National Postdoctoral Association
11th Annual Meeting
March 15 – 17, 2013
Charleston, South Carolina

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

Supporting Postdocs, Promoting Discovery
# National Postdoctoral Association (NPA) 2013 Annual Meeting
## Agenda at a Glance

### Subject to Change

**Friday, March 15, 2013**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>7:00 am – 8:00 am</td>
<td>Check-in at Hotel</td>
<td>In front of the Emerald Ballroom</td>
</tr>
<tr>
<td>7:30 am – 10:00 am</td>
<td>Transportation to the Medical University of South Carolina (MUSC)</td>
<td>Hotel Entrance by the Crystal Ballroom</td>
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<tr>
<td>8:00 am – 5:00 pm</td>
<td>Registration</td>
<td>Lobby of Drug Discovery Building (DD)</td>
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<tr>
<td>9:00 am – 10:00 am</td>
<td>Opening Session; Distinguished Service Award Presentation</td>
<td>DD110 (Auditorium)</td>
</tr>
<tr>
<td>10:00 am – 11:15 am</td>
<td>Innovation in Action – Session I</td>
<td>Please see full agenda for more information.</td>
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<tr>
<td>11:15 am – 11:30 am</td>
<td>Diversity Themed Lunch-Around Explanation</td>
<td>DD110 (Auditorium)</td>
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<tr>
<td>11:30 am – 12:30 pm</td>
<td>Diversity Themed Lunch-Arounds</td>
<td>Please see full agenda for more information.</td>
</tr>
<tr>
<td>12:30 pm – 1:45 pm</td>
<td>Plenary I: Tools and Resources for Achieving Core Competencies</td>
<td>DD110 (Auditorium)</td>
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<tr>
<td>1:45 pm – 2:45 pm</td>
<td>Poster Session I &amp; Networking: Even numbers judged</td>
<td>Lobbies of DD and Bioengineering (BE) Buildings</td>
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<tr>
<td>2:45 pm – 4:15 pm</td>
<td>Concurrent Workshops - Session I</td>
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<td>A Coaching Approach to Postdoctoral Scholar Engagement and Development</td>
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<td>Far from the Homeland: How Helping Internationals Adjust to Academic Life in the United States Benefits Training of All Postdocs</td>
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<td>Negotiating for Equal Pay in the Postdoctoral Community and Beyond</td>
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<td>Postdoc Diversity: A Solution for Faculty Diversity</td>
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<td>Top 10 Behavior Mistakes for Interpersonal Communication</td>
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<tr>
<td>4:15 pm – 5:00 pm</td>
<td>Transportation to Hotel</td>
<td>At the morning drop-off point.</td>
</tr>
<tr>
<td>5:00 pm – 6:30 pm</td>
<td>Opening Reception and Mentoring Award</td>
<td>Marriott Crystal Ballroom A, B, &amp; C</td>
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<tr>
<td>6:30 pm – 6:45 pm</td>
<td>Meet for Optional Dine-Arounds, depart at 6:45</td>
<td>Marriott Lobby</td>
</tr>
<tr>
<td>7:00 pm – 9:00 pm</td>
<td>Optional Dine-Arounds</td>
<td>Please see restaurant list at registration table.</td>
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### Saturday, March 16, 2013

