

Claudina Stevenson’s expertise resides in Oncology drug development and translating basic research into clinical research strategies. Most recently, she was the Associate Director of Clinical Research in Oncology Translational Medicine at Novartis where she was responsible for determining the patient selection and biomarker strategy for early programs entering Phase 1 clinical trials. She did her postdoctoral training at the NIH, where she served as Chair of the Postdoc Association. Early on in her career, she was appointed the Inaugural Director of the Office of Postdoctoral Training and Career Development at the Dana-Farber Cancer Institute (DFCI). Her leadership helped shape the DFCI postdoc policies, and establish a career center that provides resources for postdocs to advance their professional careers. Following the successful creation of the Postdoc Office, she moved to NIBR as the Global Manager of the Presidential Postdoctoral Program. The postdoctoral program at NIBR continues to thrive and was voted by The Scientist as one of the top ten places to do a postdoc for over three years. She is currently working as an independent consultant where she is providing leadership in the areas of Translational and Personalized Medicine for her clients. She holds a Ph.D. in Biochemistry and Molecular Biology from LSU Health Sciences Center.

Arti Patel Varanasi, Ph.D., is Founder, President, and CEO of Advancing Synergy, LLC, where she is committed to developing innovations that empower individuals to lead healthier and longer lives. Formerly, she was a Senior Study Director at Westat and managed a variety of research and informatics projects. Prior to Westat, she served as the Director of Global Health Development at CTIS, Inc., where her work focused on leveraging information technology to support global health capacity. Dr. Varanasi has been a long-time advocate for improving postdoctoral training. As a graduate student, she along with a group of proactive individuals started the Trainees’ Assembly at the National Institutes of Environmental Health Sciences (NIEHS). Similarly, she was instrumental in starting the National Cancer Institute’s (NCI) Center for Cancer Research Fellows and Young Investigator’s Association. As a founding member of the NPA, she served on the NPA Executive Committee and led the Diversity Committee through 2005. She was a fellow in the NCI Cancer Prevention Fellowship Program and holds a Ph.D. in Pathology from the University of North Carolina-Chapel Hill and a Master’s in Public Health from the Johns Hopkins Bloomberg School of Public Health. Additionally, she is a graduate of the award-winning, NSF-funded ACTIVATE® Program for women, technology entrepreneurs.

Closing Plenary Session: Town Hall Meeting

Lori M. Conlan, Ph.D., is trained as a biochemist, receiving her B.S. in Biochemistry from Michigan State University and her Ph.D. in Biochemistry and Biophysics from Texas A&M University. She worked for several years as a postdoc at the Wadsworth Center, New York State Department of Health, before transitioning from the lab to focus on career issues for the next generation of scientists. She started as the Director of the Science Alliance, an international career development program for graduate students and postdocs sponsored by the New York Academy of Sciences. She now is at the NIH in the Office of Intramural Training & Education assisting the 4000 NIH postdocs in their personal career choices. She is a nationally recognized speaker in career development topics and volunteers as an NPA board member.
**ORIENTATION AND OPENING SESSION SPEAKERS**

**Schaun Korff**, Ph.D., is Medical Science Liaison, MS Medical Affairs, at the Genzyme Corporation. Previously, he was a postdoctoral fellow in the Department of Genetics at St. Jude Children's Research Hospital. A native of South Africa, Korff completed his undergraduate training in Biochemistry at North-West University, South Africa in 1997, his M.Sc. in Molecular Pharmacology at the University of Hertfordshire, England, in 2004 and went on to do his Ph.D. in Pharmacology at the North-West University, South Africa, before moving to Memphis in 2008. He was awarded a Rotary Foundation Ambassadorial Scholarship in 2002/2003. In 2009 he was the recipient of a Scholar in Training award from the American Association of Cancer Research. Korff was Deputy Chair of the Postdoctoral Association Council at St. Jude Children's Research Hospital until June 2011. He currently serves as Chair of the NPA Meetings Committee and is a member of the NPA Board of Directors.

**Dominique Pahud** is a Director in Advancing Innovation at the Ewing Marion Kauffman Foundation. Prior to joining the Foundation, Pahud held several positions in R&D and Commercial at Genentech, Inc. in San Francisco, Calif., most recently serving as International Payer Strategy Leader in Oncology, where he lead the global development and implementation of strategies to assure patient access to the next generation of novel cancer therapies. While at Genentech, he received several awards for his extraordinary work and customer focus. Earlier, Pahud worked in business development at Celgene Corporation in Warren, N.J., and at LedbetterStevens in New York, where he led searches for the recruitment of senior executives in the Life Science industry. Pahud earned an M.B.A. in finance from Columbia Business School in New York and a B.S. in cellular molecular biology from the University of Michigan. Pahud has dual citizenship in Switzerland and the United States.

**Kate Sleeth**, Ph.D., is currently a Research Fellow in the Department of Immunology at the Beckman Research Institute of the City of Hope. 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. Sleeth has been involved with the Postdoctoral Association at the City of Hope for over 2 years, previously serving as Social Chair and President. She is a member of the NPA Board of Directors and is the Outreach Committee Task Force Co-leader for outreach to embassies and government agencies. She also serves as the liaison for the Association for Women in Science (AWIS) and helps organize the monthly campus events at the City of Hope.

**David Taylor**, Ph.D., earned his doctoral degree from the University of Virginia where he studied the role of transcription factors in the differentiation and development of pancreatic beta cells. After his postdoctoral fellowship at The Children's Hospital of Philadelphia, he transitioned into the institution's Research Administration Fellowship, where he garnered extensive experience working in research compliance, training and education, strategic planning, and postdoctoral affairs. His interest in postdoctoral programming and advocacy led him to a permanent position at Children's Hospital as the Academic Programs Officer in the Office of Postdoctoral Affairs. This position offers him the opportunity to work directly with postdoctoral fellows at all experience levels, providing orientations, creating support programs, and developing a more robust administrative infrastructure. He has been involved with the NPA for six years and currently serves as Oversight Officer on the NPA Board of Directors.

**Lorraine Tracey**, Ph.D., is currently the director of Biological Research and Development at NanoDetection Technology. She completed her undergraduate training in Human Genetics at Trinity College Dublin, Ireland, and went on to do her Ph.D. at the Spanish National Cancer Center in Madrid, Spain. She completed her postdoctoral training at St. Jude Children's Research Hospital. She has published 20 original research papers in both Spanish and English in addition to receiving numerous awards including the 1999 Bloomer prize in Human genetics and the 2003 Spanish Academy of Dermatology and Venereology Prize for research. Tracey has been involved with the NPA since 2009, serving as the Vice Chair of the Meetings Committee for the 2010 Annual Meeting and was elected to the Board of Directors for the 2010-2011 term and re-elected for the 2012-2013 term. She served as the Vice Chair of the Board of Directors in 2010 and currently serves as Chair of the Board.

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Chequeta Allen is the Industry Marketing Director for Global Healthcare in the Industries Business Unit (IBU) at Oracle Corporation where she began in March 2009. She is a former Assistant Dean of Postdoctoral Affairs at Stanford University in Palo Alto, Calif., and former Visiting Assistant Professor of Clinical Pediatrics and adjunct faculty instructor at the University of Southern California (USC) where she led the hospital-based academic center at Children’s Hospital Los Angeles and taught Health Information Systems in the Master of Health Administration Program at USC’s School of Policy, Planning & Development. At Oracle, she leads IBU industry marketing in support of healthcare applications, technology and hardware sales teams. Previously, her service as a faculty member and executive administrator spanned 24 years in healthcare and academic medicine. At Oracle she has contributed to industry marketing assets, events and publications, including white papers on use of IT in Healthcare, titled The Oracle Health Management Platform Supporting Healthcare Organizations and Patients in the Transformation from Episodic to Longitudinal Care in the United States, The Rise of Healthcare Consumerism and How Providers Can Lower Costs and Improve Patient Care Using Evidence Based Medicine. She holds a B.S. degree in Public Policy & Management from Carnegie Mellon University and an M.B.A. degree from the College of William & Mary.

Emma Batten-Bowman has been a K-12 teacher in the San Francisco Bay Area for 7 years. She has a master’s degree in education from University of California (UC), Berkeley, was featured in the educational documentary, Race to Nowhere, and worked with Alice Walker for three years on a local poetry contest. She taught adults in the UC Berkeley’s English Language Program, continues to teach the visiting scholar’s evening classes, and is the academic coordinator for The Language Company’s new school in Berkeley.

Sam Castañeda graduated with a B.A. in sociology from San Francisco State University, and has worked for the University of California—at the Berkeley and Los Angeles campuses—for more than 20 years. During this time, he created innovative programs that lent support to international students and scholars. Concurrently, he also held leadership positions with the California chapter of NAFSA: Association of International Educators. At the national level, he is currently chair of the newly recognized NAFSA Postdoc Special Interest Group and is the institutional liaison between NAFSA and the NPA. At the UC Berkeley, he was instrumental in the development of the Visiting Scholar and Postdoc Affairs (VSPA) Program—one of the first postdoc offices in the UC system and also one of the first in the United States. As director of Berkeley’s VSPA Program, he is responsible for the oversight of Berkeley’s postdoctoral community. Under his oversight, postdocs at Berkeley are provided with a variety of professional support systems such as lecture series, networking events, and other tools which help to broaden career and professional development opportunities for Berkeley’s 1,500 postdocs. With an extensive international student and scholar background, he has won recognition for a variety of customized courses serving the international research community. He is founder and managing editor of 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. Since the inception of the NPA, he has been a member of the Advisory Council (formerly called the Advisory Board) and is responsible for creating Quick Guide to Visas for International Postdocs, one of the first NPA publications. He served as Chair of the NPA Local Host Committee for the NPA 2012 Annual Meeting.

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**Danielle Carlin, Ph.D., DABT,** has been a Program Administrator for approximately 1-1/2 years with the Superfund Research Program (SRP) at the National Institute of Environmental Health Sciences (NIEHS). Her position consists of providing guidance and advice to grantees applying for P42 Center and R01 grants, writing Requests for Applications, developing and hosting workshops, and serving as the lead liaison between SRP trainees and the various training opportunities offered by SRP. Previously, she was a postdoctoral researcher for 4 years at the University of North Carolina (UNC): 2 years within the Eshelman School of Pharmacy, Division of Molecular Pharmaceutics, studying aerosolized drugs/vaccines for treatment and prevention of tuberculosis; and 2 years within the Curriculum in Toxicology conducting her research at the U.S. Environmental Protection Agency (USEPA), Cardiopulmonary and Immunotoxicology Branch, in Research Triangle Park, N.C., where she studied the toxicological effects of exposure to Libby amphibole asbestos in the rat model. Her areas of expertise include cardiopulmonary/reproductive physiology and inhalation toxicology/pharmacology. She previously served as Vice-President for Professional Development within the EPA-RTP Networking and Leadership Training Organization (NLTO).

**Jessie DeArdo**’s career with Federal higher education diversity and equity programs started in 1999 after earning her doctorate in physical chemistry from the University of California at Santa Barbara as a Presidential Management Fellow (PMF). As a PMF she was recruited by the U.S. Department of Education to manage a new Hispanic-Serving Institutions (HSIs) program. She worked with HSIs to strengthen educational programs as well as the administrative and fiscal capacity of the institutions. In 2002 she became the special assistant to the Director of Institutional Development and Undergraduate Education Services (IDUES) and developed a Web-based performance monitoring instrument to link project outcomes to statutory program goals. She then worked as a science program officer for the Fund for the Improvement of Postsecondary Education (FIPSE) before she was recruited to the National Science Foundation (NSF) to become the Program Director for the Historically Black Colleges and Universities-Undergraduate Program (HBCU-UP) in 2003. During this time she worked with HBCUs to strengthen their undergraduate science and engineering education and research programs. In 2007 she was asked to take on the management of the NSF-wide ADVANCE program. As Program Director of the ADVANCE program she worked to increase the participation and advancement of women in academic science and engineering careers. In 2010, she was detailed to the White House Office of Science and Technology Policy where she worked on STEM education and workforce diversity policy. She is once again at the NSF working on broadening participation in STEM graduate education, postdoctoral training, and academic careers, as program director for the Alliances for Graduate Education and the Professoriate (AGEP) program.

**Brendan Delaney,** J.D., is a partner at Leavy, Frank & Delaney, LLC. A native of Northern Ireland, Brendan received his undergraduate degree from the University of Ulster and his J.D. from Catholic University in Washington DC. He has been with the firm since December 2000. He also currently serves on the Advisory Council of the National Postdoctoral Association and has served as a speaker at NPA Annual Meetings as well as at numerous legal seminars for international postdoctoral scholars in conjunction with the NPA.

**Tammy L. Dennis** is the Postdoctoral Affairs Coordinator in the Center for Postdoctoral Affairs in the Health Sciences, Office of Academic Career Development, University of Pittsburgh Schools of the Health Sciences. She oversees the postdoctoral appointment process within the health sciences, manages the postdoctoral job posting Web site, prepares postdoctoral reports, oversees the postdoctoral career development and progress assessment process, contributes to the development and delivery of postdoctoral career development programs and services, and acts as the liaison between university administration and the University of Pittsburgh Postdoctoral Association. Prior to assuming this position, she was the Coordinator of Student Services at the University of Pittsburgh Institute for Clinical Research Education where she oversaw two graduate programs: the Master of Clinical Research and the Master of Medical Education. In this capacity, she oversaw the admission, registration, and graduation processes; assisted faculty with the preparation of course materials; and advised students with regard to course schedules and program progress. She is a member of the NPA Meetings Committee and serves as Co-Chair of the Workshop Subcommittee. Also active in her community, she serves as the Advancement Chair for her son’s Boy Scouts Troop and Troop Leader for her daughter’s Girl Scout Troop.

In 2001, **Christine Des Jarlais,** Ed.D., became the first Assistant Dean for Postdoctoral Affairs & Graduate Outreach at the UC San Francisco (UCSF). As director of the Office of Postdoctoral Affairs (OPA), she participated in the development and implementation of UC’s 10-campus postdoc policy, as well as the comprehensive benefits plan that is unique to UC’s 6,400 Postdocs. Overall, she works to improve the quality of training and academic life for UCSF’s 1,100 postdocs.
by heightening their visibility as a major constituency on campus. She developed the OPA website; initiated postdoc and postdoc administrators listservs; established a "Postdocs" link on the UCSF homepage; and developed postdoc mentoring guidelines for faculty. She works closely with the Postdoctoral Scholars Association; ensures that postdocs are represented on every major campus committee; and advocates for postdocs with the senior leadership. In November 2008, the United Auto Workers (UAW) became the exclusive representative of the 6,400 postdocs in the UC system. She was appointed to the UC bargaining team that negotiated the UC-UAW Contract, which was ratified August 2010. Her other responsibilities focus on Graduate Division initiatives aimed at increasing diversity among graduate students and postdocs. She earned her B.A. in Psychology from Smith College, M.A. in Psychology from Pepperdine University, and Ed.D. in Higher Education Administration from the University of Hawaii at Manoa. She served as Vice Chair of the NPA Local Host Committee for the NPA 2012 Annual Meeting.

**Earnestine Psalmonds Easter** is a program director in the NSF Division of Graduate Education. As senior program officer and visiting scholar in the Policy and Global Affairs Division, National Academies, she served as study director for the 2009 Academies report entitled Partnerships for Emerging Research Institutions and co-study director of the 2010 report Expanding Underrepresented Minority Participation: America’s Science and Technology Talent at the Crossroads, a congressionally mandated study focused on the underrepresentation of minorities in science and engineering. She has represented the NSF on interagency science and engineering workforce initiatives including the Education and Workforce Development Subgroup of the National Science and Technology Council and consultation committee for the Department of Education Jacob K. Javits Fellowship Program. She served on the board of directors for Oak Ridge Associated Universities, as a member of the North Carolina Board for Science and Technology, NASA Minority Business Resource Advisory Council, and on the executive committee of the Council on Research Policy and Graduate Education of the Association of Public and Land Grant Universities. She has held administrative positions at the Georgia Institute of Technology and Georgia State University and became the first vice chancellor for research at North Carolina A&T State University where she was also a tenured professor of education. She served as principal investigator for projects funded by the NSF, NIH, Department of Agriculture, Martin Marietta Energy Systems, Caterpillar Foundation, EPA, and Department of Energy. She is co-author of copyrights to two software systems. She was honored by the Republic of Senegal through acceptance into the Order of the Lion.

**Justin Elstrott**, Ph.D., is a Postdoctoral Scholar at the UC Berkeley and co-founder of the Berkeley Postdoc Entrepreneurship Program (BPEP), in collaboration with QB3, the Haas Lester Center for Entrepreneurship, and the Vice Chancellor’s Office for Research. He also is co-founder of the UC Berkeley Postdoc Industry Exploration Program (PIEP). His broad research goal is to develop a mechanistic and theoretical understanding of how neural circuits process sensory information. His current focus is the initial stages of cortical sensory processing.

**Michael A. Fisher**, Ph.D., is in the third year of his postdoc with Danielle Tullman Ercek at the UC Berkeley Energy Biosciences Institute (EBI). He specializes in protein engineering and molecular biology, working to enhance production of biofuels by engineering tolerance into microbes. With additional interests in science outreach and advocacy, he co-organized several outreach events with the EBI, served as president of the Berkeley Postdoctoral Association in 2011, and co-founded PIEP, which has begun its second year connecting UC Berkeley postdocs with Bay Area life sciences companies.
**Kathleen Flint Ehm**, Ph.D., is Project Manager at the NPA where she manages the NPA’s grant funded initiatives. These have included the Postdoc Leadership Mentoring Project, a structured mentoring program for postdoc office and association leaders, and the “Bring RCR Home” project, which fostered the establishment of responsible conduct of research programs for postdocs at their home institutions and developed the RCR Toolkit. She currently manages NPA ADVANCE, the NPA’s NSF-funded ADVANCE program to foster the transition of women postdocs into faculty positions. She came to the NPA from Stony Brook University where she taught astronomy as an adjunct in the Department of Physics and Astronomy and served as Assistant Director of the Reinvention Center, a national center focused on enhancing undergraduate education at research universities. In 2004, she spent a year in residence at the NSF where she was a Science and Technology Policy Fellow sponsored by the American Association for the Advancement of Science (AAAS). There she specialized in issues concerning early-career scientists and helped manage one of NSF’s newest postdoctoral fellowship programs. Previous to that, she was a postdoctoral fellow at Gemini Observatory North and a Carnegie Fellow at the Carnegie Institution of Washington’s Department of Terrestrial Magnetism. She has a Ph.D. and M.S. in Astronomy and Astrophysics from UC Santa Cruz and a B.S. in Math and Astronomy from the University of Arizona.

**Kenneth Gibbs, Jr., Ph.D.**, is a AAAS Science & Technology Policy Fellow at the NSF in the Directorate for Education and Human Resources (EHR), Division of Human Resource Development (HRD). Prior to the AAAS fellowship, he was a graduate student and postdoc at Stanford in the lab of Garry Nolan where his research focused on the intersections of cell signaling, stem cell biology and cancer biology. While at Stanford, he was active in efforts aimed at improving the training experiences for all students, as well as increasing the participation of those from traditionally underrepresented backgrounds. He hopes to return to academia where he can have an impactful career and can combine his passions for service, teaching and research. Originally from Durham, NC, he received his B.S. in biochemistry and molecular biology summa cum laude from the University of Maryland, Baltimore County.

**Stacy L. Gelhaus** is a Research Assistant Professor in the Department of Pharmacology and Chemical Biology at the University of Pittsburgh. Her current research focuses on the formation of electrophilic fatty acids that act as anti-inflammatory signaling mediators in asthma. Prior to her move to Pittsburgh, she was a Research Associate in the Center for Cancer Pharmacology at the University of Pennsylvania (Penn), School of Medicine where she studied the molecular mechanisms of environmentally-induced lung disease. She received her Ph.D. in chemistry from the University of Maryland, Baltimore County. She completed her training as an NRSA postdoctoral fellow in the laboratory of Ian A. Blair at Penn where the focus of her research was environmentally-induced pulmonary carcinogenesis. Additionally, she was an Instructor in the Department of Chemistry at Penn where she taught Biochemistry. During her postdoctoral training, she was co-chair of Penn’s Biomedical Postdoctoral Council (2006-2009). Additionally she served as a member of the NPA Board of Directors from 2008 to 2011 where she served as Chair from 2009-2010 and Treasurer in 2011.