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>7:00 am – 8:00 am</td>
<td>Breakfast at Hotel</td>
<td>Emerald Ballroom</td>
</tr>
<tr>
<td>7:30 am – 10:00 am</td>
<td>Transportation to MUSC</td>
<td>Hotel Entrance by the Crystal Ballroom</td>
</tr>
<tr>
<td>8:00 am – 9:00 am</td>
<td>NPA Committees and Officers Meetings and/or NPA Business Meetings</td>
<td>EL109</td>
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<tr>
<td>9:00 am – 10:00 am</td>
<td>Plenary Session II: Dr. Linda Tillman</td>
<td>DD110</td>
</tr>
<tr>
<td>10:00 am – 11:15 am</td>
<td>Innovation in Action – Session II</td>
<td>Please see full agenda for more information.</td>
</tr>
<tr>
<td>11:30 am – 12:45 pm</td>
<td>Themed Lunch-Arounds</td>
<td>Please see full agenda for more information.</td>
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<tr>
<td>1:00 pm – 2:15 pm</td>
<td>Keynote Address: Dr. Paula Stephan</td>
<td>DD110</td>
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<tr>
<td>2:30 pm – 3:30 pm</td>
<td>Poster Session II &amp; Networking: Odd Numbers Judged</td>
<td>Lobbies of DD and Bioengineering (BE) Buildings</td>
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<tr>
<td>3:30 pm – 5:00 pm</td>
<td>Concurrent Workshops – Session II</td>
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<tr>
<td></td>
<td>Academic to Entrepreneur: How to Start Your Own Company (45-minute workshop)</td>
<td>BE110</td>
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<tr>
<td>4:15-5:00 pm</td>
<td>Expand your Research and Presentation Capabilities Using Prezi (45-minute workshop)</td>
<td>ST125</td>
</tr>
<tr>
<td>3:30-5:00 pm</td>
<td>Data on Postdocs in the United States: Where Have We Been and Where Are We Headed?</td>
<td>DD110</td>
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<tr>
<td>3:30-5:00 pm</td>
<td>Job Offer Negotiation Skills for the Scientist</td>
<td>BE112</td>
</tr>
<tr>
<td>3:30-5:00 pm</td>
<td>Straddling Two Worlds: Addressing the Needs of First Generation Scholars</td>
<td>BS355</td>
</tr>
<tr>
<td>5:00 pm – 6:00 pm</td>
<td>Transportation to Hotel</td>
<td>At the morning drop-off point.</td>
</tr>
<tr>
<td>6:00 pm</td>
<td>Depart for Social/Networking Event (On the Beach)</td>
<td>Hotel Entrance by the Crystal Ballroom</td>
</tr>
<tr>
<td>6:30 pm – 8:30 pm</td>
<td>Evening Social/Networking Event (On the Beach)</td>
<td>Transportation provided from the hotel to the Citadel Beach House, Isle of Palms</td>
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### Sunday, March 17, 2013

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<thead>
<tr>
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<td>7:30 am – 10:00 am</td>
<td>Transportation to MUSC</td>
<td>Hotel Entrance by the Crystal Ballroom</td>
</tr>
<tr>
<td>8:30 am – 10:00 am</td>
<td>Concurrent Workshops – Session III</td>
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<tr>
<td></td>
<td>A Postdoc’s Guide to NPA’s Resources: Everything Postdocs Need to Know!</td>
<td>BE112</td>
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<td>Getting What We Want Without Being a Jerk: The Elements of Assertiveness</td>
<td>BE110</td>
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<tr>
<td></td>
<td>How to Advocate for Postdocs</td>
<td>BS355</td>
</tr>
<tr>
<td></td>
<td>Orientation Strategies for Effectively Integrating Postdocs into Your Institution</td>
<td>DD110</td>
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<tr>
<td></td>
<td>Setting Expectations and Managing Conflicts in Research Teams</td>
<td>ST125</td>
</tr>
<tr>
<td>10:00 am – 10:30 am</td>
<td>Networking Break</td>
<td>Lobbies of DD and BE buildings</td>
</tr>
<tr>
<td>10:30 am – 11:30 am</td>
<td>Town Hall Discussion I: Proposed Validation Program</td>
<td>Please see full agenda for more information.</td>
</tr>
<tr>
<td>11:30 am – 12:00 pm</td>
<td>Town Hall Discussion II: Other Topics/Q&amp;A (Poster awards and Scavenger Hunt and Every Member raffle prizes presented)</td>
<td>DD110</td>
</tr>
<tr>
<td>12:00 pm – 1:00 pm</td>
<td>Transportation to Hotel</td>
<td>At the morning drop-off point.</td>
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With more than 900 research projects, Cedars-Sinai, located in Los Angeles, CA, ranks among the nation’s top independent academic medical centers. Research in our world class facilities promotes interdisciplinary collaboration, with a focus on translation of scientific discoveries into therapies, treatments and cures. Our research professionals have a strong passion for science and a reputation for excellence that is unmatched in the healthcare field.