**Ralph J. Hexter** is the current Provost and Executive Vice Chancellor at the UC Davis. Throughout his administrative career, Dr. Hexter has continued to teach, lecture, and publish on the interpretation and meaning of classical Greek and Roman literature from antiquity through the Middle Ages to modern times. After earning degrees at Harvard, Oxford (Corpus Christi College) and Yale, he taught for a decade in Yale’s classics department before moving to the University of Colorado at Boulder, where he directed the graduate program in comparative literature. In 1995 he joined the faculty at the UC Berkeley. He quickly climbed up the ranks, taking up posts as chair of Comparative Literature and then dean of Arts and Humanities and executive dean of the College of Letters and Science, the last two concurrently. At the UC Berkeley Dr. Hexter successfully recruited and retained faculty under intense competition from other universities, and he also was active in securing philanthropic support for the UC Berkeley from individuals and foundations. He then moved to the East Coast to become the President of Hampshire College. Shortly after his arrival at Hampshire College, he launched a comprehensive revisioning exercise to focus the college on its future as it neared its 40th anniversary. In addition, he added to his president’s cabinet a special assistant for diversity and multicultural education; completed funding on what became the college’s first building to receive LEED gold environmental certification; and, through a generous grant from the Andrew W. Mellon Foundation, laid the groundwork for a deeper integration of the study of languages other than English into the college’s courses and individual student and faculty projects. He is also a recipient of the University of Massachusetts’ Continuing the Legacy of Stonewall Award (2008) and is a founding member of LGBTQ Presidents in Higher Education and has served on its steering committee.
Kristen N. Hodge was born and raised in Baltimore, Md. She graduated from Spelman College of Atlanta, Ga., Phi Beta Kappa and Magna Cum Laude with a bachelor’s degree in English. From there she went on to pursue and complete her Ph.D. in American Studies at the University of Maryland, College Park in 2009. Her dissertation, “Diversity vs. the Doctorate (1967-2008): The Experiences of Black and Latino Doctoral Students Then and Now,” was a study of the unique and contrasting experiences of doctoral students of color from the generation of the 1960s and 1970s through the present. In this study, she provides authentic voices of past and future scholars’ experiences navigating the doctoral process. She is the recipient of numerous awards and fellowships including the Mellon Mays Undergraduate Fellowship (MMUF), Bode-Wise Graduate Fellowship, Mathematica Policy Research Fellowship, and the Education Pioneers Summer Fellowship. She recently completed a two-year postdoctoral position in graduate education administration in the Graduate School at the University of Maryland, College Park (UMCP). In August 2011 she was awarded the American Council of Learned Societies (ACLS) inaugural Public Fellowship and as part of this fellowship she currently serves as a Policy Analyst for the Association of American Universities (AAU).

Margo Horn is a U.S. social historian specializing in women’s history and the history of medicine. At Stanford since 1986, Dr. Horn teaches in the Department of History. Her courses include “The History of Women and Medicine in the US,” and “The Rise of Scientific Medicine.” She is author of Before It’s Too Late: The Child Guidance Movement in the United States, 1922-1945. In addition, she conducts workshops through the office of the Vice Provost for Graduate Education on negotiation and conflict management and on intellectual leadership and setting a research agenda. She also offers workshops for the Office of Postdoctoral Affairs to postdocs and to Stanford faculty, as part of a Stanford-wide mentoring effort to improve the training experience of postdoctoral scholars.

Michael Humble, Ph.D., is a Program Administrator in the Cellular, Organs, and Systems Pathobiology Branch, Division of Extramural Research and Training (DERT) at the NIEHS in Research Triangle Park, NC. Dr. Humble has been working in the DERT for 9 years. He oversees the extramural fellowship program and the R15 AREA grants program, as well as the research portfolios in skin disease, immunotoxicology, and autoimmune disease. As an NIH Program Administrator, he is responsible for a variety of things, including: developing and implementing long- and short-range plans for grant-supported health research programs designed to meet national health needs; planning, directing, and managing the evaluation for these extramural activities; assessing the current status of research programs; identifying research areas warranting either increased or decreased funding emphasis; developing Funding Opportunity Announcements (FOAs) and Requests for Applications (RFAs) designed to elicit research grant proposals from the scientific community; and providing technical assistance to grant and fellowship applicants. He has a B.A. in Chemistry from St. Olaf College, a M.S. in Chemistry from the University of Minnesota-Twin Cities, and a Ph.D. in Toxicology from the University of North Carolina at Chapel Hill.

Cathee Johnson Phillips, M.A., serves as the executive director of the NPA, headquartered in Washington, D.C. She manages operations of the 501(c)3 nonprofit association, which works to develop and promote national policies and programming that benefit the postdoctoral community and thereby the entire U.S. research community. Among her duties, she serves as the principal investigator for the NPA’s project, “From Postdoc to Faculty: Transition Issues for Women Scientists,” funded by an NSF ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) Award. She also serves as project director for the Ewing Marion Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards program and for the NPA projects funded by the Burroughs Wellcome Fund and the Sloan Foundation. Johnson Phillips regularly facilitates sessions or presents at universities and conferences across the country regarding the postdoc situation, including gender and diversity issues, the NPA itself, the NPA Core Competencies, and other topics. Among recent engagements, she organized two workshops for NSF postdoctoral fellows, including, Let’s Talk!:Expanding Dialogue in the Postdoctoral Community towards Broadening Participation in the Social, Behavioral, and Economic Sciences (SBE) and the Leading Innovation and Discovery Workshop. Most recently, she led workshops on mentoring for mentors and their protégées at the EPA in Research Triangle Park, NC. Johnson Phillips holds a master’s degree in leadership from Bellevue University and a bachelor’s degree from Morningside College. Her background is in higher education and nonprofit organizational management, including but not limited to strategic planning, grant development, and project management.

Schaun Korff, Ph.D., a native of South Africa, is Medical Science Liaison, MS Medical Affairs at the Genzyme Corporation. He completed his undergraduate training in Biochemistry at North-West University, South Africa in 1997, his M.Sc. in Molecular Pharmacology at the University of Hertfordshire, England in 2004 and went on to do his Ph.D. in Pharmacology at
the North-West University, South Africa before moving to Memphis in 2008. Previously, he was a Postdoctoral Fellow in the Department of Genetics at St. Jude Children’s Research Hospital where his work focuses on the DNA damage response in brain tumors and exploring the utility of manipulating DNA damage signaling as a means to enhance brain tumor therapy. He was awarded a Rotary Foundation Ambassadorial Scholarship in 2002/2003; this scholarship is awarded annually to 20 individuals from developing countries on a word-wide competitive basis. He was also the recipient of a Scholar in Training award from the American Association of Cancer Research for his work in 2009. He was Deputy Chair of the Postdoctoral Association Council at St. Jude Children’s Research Hospital until June 2011. Korff is the a member of the NPA Board of Directors and chair of the NPA Meetings Committee.

Diane Klotz, Ph.D., is Director of the Office of Training & Academic Services at the Sanford-Burnham Medical Research Institute. In this position she oversees scientific career education and training programs for Sanford-Burnham’s scientists-in-training. In addition to her program development role, she participates in institute-wide efforts in strategic planning with respect to education and training initiatives, serves as an advisor to executive leadership on education and training issues, and collaborates with Institute leaders to develop training policies. She received her Ph.D. in Molecular and Cellular Biology from Tulane University. As a postdoctoral fellow at the NIEHS, her research focused on cross-talk between steroid hormone receptor and growth-factor signaling pathways, primarily in the female reproductive tract. Outside the lab, she was a member and the chair of the NPA Policy Committee, and she subsequently served as a member and Chair of the NPA Board of Directors. She remains active with the NPA as a member of the Strategic Planning Committee and NPA Advisory Council. Prior to accepting her current position, Diane was the Director of the Office of Fellows’ Career Development at the NIEHS.

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

Yvonne Lefort is a career coach and intercultural trainer. At the UC Berkeley, she teaches a 10-week long course called “Creating a Fulfilling Life in America” that she developed for international spouses of postdocs, visiting scholars, researchers and graduate students. She has a master’s degree in Career Counseling from John F. Kennedy University and has been helping people with career and life transitions for over 20 years. Her background includes living, working, and studying abroad, giving her first-hand experience of the challenges that people face when moving and living in another country. She has a B.A. in French from Pomona College and also enjoys speaking German and Spanish. She is an adjunct faculty member at Diablo Valley College and previously worked as a career counselor in private colleges and universities, ESL programs, outplacement firms and career centers. One of her specialties is working with women transitioning into and out of the work force, and her articles have appeared in numerous publications. She has a private practice in career and intercultural coaching in the San Francisco East Bay. She is a certified cross-cultural trainer through The Interchange Institute and Cultural Detective and a member of SIETAR and the National Career Development Association.

Mary Ann Mason, Ph.D., J.D., is currently professor and co-director of the Center, Economics & Family Security at the UC Berkeley, School of Law. From 2000 to 2007, she served as the first woman dean of the Graduate Division at the UC Berkeley, with responsibility for nearly 10,000 students in more than 100 graduate programs. During her tenure, she championed diversity in the graduate student population, promoted equity for student parents, and pioneered measures to enhance the career-life balance for all faculty. Her research findings and advocacy have been central to ground-breaking policy initiatives, including the ten-campus “UC Faculty Family Friendly Edge” (http://ucfamilyedge.berkeley.edu/toolkit.html) and the nationwide “Nine Presidents” summit on

Mary Mitchell helps individuals to become more professional, so that they can grow their careers and, thus, their organizations. She is president of The Mitchell Organization, a national training and consulting firm. She delivers one constant message: that social, presentation, and communications skills are the keys to personal and professional success. She has seven acclaimed books, now published in ten languages; newspaper columns, such as her nationally syndicated newspaper column, “Ms. Demeanor,” which enjoyed a 10-year run, her “Nice Matters” column which ran for two and a half years in The Seattle Times, and the many columns she continues to write for Reuters International; and online forums, which she hosted for villlage.com. She has two more books, Fast Track to Etiquette (PenguinPutnam) and Woofs to the Wise (a book on clear communication she is helping her dog ZsaZsa to write), scheduled for release in late 2012. Recently she has created the highly successful “Business Etiquette Program for Scientists: Presenting Yourself To Your Best Advantage.” She comes highly recommended by the University of Pennsylvania Biomedical Postdoc Programs. In addition to her publishing accomplishments, MMM is an experienced, professional on-camera and live radio personality. She was co-host of “Nice Matters”, a weekly commentary on manners broadcast by the Comcast network for two years, as well as three hour-long programs about business and social etiquette for major PBS affiliates. She has appeared numerous times on the major network morning shows. She has also brought her message and skills to the public as a speaker and keynoter.

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

Christine Pfund earned her Ph.D. in Cellular and Molecular Biology, followed by postdoctoral research in Plant Pathology, both at University of Wisconsin-Madison. Currently, Dr. Pfund is the Associate Director of the Delta Program in Research, Teaching, and Learning. Through her work with both the Delta Program and the Wisconsin Program for Scientific Teaching, she has focused on preparing current and future faculty to be effective teachers and mentors, as well as successfully integrate approaches to research with their approaches to teaching and learning. She has been integrally involved in developing, implementing and evaluating a training seminar for research mentors as well as a seminar to support undergraduate researchers themselves. She has helped develop the manuals for facilitators of these seminars, Entering Mentoring and Entering Research, and co-authored papers documenting the effectiveness of these seminars. At UW-Madison, Dr. Pfund has collaborated to incorporate mentor training in the summer research programs across multiple disciplines. She is currently co-leading two NIH-funded research studies; one is a randomized trial designed to test the impact of research mentor training on both mentors and mentees at 14 sites; the other is a mixed-methods study investigating specific factors in mentoring relationships that account for positive student outcomes and persistence in science.

After completing an undergraduate degree in Biochemical Engineering with Bioprocess Management, Jordan Plews worked for Pfizer as a member of the Bioprocess Development Group. He then went on to receive a Doctorate in Biochemical Engineering with a specialization in Stem Cell Biology from University College London. Currently, he is a postdoc in Stanford’s School of Medicine working on stem cell based regenerative medicine therapies. He is also a part of the leadership team of Association of Industry-Minded Stanford Professionals (AIMS), a postdoc society dedicated to improving the status of postdocs and their career prospects beyond academia.

Hyejun Ra, Ph.D., received a B.S. degree in electrical engineering from Seoul National University, Korea, and the M.S. and Ph.D. degree in electrical engineering from Stanford University where her research focused on developing microelectromechanical systems (MEMS) and optical systems for biomedical imaging and sensing applications. She is currently a
postdoctoral scholar in the Molecular Imaging Program (MIPS) at Stanford University School of Medicine, working on early cancer detection with cutting-edge optical imaging technology and targeted molecular probes. She is interested in the translation of biotechnology into the clinic that leads to impact in patient care. She is also a part of the executive leadership team of the AIMS.

For the past 10 years, Brenda Robatí has served as President of The Language Company, a private corporation with ten English as a Second Language centers throughout the United States. Prior to this position, she served as Director of Edmond Language Institute, a division of The Language Company, located on the campus of the University of Central Oklahoma and as President of Draughon College, located in Oklahoma City, Oklahoma. Ms. Robatí holds an M.A. from the University of Central Oklahoma in Education with an emphasis in Teaching English as a Second Language and a B.S. in Psychology from Oklahoma State University. She has been actively involved in the development and design of ESL programs for university and secondary schools in such countries as Bolivia, Korea, and China and for such corporations as Disney and Mitsukoshi. She has served as a commissioner for the Accrediting Council for Continuing Education and Training (ACCET), Chair of Region III NAFSA-Association of International Educators, and President of the Oklahoma affiliate of Teachers of English to Speakers of Other Languages (OKTESOL).

Alberto I. Roca, Ph.D., was a Project Scientist in the Biochemistry Department at the University of California, Irvine where he was formerly a UC President’s Postdoctoral Fellow. He is a Peruvian-American born in Houston, Texas. He received his Ph.D. in Molecular Biology from the University of Wisconsin-Madison. He received funding from an Alfred P. Sloan Foundation grant to create the Web portal MinorityPostdoc.org. He founded the SACNAS Postdoc Committee in 2005 and co-founded the NPA Diversity Committee in 2003 with Dr. Arti Patel. He has co-chaired many postdoc-related activities at the SACNAS conferences, including the Minority Postdoc Summit, and has been an invited speaker at the Annual Biomedical Research Conference for Minority Students, the Compact for Faculty Diversity’s annual Institute on Teaching and Mentoring, and the COSEPUF Second Convocation on Enhancing the Postdoctoral Experience. In recognition of his achievements, he has received the UC-Irvine Chancellor’s Living Our Values Award and the SACNAS Presidential Service Award. Currently, he works full-time as a diversity consultant helping graduate students transition to postdoc training and helping grads/postdocs transition to professional positions.

Rania Sanford has been at Stanford University since 1995. As Assistant Dean for Postdoctoral Affairs, she provides policy and programmatic oversight for over 1900 postdoctoral scholars in the Schools of Medicine, Engineering, Humanities and Sciences, Earth Sciences and Education, in addition to a number of independent research centers at the University. In her current role, she expanded the postdoctoral professional development programs, including several highly-popular seminars and courses—the monthly Postdoc Academic Chats and the year-long advanced English language curriculum for non-native speakers, and a regular menu of weekly talks and workshops. She is responsible for developing the work-life and diversity programs for the recruitment and retention of postdoctoral scholars at Stanford, established the Family Healthcare Fund in 2010, and spearheaded Stanford’s policies towards better support of women in science and of international scholars. She has been conducting conflict management workshops for postdocs and for faculty, having received training in leadership and in intercultural communication. She serves a number of advisory boards including the Stanford Molecular Imaging Scholars Training Program, the Bechtel International Center, and the Vice Provost Graduate Diversity Steering Committee. She is passionate about international higher education, with emphasis on the Middle East, her area of academic interest.

Nicole A. Stalhmann is the director of fellowship programs of the American Council of Learned Societies (ACLS). She oversees a large portfolio of initiatives to support individual and collaborative research in the humanities and humanistic social sciences, including the innovative New Faculty Fellows and Public Fellows programs. Prior to joining ACLS in 2009, she was Program Director of the International Dissertation Research Fellowships (IDRF) Program and Director of the Fellowships Office at the Social Science Research Council for seven years. Before receiving her Ph.D. in American studies from the Johannes Gutenberg University-Mainz (Germany), she was a graduate fellow at Columbia University, a teaching fellow at Bowdoin College, and an Erasmus scholar at the Rijksuniversiteit, Gent (Belgium). Her research interests include theories of transnationalism, transculturation, and migration, with a specific focus on the Caribbean diaspora. She is an adjunct associate professor in the Department of Media, Culture, and Communication at New York University.

Molly Starback, M.S.L.S., is the founding Director of the Duke University Office of Postdoctoral Services. Opened in 2006, the office is the central resource for over 750 postdocs, serving both Campus and School of Medicine appointees. She oversees postdoctoral policy and procedure, serves
as the career adviser for postdoctoral appointees, and provides training in professional development and research ethics. In 2006 she created Postdoctoberfest, a yearly appreciation event at which awards are presented to the Outstanding Postdoc and Outstanding Postdoc Mentor at Duke. She also established annual awards for postdoctoral professional development and helped create the Provost’s Postdoctoral Scholars for Diversity Program. In addition to working with postdocs, she is an academic adviser for first- and second-year undergraduates at Duke. She is a member of the AAMC GREAT Group Postdoctorate Leaders Section Steering Committee and the Graduate Career Consortium, and has served as a member of the NPA Membership Committee and Web Site Taskforce. In 2008 she received the Duke Meritorious Service Presidential Award in recognition of her work on behalf of Duke postdocs.

Lorraine Tracey, Ph.D., completed her undergraduate training in Human Genetics at Trinity College Dublin, Ireland, and went on to do her Ph.D. at the Spanish National Cancer Center in Madrid, Spain. She completed her postdoctoral training at St. Jude Children’s Research Hospital, where her work focuses on the role of NF-kB in treatment response and on rational drug combinations for the treatment of pediatric cancer. She is currently the Director of Biological Research and Development at NanoDetection Technology in Cincinnati, Ohio, developing rapid point of care diagnostic tests in the area of infectious diseases. She has published 20 original research papers in both Spanish and English in addition to receiving numerous awards including the 1999 Bloomer prize in Human Genetics and the 2003 Spanish Academy of Dermatology and Venereology Prize for research. She has been involved with the NPA since 2009, serving as the Vice Chair of the Meetings Committee for the 2010 Annual Meeting and was elected to the Board of Directors for the 2010-2011 term and re-elected for the 2012-2013 term. She served as the Vice Chair of the Board of Directors in 2010 and currently serves as Chair of the Board.

Christopher Tsang, Ph.D., is a neuroscientist with a strong interest in the biology and pathology of presynaptic nerve terminals. Currently, he is a postdoctoral researcher in the Department of Molecular and Cell Biology at the UC Berkeley. The focus of his research is to understand how molecules within these specialized endings are orchestrated during excitation-secretion coupling. In addition, he would like to know how the coordination of these molecules goes awry during neurodegenerative disease. He co-founded and chairs PIEP at the UC Berkeley (Nature 478:277, Nature 480:576; 2011), which allows postdocs to learn about industry careers through site-visits, workshops and seminars. He would like to continue pursuing ways in which companies can partner with universities to create new research and education opportunities to better prepare life sciences professionals for entry into industry.

Doro Unger-Lee moved to Berkeley in March 2011. She founded the group “Berkeley Wives” for international spouses and is volunteering for the VSPA spousal support program. Her husband is in the History Ph.D. program at UC Berkeley. After working as a Marketing Manager for a local Bay Area law firm, she is now working for the English Department at UC Berkeley. She has a bachelor’s degree in British & American Studies and German Law and a master’s degree in American Studies.

Steven K. Wendell, Ph.D., holds a dual appointment as a Research Assistant Professor in the School of Dental Medicine at the University of Pittsburgh School of Medicine where his laboratory studies craniofacial genetics and serves as the Course Director for Molecular and Cell Biology. He also serves as the Assistant Director of Postdoctoral Development in the Office of Academic Career Development for the University of Pittsburgh Schools of the Health Sciences. He received his doctoral degree at the University of Minnesota in the Department of Molecular, Cellular, Developmental Biology and Genetics. He completed his postdoctoral training at the University of Pittsburgh under Joseph C. Glorioso III. During his postdoctoral training, he was one of the co-founders of the University of Pittsburgh Postdoctoral Association and served as the first elected Senior Co-Chair. He was elected to the executive board of the fledgling NPA in 2003 and served again in 2007. He has also served the NPA as the Chair of the Annual Meeting Committee and member of the Diversity Committee and Oversight Committee.