Postdoctoral Scientists from all corners of the globe participate in innovative projects at the frontline of basic and translational biomedical research. We’re focusing our expertise and resources where the need is urgent and the medical opportunities are most promising, including:

Heart Disease – Pioneering the use of stem cells to regenerate heart tissue

Cancer – Curating a robust collection of tissue samples and utilizing genetic information to develop personalized therapies

Neuroscience – Developing a brain tumor vaccine and therapies for stroke, Alzheimer’s Disease and Parkinson’s Disease

Regenerative Medicine – Untangling the causes of neurodegenerative, metabolic, skeletal, blood and eye diseases and generating effective stem cell and regenerative therapies

Maternal, Fetal and Infant Health – Investigating the causes of infertility, and advancing new methods to promote maternal-fetal health and treat premature infant lung, heart and eye diseases

Metabolic Disease – Discovering how hormones act at the cellular level to control metabolism, and associations between genetic mutations/polymorphisms and disease

Cedars-Sinai Research has approximately 450 faculty, 100 postdocs and 493 researchers contributing to ground-breaking discoveries. Join us!
Offering Comprehensive Health Plans to Postdoctoral Scholars

For over 25 years, the benefits professionals of Garnett-Powers & Associates, Inc. (GPA) have been creating and administering comprehensive postdoc 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 Services benefits team has an intimate knowledge of the plight of the postdoc regarding access to desirable benefit programs. Postdocs and administrators alike are concerned about the delivery of equal benefits to postdocs from differing status categories and funding sources. Those postdocs who receive a fellowship or training grant have an institutional allowance to pay for benefits, but many times have no access to a benefit program, whereas the postdocs appointed to a faculty research grant have full university benefits. The major fellowship funding agencies have made it clear that postdoc stipend funds are not to be used for an employer/employee type relationship. GPA has developed the solution to eliminating those obstacles by offering a broad spectrum of benefits to all postdocs, regardless of category or funding source, while performing most human resource and payroll functions, relieving campus departmental staff of related administrative tasks.

Reliable Health Care Partners

GPA has access to numerous medical, dental, vision, life and disability plans. Understanding the unique situation of the differing postdoc categories, we have formed partnerships with several major insurance carriers who have become our reliable health care partners in the delivery of benefits to this unique group.

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 GPA toll free at 1-877-559-9922 and ask for Steve Johnson at ext. 403.

Please scan this photo with your Smartphone to be taken directly to our website.
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*Please thank the organizations that have supported the Annual Meeting.*

*Supporting Postdocs, Promoting Discovery*
The 11th Annual Meeting of the National Postdoctoral Association is hosted by the

MEDICAL UNIVERSITY
of SOUTH CAROLINA

The NPA wishes to express its appreciation to the Medical University of South Carolina and to give special recognition to:

**Ed Krug, Ph.D.**  
Chair, Local Host Committee  
Associate Professor, Regenerative Medicine and Cell Biology, MUSC  
Associate Dean for Postdoctoral Affairs, MUSC

**Jay Morris, Ph.D.**  
Vice Chair, Local Host Committee  
Research Assistant Professor  
The University of Texas Health Sci. Center at San Antonio  
Formerly with MUSC; NPA Board Member (2011-2012)

**Jessica Bohonowycz, Ph.D.**, and **Michael Hance, Ph.D.**  
Members, MUSC Postdoctoral Association

**Rebeca Mueller**  
MUSC Center for Global Initiative

**MUSC Postdoctoral Association** and  
**Graduate Student Association**

We also wish to thank the following for their financial support:

**Perry Halushka, Ph.D., M.D.**  
Dean, College of Graduate Studies, MUSC

**Stephen Lanier, Ph.D.**  
Associate Provost for Research, MUSC

**The South Carolina Clinical and Translational Research Institute**
On behalf of the Board of Directors, I would like to welcome you to the 11th Annual Meeting of the National Postdoctoral Association (NPA). We thank the Medical University of South Carolina for graciously hosting the meeting as well as all of our sponsors and participants. We also give special thanks to the NPA Meetings Committee, led this year by Chair Corinne Zeller-Knuth and Vice-Chair Jennifer Hobbs, as well as to the Local Host Committee led by Ed Krug.

As the NPA moves into its second decade of existence, a number of recent reports on the research workforce have confirmed again the critical role of postdoctoral scholars in the U.S. research endeavor. With a new strategic plan in place for 2013-2017, the NPA continues to seek positive change for these postdocs, working hand in hand with our stakeholders to strengthen the postdoctoral community.

The enhancement of data collection on postdocs has long been part of the NPA’s mission. In 2013 NPA will roll out a newly upgraded Institutional Policy Database that, with help of our institutional members, will provide a tool for the critical benchmarking needed for evidence-based decisions. Please see the flyer in your registrant packet for information about this and other recently upgraded resources. The NPA is also exploring ways to further support institutions and their postdocs with a new proposed program for validation of institutional postdoctoral services. Don’t miss Sunday’s plenary session to learn more about the program under consideration and to give us your feedback.

The strength of the NPA has always been its strong membership and the hard work of its volunteer committees, Advocacy, Meetings, Outreach, and Resource Development, and the Diversity and International Officers. We thank you all for your contributions and encourage anyone interested in becoming more involved to contact any of the committee leaders during the meeting.

We also invite you to make the NPA your charity of choice. Membership dues currently cover less than 50% of our operations costs; your donations are essential to enable us to carry out our mission. The 2013 Every Member Campaign will be launched this weekend, and you can make a donation online or at the registration table. When you donate, we hope that you will proudly wear your “I Support Postdocs” button.

Thank you for attending the NPA’s 11th Annual Meeting and for your support of the NPA!

Lorraine Tracey
Chair, NPA Board of Directors

Welcome to the NPA 11th Annual Meeting in Charleston, South Carolina! We are excited to be hosted by the Medical University of South Carolina and hope that each of you will come away from the meeting with novel ideas, new colleagues, and renewed enthusiasm to bring back to your home institutions.

Our goal for the 2013 Annual Meeting is to showcase the work of the NPA while building an environment for new collaborations and innovative dialogue. Our annual discussions will emphasize two key areas: 1) diversity and inclusion; and 2) broadening discussions for all postdoctoral stakeholders.

We are honored to welcome Paula Stephan, Ph.D., from Georgia State University as our Keynote Speaker. Along with our Plenary Speakers who will be presenting Tools and Resources for Achieving the Core Competencies and Mentoring for Diversity, Mentoring for Success, there will be numerous opportunities for exchanging ideas. We have workshops, networking activities, and Innovation-in-Action and Town Hall sessions that will provide interesting discussions for all meeting attendees.

Please take every opportunity to interact with colleagues, ask questions, and share your knowledge and experience.

On behalf of the NPA and the 2013 NPA Meetings Committee, we wish you the best for this Annual Meeting.

Corinne Zeller-Knuth, Ph.D.
Chair, Meetings Committee

Jennifer E. Hobbs, Ph.D.
Vice Chair, Meetings Committee
AGENDA | Friday, March 15, 2013

7:00 a.m. – 8:00 a.m.
Check-in at the Marriott Charleston
In front of the Emerald Ballroom

New Attendees’ Orientation Breakfast
at the Marriott-Charleston
Emerald Ballroom
By Invitation Only

Presenters: L. David Finger, Ph.D., Research Co-Investigator, Department of Chemistry, University of Sheffield, NPA Board of Directors; Kate Sleeth, Ph.D., Academic Programs Administrator, Beckman Research Institute of the City of Hope, Oversight Officer, NPA Board of Directors; Jana Stone, Ph.D., Scientific Coordinator, Duke Center for Systems Biology, Duke University, Vice Chair-Elect, NPA Meetings Committee

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.

All Other Attendees Breakfast
at the Marriott-Charleston
Crystal Ballroom A & B

7:30 a.m. – 10:00 a.m.
Transportation to the Medical University of South Carolina (MUSC)
Hotel Entrance by the Crystal Ballroom
Shuttle service will be provided.

8:00 a.m. – 5:00 p.m.
Registration
Lobby of Drug Discovery Building (DD)

9:00 a.m. – 10:00 a.m.
Opening Session
DD110 (Auditorium)

Welcome, Overview, and Chair’s Presentation
Lorraine Tracey, Ph.D., Medical Science Liaison, Oncology, Teva Pharmaceuticals, Chair, NPA Board of Directors; Corinne Zeller-Knuth, Ph.D., Medical Science Liaison, VAYA Pharma, Chair, NPA Meetings Committee

Presentation of the 2013 Distinguished Service Award
Lorraine Tracey, Ph.D., Medical Science Liaison, Oncology, Teva Pharmaceuticals, Chair, NPA Board of Directors

The Distinguished Service Award will be presented to the Burroughs Wellcome Fund (BWF) for their profound and ongoing contribution to improving the postdoctoral experience. Victoria McGovern, Ph.D., BWF Senior Program Officer, will accept the award on behalf of the foundation.