Dara Wilson-Grant currently serves as the Associate Director at UNC Chapel Hill’s Office of Postdoctoral Affairs (OPA). In her role at OPA, she provides personalized individual career counseling to postdoctoral scholars across all disciplines. She is also the owner of Careers in Bloom, where she designs and presents a wide range of career management workshops and seminars that facilitate personal and professional growth, strategic planning, and career advancement. She holds a master’s degree in Counseling from Fordham University. She is also a National Certified Counselor with over ten years of experience providing career management education, training, and counseling to students and professionals. Previous roles include Assistant Director of Career Exploration at UNC Chapel Hill’s Career Center; Instructor, UNC’s School of Education, and MBA Career Counselor and Coach at Rutgers Business School.
Shiming Xu, Ph.D., is a Stanford University postdoc coming from China with particular interest in entrepreneurship. His research is to study diabetes treatment with a new peptide. He serves as a manager of the Executive Leadership Training (ELT) Program in AIMS and as an Invited Council Member of Chinese- American BioPharmaceutical Society (CABS). Before coming to the United States, he co-founded Life Science of Industry Association (LSIA) at Peking University, which has been developed into a well-known and popular group in this top university in China. Meanwhile, he co-founded an Innovative Bioscience Group and started his first business plan with the project “Oral Insulin,” which earned him the Gold Prize in the National Innovation Competition in 2008.

Darlene F. Zellers, M.A., is the Director of the Center for Postdoctoral Affairs in the Health Sciences, Director of the Office of Academic Career Development, Health Sciences, and Associate Dean of Postdoctoral Affairs at the University of Pittsburgh School of Medicine. She joined the University of Pittsburgh in 1995 as director of the Office of Summer Sessions and Continuing Education, and, in 1997, became associate dean of continuing education and summer programs in the College of General Studies. She previously held administrative posts at the Community College of Allegheny County and Duquesne University. Throughout her career, she has held leadership roles in several professional organizations, has been recognized by the College Board Office of Adult Learning Services as a leading practitioner in continuing education, and has received national awards for academic program development and marketing. She has published in the fields of continuing higher education and professional career development, and her research interests are academic cultures, professional career development, and program development. She earned her B.S. in individual and family studies from the Pennsylvania State University and her M.A. in administration and policy studies from the University of Pittsburgh, where she is currently a doctoral candidate in higher education administration.

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The NPA 11th Annual Meeting
March 15-17
Charleston, South Carolina
Medical University of South Carolina

I have real work to do.
Getting published.
Writing my grant.
Putting together my presentation.
Discovering something meaningful.
I need time to do it.

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Introducing the Einstein Postdoctoral Association (EPA)  
Albert Einstein College of Medicine

Carola Wilczek*, Komal Rasaputra, and Valeria Antico Arciuch

The Einstein Postdoctoral Association (EPA) was founded in 1996 as one of the first Postdoctoral Associations in the United States. Our goal is to improve the scientific interaction among postdocs and the quality of their personal life. Every postdoc joining Einstein is automatically a part of the EPA, which means that we have ~360 members. The EPA representatives constitute a group of motivated postdocs from different departments with three international Co-Chairs. The diversity of the Co-Chairs is very helpful, since people feel closely connected to ‘their’ representative. We are funded and supported by the Belfer Institute (Einstein PDO), which oversees postdoctoral affairs at Einstein. We meet regularly with the Belfer director, to discuss new ideas and general problems. We also coordinate with the Belfer Institute on an annual Postdoc Appreciation day celebration, and on an awards ceremony to honor postdoctoral research. Even as an experienced PA we face general problems such as the recruitment of new representatives. We will highlight our strategies for volunteer recruitment. We found it helpful to have postdoctoral representatives present in different committees, among them the Career and Professional Development Program, the Quality of Life Committee, the Belfer Advisory Committee and the Faculty Senate. There and at numerous events at Einstein our representatives perform active networking. Services we offer include a handbook for new postdocs, interdepartmental seminars, an independent Web site, a yearly BBQ etc. Our future project is to provide new postdocs with a ‘Welcome kit’, which will hopefully make the transition to Einstein more pleasant and will help to integrate him/her into our community.

Science Knows No Boundaries: How an International Coffee Hour Fosters Networking for PhD Students and Postdocs  
Albert Einstein College of Medicine, Graduate Division of Biomedical Sciences

Joerg Schlatterer* and Victoria Freedman

Networking is a critical career-enhancing activity whose importance in the development of young scientists has only recently been appreciated. An overwhelming workload and the expectations of one’s PI might contribute to the perception of postdocs and graduate students that any activities aside from laboratory research are not germane to a successful PhD career. However, it is becoming apparent that well-developed networking and organizational skills, as well as the appreciation of the diversity of individuals within the scientific community, all contribute to the success of a young scientist. Einstein’s Career & Professional Development Program for Graduate Students and Postdocs serves more than 700 individuals. In 2009, the program started an International Coffee Hour for young researchers as an informal means to forge personal and professional connections among students and postdocs of different departments and backgrounds. The Coffee Hours are monthly gatherings featuring treats prepared by students and postdocs from a specific highlighted geographic area. Currently, up to 180 young researchers attend this networking event each month and learn about food, culture, research, and funding opportunities of the featured regions. We will explore how this event helps graduate students and postdocs to refine their networking, organization, presentation, and time management skills. We also will discuss the organizational framework, logistics, budget requirements, and volunteer recruiting necessary for establishing such events and the importance of such events in the development of young scientists.

Organizing That First Career Fair: Lessons Learned and Tips for Success  
Argonne National Laboratory

Prasanna Balaprakash, Joseph Bernstein, Martin Bettge, Gulhan Gurdal, Chithra Kumanar-Nair, Shaolin Liao, Milind Malshe, Kuldeep Mistry, Subhasish Mohanty, Deepkishore Mukhopadhyay, Susanna Neuhold, Swati Pol, Dipanwita Ray, Kamlesh Suthar, Kristene Henne*, and Andrew Skipor

Argonne National Laboratory is home to over 300 postdoctoral scientists and engineers. Over the years, approximately 20% of Argonne’s postdocs have been converted to staff. This number will vary depending on the scope of the postdoc’s work, the scientific division, current funding climate and postdoctoral career goals. Since postdoctoral appointments are temporary by design, it is in the best interest of both Argonne and its postdocs to ensure their success in the next phase of their careers. History tells us that at least 80% of our postdocs will need to seek employment elsewhere upon completion of their appointments. Providing opportunities for the postdocs to meet with prospective employers fulfills our mission to ensure their long-term success and, ultimately, helps ensure that we continue to attract the best talent. The Postdoctoral Society of Argonne (PSA) held its first Postdoctoral Career Fair in October 2011, in conjunction with the 4th Annual Argonne Postdoctoral Research Symposium, which provided an opportunity for the postdocs to showcase their research and network with industry representatives. The major challenge for organizing the first fair was making initial contacts with desired companies. We used a variety of approaches to attract companies, with direct contacts in research and development divisions eliciting immediate response. Twelve companies, national and local, exhibited at the fair; while 4 others sent featured positions to promote or attended the symposium. Over 100 postdocs attended the fair. We will discuss the steps taken in planning our first career fair and lessons learned along the way.
The Postdoc Orientation: A Multifaceted Approach

Brown University
Susan Rottenberg* and Elizabeth O. Harrington

The Office of Graduate & Postdoctoral Studies (OGPS) at Brown University has developed an orientation for newly employed postdocs to assist them in their transition to the University campus and Providence. Initially, the OGPS welcomes postdocs via e-mail and invites them to a personal orientation once they arrive on campus. The e-mail welcome includes a link to the OGPS webpage dedicated to postdoc needs, and information regarding communication between OGPS and Brown postdocs, as well as within Brown’s postdoc community using our Postdoc listserv, LinkedIn presence, and Postdocs-In-Providence Facebook page. Postdocs receive a one-on-one orientation with OGPS staff where they learn how to efficiently navigate processes in HR, Payroll, and Benefits offices, as well as obtain an ID badge and activate their Brown University e-mail account. Postdocs receive an overview of Brown’s postdoc handbook, policies, support services, campus and national representation, annual evaluation process, research facilities, ethics training, funding opportunities, work/life balance, conflict management, mentoring, professional development resources, international postdoc support, family support, and area transportation options. During this meeting, postdocs self-report demographic data, which is used in national reporting annually. Each year, postdocs attend a Fall Resource Event, where they meet representatives from support services available at and provided by Brown. OGPS is exploring areas of improvement. Ideas being researched include transforming the current orientation packet into an online Powerpoint Orientation with audio, publishing the results of the recent Postdoc Climate Survey on the OGPS postdoc webpage, and developing a Postdoc Advisory Panel Ambassador Program for new postdocs.

Role of the Postdoctoral Association and the Postdoctoral Training Office at City of Hope

City of Hope
Vamshi Gangupomu*, Kate Sleeth, and Adam Bailis

The City of Hope (COH) is a premier biomedical research institute and a founding member of the National Comprehensive Cancer Network, one of only 40 National Cancer Institute-designated Comprehensive Cancer Care Centers in the country. COH along with the Beckman Research Institute (BRI) is currently training a total of 140 postdoctoral scholars that make significant contributions to research in the fields of cancer, HIV, diabetes and various other diseases. The Postdoctoral Association (PDA) at COH was established in 2000 to act as a liaison between the postdoctoral community and administration. The Postdoctoral Training Office (PTO) at COH was established in 2007 to advocate for the postdoctoral scholars at the administrative level. Over the past 4 years the role of the PDA has been repurposed to become an outreach organization. The PDA has taken several steps to facilitate this goal: 1. Created the post of Welcome Leader, who is responsible for introducing all new postdoctoral scholars to the PDA and the PTO, as well as helping them in their orientation to COH. 2. Created the post of Web Administrator, who is responsible for maintaining the COH PDA Facebook page and using social media to keep postdoctoral scholars abreast of both social and professional development events sponsored by COH and other local institutions. 3. Bridging the PDA and the PTO to utilize resources more efficiently and better facilitate the professional and social development of postdoctoral scholars at COH.

Strategies for Increasing the Visibility of the Office for Postdoctoral Fellows
Harvard Medical School
James Gould*, Leigh Melanson, and Judy Glaven

The toughest assignment for any postdoc office is to gain and maintain visibility. The HSDM/HMS Office for Postdoctoral Fellows (OPF) was established six years ago and has built credibility with postdocs and the academic community. Despite major advances, our office was still underutilized and we sought to address this by reexamining our approaches to Branding, Adding Value, and Building Relationships. While these strategies are rather obvious, their implementation is anything but. An OPF logo created a brand that communicates a consistent message from a reliable source. We already rely heavily on our updated Web site, private e-mail listserv, and word-of-mouth advertising to reach our target audience. The poster will highlight the strategies we employed to increase the visibility of our office to the postdoc population as well as the HMS community at large. We recognize that postdocs make important contributions to the HMS research enterprise. Accordingly, we featured the work of our postdocs in poster and oral presentations for the first time at our most recent NPAW celebration. We seek to strengthen our existing relationships with the basic science departments and their administrators while forging new alliances with our counterpart postdoc and career service offices within Harvard and Boston. We are placing renewed emphasis on including HMS Faculty and Investigators in future directions by creating a Faculty Advisory Committee. By concentrating our marketing efforts on reaching postdocs, departments, and PIs, we along with our fellows have begun to realize the full potential of the OPF.

A Survey of Demographics, Professional Interests, and Satisfaction among Postdoctoral Fellows at the Harvard School of Public Health

Harvard School of Public Health
Leah E Cahill, David Kasahara, Myriam Afeiche, Feyza Engin, Alberto J. Caban-Martinez, Silje E Reme, and Lawrence de Koning*

INTRODUCTION: The postdoctoral training period is marked by the transition from graduate student to researcher. This time is full of challenges including relocation, family strain,
the general characteristics, concentrations, and concerns of postdoctoral trainees. We surveyed the demographics, professional interests, and satisfaction of postdoctoral research fellows at a large academic institution.

METHODS: A 40-question online survey was conducted over a period of 6 weeks in 2011 among postdoctoral research fellows (postdocs) at the Harvard School of Public Health (HSPH).

RESULTS: Of the 271 postdocs surveyed, 93 completed the survey [34% response rate]. Among respondents, 62% were women, 51% were U.S. citizens, 30% had children, and the mean age was 34 years. The average expected appointment length was 2.4 years. Mean income was $48,134 before taxes, 55% of postdocs were funded by their own fellowship or grant. Seventy percent were covered by Harvard health insurance. Postdocs had on average 8 journal articles or grant. Seventy percent were covered by Harvard health insurance. Postdocs reported an overall satisfaction of 8.

CONCLUSIONS: Findings from this survey suggest that respondents were diverse in their demographics, but unified in their satisfaction, desire to teach during their postdoc appointment, and aspiration to remain in academia.

Health Insurance Status among Postdoctoral Research Fellows: The Harvard Experience
Harvard School of Public Health, Harvard University
Silje Endresen Reme*, Alberto Caban-Martinez, and Feyza Engin

BACKGROUND: Policies on health insurance coverage among postdocs at Harvard School of Public Health (HSPH) vary significantly depending on source of funding and type of academic appointment. A recent school-wide survey at HSPH documented that 30% self-reported no health insurance coverage through their university appointment. Despite a large percentage reporting coverage, little effort has been given to understanding health insurance status and coverage issues for the uninsured.

AIMS: As an initial first step to achieving 100% coverage among all HSPH postdocs, we sought to interview and document the experience of health care insurance status and unmet health care needs of current HSPH postdocs. The main goal of this initiative is to develop consistent and uniform school-wide health insurance policies that provide coverage for all postdocs irrespective of funding source and appointment.

APPROACH: A systematic case collection of current and former postdocs with no health insurance coverage was conducted to document the unfortunate health outcomes that have occurred. Estimates for the current and projected costs of providing comprehensive health insurance coverage to all postdocs were presented to the School’s Dean and associate Dean. The Deans were supportive of providing immediate financial support for the currently uninsured postdocs. The Deans also facilitated a meeting with faculty experts and school key administrators to strategize policies that would be supportive and inclusive of all postdocs. We are currently working with these experts to develop a policy that will not only be beneficial for the postdocs, but also organizationally and fiscally feasible for the school.

Introducing DiverseScholar: a New Periodical for Diverse Postdocs and their Allies
MinorityPostdoc.org
Alberto I. Roca*, Cassandra Brooks, Leticia Cano, Daniela Hernandez, Stephanie R. Miller, Andrea L. Stith, David G. Taylor, Jeremy B. Yoder, and Suzanne Hunter

DiverseScholar is a new, interdisciplinary periodical for diverse students, postdocs, and their allies. All articles of this printed, biennial publication are also published online at MinorityPostdoc.org. Our mission is to help diversify the Ph.D. workforce by promoting the effective recruitment, mentoring, and career achievement of underrepresented postdocs. While economic and equity imperatives traditionally motivate an emphasis on the African-, Hispanic-, and Native-American communities, we also reach out to members of the Asian-American, LGBT, disabled, economically disadvantaged, recent immigrant, and other disenfranchised communities. The motto “we are all minorities, so let’s help each other” describes our inclusive approach since we believe that being a “minority” largely depends upon context. Printed issues will be distributed through our unique database of diverse postdocs and graduate students and at diversity, mentoring conferences such as SACNAS, ABRCMS, AISES, SASE, NOBCChE, NSHP, etc. The periodical is an effective channel for publicizing job openings (postdoctoral, professional, faculty), fellowships, and workshops. By publishing here, institutions can also share best practices with our large network of recruiters and diversity allies such as Chief Diversity Officers. We welcome submissions to join the currently available articles: Uncovering the Invisible Minority Postdoc Talent Pool; The First National Celebration of Asian Heritage Scientists & Engineers: SASE Connects!; Online LGBT Pride: the Diversity in Science Blog Carnival; MinorityPostdoc.org Promotes New Postdoctoral Events at the 2010 SACNAS Annual Conference; “Social” Science: Experimenting with Social Media to Build Scholarship Communities; NOGLSTP “Out To Innovate” STEM Career Summit; Social Media for the Latina Scientist.

NCI-CCR Fellows and Young Investigators Association:
Training, Mentoring and Career Development
National Cancer Institute, The Center for Cancer Research
Majda Haznadar*, Kristin Fabre, Alyson Freeman, Brid Ryan, and Jonathan Wiest

The Center for Cancer Research (CCR) at the National Cancer Institute (NCI) has the nation’s largest conglomeration of trainees, including postdoctoral fellows, clinical fellows, post baccalaureates and graduate students. We are located...
on two campuses: Bethesda and Frederick, Maryland. Our Association was organized to foster the professional advancement of young scientists. Our mission, therefore, fully agrees with and supports the mission of the National Postdoctoral Association (NPA). The FYI is supported by the NCI Office of Training and Education (OTE). In order to meet our goals, we conduct the following: 1) Promote communication of training needs and expectations between the trainee and mentor through an extensive training plan developed by the CCR OTE; 2) Participate during all NCI orientations for new trainees; 3) Organize scientific seminars in which trainees can present their science in a supportive environment with a feedback from their peers; 4) Provide training to hone in on presenting skills and receive constructive feedback through PASS (Presenting and Seminar Skills); 5) Foster social events that promote fellow interaction; 6) Publish a newsletter that offers an avenue to keep trainees updated with current events as well as an opportunity to enhance their writing skills. One of the most important and comprehensive initiatives that FYI undertakes is the organization of the annual colloquium. This multi-day meeting is designed by fellows for fellows, which presents a unique atmosphere for networking with their colleagues and distinguished guest speakers to start new research collaborations or learn how to land the career position of their dreams. Moreover, a new outreach subcommittee has been created recently, which will present another avenue to increase the FYI visibility, as well as to further cultivate relations between researchers and the community through non-profit organization volunteering opportunities. Another goal we meet annually is a circulation of an annual survey which measures the effectiveness of training at CCR, and also ensures that trainee issues and concerns are carefully examined and addressed. The 2011 survey results will be briefly discussed.

Using Postdoc Feedback to Develop a Postdoc Professional Development Workshop Series
Penn State Milton S. Hershey Medical Center, Penn State College of Medicine
Roslyn N. Crowder*, Patricia Silveyra, Mary Leone, Jiamning Hu, and Ann Ouyang

Professional development is vital to the growth and advancement of postdoctoral scholars and fellows. The Penn State Milton S. Hershey Postdoctoral Society (PSHPS) and Office of Postdoctoral Affairs (OPA) have developed a yearly Postdoc Professional Development Workshop Series that provides postdocs with valuable information on a variety of topics that include time management, career planning, negotiation, grant writing, and scientific writing. Postdoc feedback is currently used to develop the professional development workshop series. During each workshop, postdocs are given a workshop evaluation form that evaluates both the workshop topic and speaker(s). Additionally, the workshop evaluation form includes a section where postdocs can list desired workshop topics they would like offered in the future. The suggestions provided by the postdocs are used in selecting future workshop topics. Scientific writing workshops have previously been well received by the postdocs. During the 2010-2011 Postdoc Professional Development Workshop Series, the writing workshops were further expanded by offering separate workshops on grant writing and scientific manuscript writing. The grant writing and scientific writing workshops were the most attended career training workshops offered by the PSHPS and OPA in 2011 with 53 and 47 attendees, respectively. Future goals for the Postdoc Professional Development Workshop Series include addition of workshops that highlight non-academic career tracks and increasing postdoc attendance in non-writing workshops.

Evolution of The Scripps Research Institute Society of Fellows: Sustaining an Active, Engaged PDA at a Large Private Research Institute
The Scripps Research Institute- Society of Fellows
John Scatizzi*

The Scripps Research Institute (TSRI) was founded in 1961; less than five years later the founder created the TSRI Society of Fellows (SoF). His goal was to create an organization governed by fellows that would invite Nobel Laureate-caliber speakers to La Jolla for scientific seminars and to interact individually with the fellows. This poster explores how SoF has evolved from a small PDA representing the interests of less than 40 postdocs to representing the 600+ postdocs currently working at the La Jolla campus. The evolution of SoF is directly attributed to a transition to financial independence achieved by hosting a yearly vendor show. Over time, SoF has also expanded from promoting the career development of postdocs through events with top academic scientists to the bridging academia and industry. This includes the creation of an Executive Seminar Series which hosts executives of local biotech and pharmaceutical companies and an Industry Bridge Program that allows postdocs to visit local biotech companies and meet with their scientists in hopes of easing the transition from academics to industry. Additionally, SoF hosts a research symposium, provides travel awards for our postdocs to attend national conferences, and has set up a course reimbursement program. In order to bring together postdocs from multiple disciplines, SoF hosts social events including monthly happy hours, an annual ski trip, Halloween costume party, and other special events. Over the past 50 years, SoF has progressed to match the evolution of the postdoc position and better meet the needs of today’s postdoc.

Getting to Know your Local Biotech and Pharmaceutical Industry: Development and Running an Industry Bridge Program
The Scripps Research Institute
Brian A. Yeagy* and John C. Scatizzi

Transitioning from academia to industry can be a difficult proposition. Finding the right company that fits your research interests and needs as well as the lack of
information and support available through academic intuitions can make the move a difficult one. In order to meet some of these challenges the TSRI PDA developed the Industry Bridge Program to give greater exposure of our postdocs to the wealth of Biotech and Pharmaceutical industry related jobs in the local San Diego area and hopefully beyond in the future. The programs provides for visits/tours for a number of postdocs agreed upon by the company hosting, which provides a half to three quarter day of actives to familiarize the postdocs with their company and research. The information presented is meant to help others start their own program. Initiating the program required the consent of the institution and our PDA. A committee of those interested in moving the program forward was formed and we began by clarifying our mission and objectives. The next step in our program’s development was determining the need for Nondisclosure Agreements (NDA) with companies and talking to our institutions legal department. We set up a Web-based announcement and application procedure to achieve the optimal participation of our postdocs. A log of all paper work and company lists/contacts, has been compiled on a web based site to ensure continuity through successive committees. As of now the program has been well received by both the postdocs and the companies we’ve visited.

The New, Slimmer Research Symposium: Same Great Event at a Third of the Cost!
Thomas Jefferson University
Matthew Wampole*, Erica Chevalier-Larsen, Mehboob Ali, and Lisa Kozlowski

Postdoctoral research symposia fulfill the dual purpose of giving postdocs a chance to present their work and promoting interactions between multiple departments within one institution. Even with such noble goals, finding financial support for a symposium has become challenging. Laboratory vendors typically provide the funding needed for a large symposium, often being allowed to bring their wares for interested researchers to preview and potentially purchase. Conflict of interest and intellectual property issues, as well as the economic downturn, have made finding and using external sponsors problematic, forcing our PDA and PDO to rely solely on internal funding. The reduced budget has had a major impact on the selection of a keynote speaker since expenses including transportation, lodging, and an honorarium are typical. The number of sessions that include catering and the quantity of food has also been impacted negatively. This past year the Jefferson PDA, Office of Postdoctoral Affairs, and the Postdoctoral Research Symposium Planning Committee worked to tackle these challenges and still put together a successful symposium. By inviting a keynote speaker from the region, we were able to save a considerable amount of money. Creative timing of events allowed for snacks, luncheon, and reception catering to be stretched to cover a larger number of attendees. The lessons learned from this experience are invaluable to associations on a limited budget who wish to give their members the best experience possible.

University of British Columbia Postdoctoral Association: Achievements and Challenges
University of British Columbia
Dan Patton*, Nirupa Goel, Andrew Hegle, Jason Winget, Stacey Herzer, and Chris Parker

The University of British Columbia Postdoctoral Association (UBC-PDA) was founded in 2006 as a coalition of volunteer postdoctoral fellows and research associates with the goal of enhancing the postdoc experience at the University of British Columbia in all aspects – personal, professional, and social. We formally formed the association in November 2010 by election of an executive committee and affiliation to the Canadian Association of Postdoctoral Scholars. The UBC-PDA is working to accomplish these goals by: (1) Providing an open forum for postdocs and RAs to communicate and share their experiences with peers; (2) Serving as a liaison between postdocs, RAs and UBC administration; (3) Fostering a sense of community among UBC postdocs and RAs through monthly social events; and (4) Supplementing postdoctoral training at UBC with professional development seminars and providing access to career-oriented resources. Over the past five years, UBC-PDA has managed to persuade UBC to extend health benefits previously only offered to directly-employed postdocs to now include those funded with external personal fellowships. We have also been instrumental in the establishing the new Postdoctoral Fellows Office (PDFO) within the Faculty of Graduate Studies as the central administrative resource for postdocs and RAs at UBC. We have also recently undertaken our fourth biannual orientation for new postdocs and along with the PDFO, we run several professional development courses specifically designed for postdocs. Despite this progress, we continue to work to reform the UBC policies related to postdocs and for greater recognition of our role within the university.

Career Planning Resource for Postdoctoral Scholars
University of California (UC), San Francisco, UC San Francisco, FASEB, Medical College of Wisconsin
Cynthia Fuhrmann, Bill Lindstaedt, Jennifer Hobin, and Philip Clifford*

Postdoctoral scholars are at a critical juncture in their training where decisions need to be made about their career paths. An Individual Development Plan (IDP) is a tool that helps identify professional development needs and set career objectives. This poster will describe a new, free online resource (soon available at ScienceCareers.org) to assist individuals in creating a career plan that is tailored to their own strengths and aspirations. Tools and resources are provided to help users assess their career skills, interests, and values and explore career options. Participants are guided through a process to set personalized goals to prepare them for the next career step. Automated reminders prompt users in meeting their goal deadlines, and materials can be saved online or printed out for further review and discussion. This will be a valuable resource for postdoctoral
From Paper to Practice: Using Survey Results to Improve the Postdoctoral Experience at The University of Chicago

The University of Chicago

Terrie Vasilopoulos, Kolbrun Kristjansdottir*, and Rachel Bergerson

From 2000 to 2011, the University of Chicago Biological Sciences Division Postdoctoral Association (BSD-PDA) has conducted six division-wide online surveys to identify important topics and issues concerning the postdoctoral community as well as collect basic demographic information.

Another goal is to gather feedback on the actions of the BSD-PDA Steering Committee, The BSD-PDA postdoctoral survey typically covers a wide range of topics: mentorship, professional development, grants, scholarship, finances, benefits, usage of BSD-PDA online resources and opinions on BSD-PDA activities. Based on the results of these surveys, the BSD-PDA Steering Committee has constructed yearly action plans that serve as a guide to improve the postdoctoral experience at the University of Chicago. For example, responses to survey questions concerning conflict resolution led to BSD-PDA initiatives to develop a postdoc-specific grievance protocol, to hold seminars on conflict resolution and to organize additional mentoring opportunities for postdoctoral researchers. Additionally, our survey results have been used by other agencies that contribute to the postdoctoral experience. Specifically, this past year, Garnett-Powers requested an executive summary of our survey results concerning the medical, dental and other benefits that they administer to get constructive feedback about their offerings at the University of Chicago. We will present a summary of past and current BSD-PDA efforts, resulting from survey responses, to enhance the postdoctoral experience at the University of Chicago. We will also summarize results from the 2011 BSD-PDA postdoctoral survey (N=116) and outline the resulting BSD-PDA Steering Committee action plan for the upcoming year.

Creating a Postdoctoral Research Day: Fundraising Skills Pay Off

University of Colorado Denver

Lora Wilson* and Valerie Saltou

The idea bubbled up during a Postdoctoral Advisory Committee meeting. Why not create a venue for postdocs to showcase their research, thereby affording opportunity to get out of the lab and meet with peers, develop collaborations between departments, and have the event from Training Grant Programs at The University of Chicago as well as from companies participating in the concurrent vendor show. The remaining support came from the Office of Graduate and Postdoctoral Affairs. This first ever symposium organized for postdoctoral scholars and fellows was a half-day event. It opened with a poster session and vendor show followed by a keynote talk by Dr. Elaine Fuchs, the Rebecca C. Lancefield Professor of Mammalian Cell Biology and Development at the Rockefeller University and a former faculty member at The University of Chicago. She spoke about her research experiences and shared career advice for postdoctoral researchers. The event concluded with a reception. The main goal of the Symposium was to bring postdocs together outside their labs, to share ideas on research and careers, and to cultivate their sense of a community. We generated an online survey for participants, which showed very positive feedback and collected suggestions for future events. Given the success of our first event, we are planning our next Symposium for October of 2012.

Inaugural Postdoctoral Symposium: the University of Chicago Experience

University of Chicago

Rachel Bergerson*, Kolbrun Kristjansdottir, and Nancy Schwartz

The University of Chicago Biological Science Division (BSD) Postdoctoral Association (PDA) held its Inaugural Postdoctoral Symposium on April 8th 2011. This event took over a year to plan and was executed by postdoctoral volunteers with support from the Associate Dean and Director of Postdoctoral Affairs Dr. Nancy Schwartz and the Postdoctoral Affairs Administrator. The volunteers formed a Chair, Vice-Chair and 9 subcommittees. The fundraising committee was able to raise the majority of funding for the event from Training Grant Programs at The University of Chicago as well as from companies participating in the concurrent vendor show. The remaining support came from the Office of Graduate and Postdoctoral Affairs. This first ever symposium organized for postdoctoral scholars and fellows was a half-day event. It opened with a poster session and vendor show followed by a keynote talk by Dr. Elaine Fuchs, the Rebecca C. Lancefield Professor of Mammalian Cell Biology and Development at the Rockefeller University and a former faculty member at The University of Chicago. She spoke about her research experiences and shared career advice for postdoctoral researchers. The event concluded with a reception. The main goal of the Symposium was to bring postdocs together outside their labs, to share ideas on research and careers, and to cultivate their sense of a community. We generated an online survey for participants, which showed very positive feedback and collected suggestions for future events. Given the success of our first event, we are planning our next Symposium for October of 2012.

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Transition from Post-Doctoral to Faculty/Permanent Position
University of Missouri Columbia
Sougata Bardhan*, Sarah H. Conditt, Michael Roberts, and Cheryl Hill

A new post-doctoral position can be a challenging period in a scholar’s life. Mentors often focus on research and publications with little emphasis on the professional development of post-doctoral associates. As a result, the lack of appropriate professional skills can hinder a scholar’s ability to successfully obtain a permanent position in industry or academia. Strategies should therefore be developed for post-doctoral scholars to obtain mentorship in professional development on: i) When should a post-doctorate scholar start to look for jobs? ii) What level of guidance should he/she expect from the mentor in terms of applying for positions? iii) What kind of institutional support is available for professional development and career guidance? iv) Is the post-doctoral fellow adequately dealing with stress-related issues and maintenance of a good quality of life outside of his/her job? The University of Missouri’s Post-doctoral Association (MUPA) has initiated an online survey to understand the professional-development needs of the post-doctoral scholars and their expectations form their mentors in terms of career mentorship. Findings will be summarized to evaluate the current situation at MU. The results of this survey could help in formulating future strategies at the institutional level, at University of Missouri as well as other institutions. For instance, the results could inform the expansion or modification of the MUPA’s Career Development Series. At these events, career development issues are addressed by resident scholars at the university and professionals in industry. Topics range from writing a teaching statement to making the transition from academia to industry.

Postdoctoral Scholars, Faculty, and Doctoral Students: Substitutes or Complements in the Production of University Research?
University of North Carolina, Chapel Hill
Jennifer Miller*, and Maryann Feldman

The contributions of postdoctoral scholars (postdocs) to the academic research enterprise are well established by prior research (Black & Stephan, 2010; Corley & Sabharwal, 2007; Vogel, 1999). However, the mechanism of this contribution is not well understood from an economic perspective. We combine the extensive data gathered by the National Research Council to assess research doctorate programs in 2006 with several other publicly available data sources to address a question posed by Paula Stephan in her recent book, How Economics Shapes Science—whether postdocs serve as substitutes for or complements to faculty and graduate research assistants in the production of research.

REFERENCES

Organizing the uOPDA’s Postdoc Public Lecture Events
University of Ottawa
Richard Beal*, Hendrick de Haan, An Ngo, Lee-Hwa Tai, Karine Toupin-April, and Erik MacLaren

The University of Ottawa Postdoc Association (uOPDA) was founded in 2009 with the goal of enhancing the professional and social experience of uOttawa’s 300 postdocs. Throughout the year the uOPDA organizes a range of activities, including the Postdoc Public Lectures, where 2 to 3 postdocs are selected to present their research to a general public audience. These events are held at the Canada Science and Technology Museum and serve as a great public outreach tool by communicating the roles that postdocs perform in a modern university. This poster will detail the organization and execution of the Postdoc Public Lecture events and share some of the lessons we have learnt in areas such as budgeting, funding, speaker selection and preparation, advertising, venue selection, programming and audience-building.

Taking the Bull by the Horns: Building a Centralized Postdoctoral Experience at a Large Public Research University in the Southwest
The University of Texas at Austin

Vocal advocacy by faculty and researchers in the past decade led to a mandate for our university to “develop a central resource to identify and disseminate information relevant to...postdoctoral education, to coordinate system-wide activities, and to share best practices and available resources” (UT Task Force on Doctoral Education and the Postdoctoral Experience, 2007). We outline recent successes in pursuing these goals through tough economic and political times. Our progress has relied heavily on building a consistent, well-documented community, cultivating advocates among faculty and administrators, and reaching beyond our campus for resources and support. We continue to struggle with employment status, administrative representation, and the general challenge of establishing an effective centralized postdoctoral resource for the entire university.
A Balancing Act: Postdoc Association, Officer and Union on Campus
The University of Western Ontario
Kalin Penev*, Katrina Lyn Iglic, Christa Homenick, Chris Corkery, and Gavin Buckingham

The Postdoctoral Association at Western (PAW) was formed in 2004 by a group of volunteers to serve as the collective voice of the postdoctoral community at the University of Western Ontario (UWO). The major goals of PAW were to improve the visibility of the postdocs on campus, distribute information to postdoctoral researchers, and to provide a liaison with the university administration. In the fall of 2010, partly due to the lobbying efforts of PAW, the university appointed a full time Postdoctoral Administrative Officer (PAO). In addition, in the fall of 2011 the university recognized and signed a collective agreement with the Postdoctoral Union at UWO, whose members consist of around 8% of all postdocs on campus and are also a part of PAW. These events bought two important questions to the fore: how to maintain fruitful relationships with the two new entities on campus, and how best to continue to serve and represent postdocs. In this poster, we describe our approach for communicating with the Postdoc Union, and our efforts to work closely with the new PAO in organizing social events, advertising the different services that are available to postdocs at UWO, and co-ordinating, together with the administrative officer, professional development events. The poster includes examples from events from 2011: monthly info-socials, the Postdoc Appreciation Week, the First Annual Postdoc Research Day, and a Hockey Night Out.

Postdoctoral Services at Western – Looking Back on our First Year
The University of Western Ontario
Mihaela Harmos

This poster is intended to offer a practical guide to newly appointed Postdoctoral Officers, using the model developed by the University of Western Ontario’s Postdoctoral Services Office. We are emphasising the strategic importance of strong partnerships, involving postdoctoral scholars in policy and program development, and implementing a standardized appointment process. Working with the Postdoctoral Task Force, the School of Graduate and Postdoctoral Studies established a strategy for the centralized administration of postdoctoral scholars at Western. This new system ensures that the appointment of postdoctoral scholars is consistent with Western’s institutional definition of postdoctoral scholars; the conditions of the contract protect the best interests of both the supervisor and the trainee; and that the postdoctoral scholars are surveyed at the end of their appointment. The inaugural Research Day was very successful, with over two hundred and fifty attendees and representatives from over fifteen companies and organizations; and fifty-two research posters and presentations, showcasing the breadth and depth of the research done by postdoctoral scholars at Western.

The event was created to foster scientific interaction, interdepartmental collaboration and garner greater exposure and recognition for the postdoctoral scholars’ invaluable work. We are sharing information relevant to newly created postdoctoral offices, challenges of starting a new postdoctoral office, and strongly recommending to always work closely with the postdoctoral association/postdoctoral community for successful results.

Vanderbilt University Medical Center Postdoctoral Association
Vanderbilt University Medical Center
Tara A. Schwetz*, Ebany Martinez-Finley, Daniel Durkin, Gregory Digby, and Jenny Noto

The Vanderbilt University Medical Center Postdoctoral Association (VUMC-PDA) was founded in 1998 as a means to promote, represent, unite, and advocate for postdoctoral fellows in the basic sciences and clinical departments. Recently, initiatives were developed and implemented to increase participation and inform postdoctoral fellows of career opportunities. A welcome e-mail is sent each month to newly appointed postdoctoral fellows, describing the VUMC-PDA and encouraging them to take full advantage of the resources provided. To satisfy a diverse population of postdoctoral fellows, several changes have been implemented. Every other month, speakers are invited to our VUMC-PDA meeting to discuss a wide-range of career-related topics. Social activities have been modified to be more family-friendly and oriented toward children. Regular happy hours also are held to promote networking among postdocs. To further include those wishing to venture outside of academia, the VUMC-PDA has helped organize networking events with Life Science Tennessee, a local organization with members in a wide range of scientific endeavors. In conjunction with the graduate students, a seminar series aimed at exploring career paths outside of academia was developed, which has been met with great success. Further, the VUMC-PDA participates in postdoctoral fellow recruiting and organizes an annual research symposium. The VUMC-PDA strives to provide opportunities to network, learn about various careers, socialize, collaborate, and acquire leadership skills, all of which promote the development of well-rounded postdoctoral fellows.

Year Two as a Postdoctoral Association at Virginia Commonwealth University: Enhancing the Postdoctoral Experience at Our University
Virginia Commonwealth University
Lathika Mohanraj, Moon J. Choi, Kia J. Jackson*, Katherine W. Sayers, Amandeep Kahlon, Hercules T. Maguma, Christopher Jurgens, Senthilkumar Rajagopal, Lynn C. Hull, Sarah Golding, Amy J. Hawkins, and Brian Shapiro

The Postdoctoral Association of Virginia Commonwealth University (VCU PDA) was founded in October 2009. Over the past two years, the VCU PDA has developed and now serves as a collective voice and liaison between postdocs,
faculty, and administration. During our first year, the PDA worked with the Offices of Postdoctoral Services and Human Resources to establish a specific "Affiliate Status" for VCU postdocs funded through training grants, so that they can receive benefits much like VCU employees. During our second year, the PDA has been recognized as an official university organization, allowing the PDA to obtain representation within the university council. We have invited speakers ranging from former VCU postdocs to NIH directors and college deans, providing a variety of professional development seminars. We have also hosted social networking events to introduce new postdocs to the VCU postdoc community and Richmond area. At present, we are working with the VCU Office of Alumni Affairs to have VCU postdocs considered as university alumni. Through this collaboration, we will be able to provide an official system to connect with former postdocs and render former postdocs eligible for services and perks available to VCU alumni. During our third year, we aim to establish a Strategic Plan for postdocs in line with the University’s Quest for Distinction plan. This document is designed to set guidelines and benchmarks for enhancing the VCU postdoctoral experience by facilitating long term professional development and improving opportunities available to postdocs at our institution.

Perceived Benefits and Career Outcomes of Participation in a Highly Selective Postdoctoral Program: Effects of the NRC Postdoctoral Research Associateship Program at NIST

Westat

Keith MacAllum*, Kimberley Raue, Ebony Dashiell-Aje, and Atsushi Miyaoka

Few studies have methodically tracked the career outcomes of former postdocs. Westat is currently conducting a comprehensive evaluation of the NRC Postdoctoral Research Associateship Program (RAP) of the National Institute of Standards and Technology (NIST). Among other questions, this project seeks to examine the effects of participation on multiple aspects of the Associates career, including trajectory, scientific productive, and perceived satisfaction and benefits. RAP provides two-year temporary appointments at NIST for outstanding scientists and engineers chosen through a highly competitive national competition. RAP is perceived to provide multiple benefits to NIST and the postdoctoral associates themselves. This two-year assessment is the first objective external evaluation of the program since its launch in 1954. Two research stands comprise this evaluation: An Institutional study and an Associate study. For this presentation, Westat researchers will share preliminary findings from the Associate study, specifically findings from surveys of current and former RAP associates. In particular, the session will focus on the features of the postdoctoral experience considered to be the most effective and beneficial as well as the perceived effects of participation on career trajectory and outcomes. Data from former Associates dates back 30 years, from participants completing their postdoc in 1980, allowing the project to report on long term effects. Data collection activities include focus groups, in-person and telephone interviews, web-based surveys, bibliometric analyses, and secondary analyses of program records and publications.

Contact the NPA

National Postdoctoral Association
1200 New York Avenue NW, Suite 610
Washington, DC 20005
202-326-6424
www.nationalpostdoc.org
contact@nationalpostdoc.org

Cathee Johnson Phillips, M.A.
Executive Director
cjphillips@nationalpostdoc.org

Amy Wilson, B.A.
Office and Marketing Manager
awilson@nationalpostdoc.org

Kathleen Flint Ehm, Ph.D.
Project Manager
kflint@nationalpostdoc.org

Kryste Ferguson, M.Ed.
Membership Manager
kryste@nationalpostdoc.org

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Lisa B. Marshall works with organizations and individuals to identify core communication issues and create programs to address them. She has spoken on a variety of topics in the areas of public speaking, networking, social media, conflict management, interviewing, authentic communication, and personal influence. All programs include practical, evidence-based, approaches to solve complex communication issues. Clients include Johns Hopkins Medicine, Harvard University, NY Academy of Science, Memorial Sloan-Kettering Cancer Center, University of Pennsylvania, Genentech, and Roche among many others.

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