10:00 a.m. – 11:15 a.m.
INNOVATION IN ACTION SESSION I
Please attend the session for which you registered, the title of which is found on the back of your badge.

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. This year, the session format has been revised to allow for more small group discussion.

Communicating with Your Fellows
Education Center/Library Building (EL) 116/118
This discussion will address the issue of communicating to your populations to give them the appropriate information without overburdening them and subsequently being ignored. The discussion will include the topics of electronic and social media.

Session Moderators: Darwin Operario, Ph.D., Research Associate, University of Virginia Health System, Chair, NPA Outreach Committee; Ryan Wheeler, Manager, Career and Postdoctoral Services Office, The Scripps Research Institute

Engaging Postdocs and Faculty
Basic Science Building (BS) 355
This group will discuss facilitating postdoc and faculty interaction with postdoc associations and offices, including how to encourage, support, and enhance the relationships.

Session Moderators: Rachel Bergerson, Ph.D., Postdoctoral Associate, University of Minnesota, Chair-Elect, NPA Meetings Committee; Robert Tillman, Ph.D., Associate Director, Faculty Development, The University of Texas MD Anderson Cancer Center

Be sure to participate in the Networking Scavenger Hunt!
Find the form in the registrant packet.
Completed forms must be placed in the box at the registration table by 5 p.m. Saturday.
The prize drawing will take place on Sunday at the beginning of Plenary Session IV: NPA Town Hall.
Must be present to win!
Facilitating Good Mentoring Practices by Postdocs
BS349
This discussion of mentoring will focus on what postdocs should expect from their mentors and ways that a postdoc can obtain the mentoring they need.
Session Moderator: Mary DeLong, Ph.D., Assistant Dean, Postdoctoral Education, Emory University

New Postdoc Associations and Offices
Strom Thurmond/Gazes Building (ST) 125
This discussion will focus on issues specifically associated with newly formed postdoctoral associations and offices.
Session Moderator: Lisa Kozlowski, Ph.D., Associate Dean for Postdoctoral Affairs and Recruitment, Thomas Jefferson University

Postdoc Onboarding and Orientation
EL104/105
This discussion will focus on best practices for welcoming new postdocs and getting them integrated quickly.
Session Moderator: Darlene Zellers, Ph.D., Associate Dean for Postdoctoral Affairs, School of Medicine, University of Pittsburgh

What is the Mission of Your Postdoc Association (PDA)/Postdoc Office (PDO)?
EL109
This group will discuss these questions: (1) Why are PDAs and PDOs formed and maintained?, (2) What do postdocs expect from their offices? and (3) What do the offices expect from their postdocs?
Session Moderators: Juliet Moncaster, Ph.D., Senior Postdoctoral Associate, Boston University School of Medicine, Chair, NPA Advocacy Committee; Mary Anne With, Postdoc Program Office Leader, Los Alamos National Laboratory

11:15 a.m. – 11:30 a.m.
Diversity-Themed Lunch-Around: Explanation
DD110 (Auditorium)
Presenter: Mahadeo Sukhai, Ph.D., Research Fellow and Team Leader, High-Throughput Biomarker Assay Development, Advanced Molecular Diagnostics Laboratory, University Health Network, Princess Margaret Hospital/the Ontario Cancer Institute; Vice Chair, NPA Board of Directors

11:30 a.m. – 12:30 p.m.
Diversity-Themed Lunch-Arounds
Vendors will be in the Horseshoe/Clyburn area; Lunch-Arounds will take place in the Education Center/Library Building (EL). This lunch features Middle Eastern, Vietnamese, American Vegetarian, or Southern BBQ food; first come, first served. You will need to show the vendor your badge to receive your meal. One meal per person, please.

EL102: How Does Diversity in your PDA Benefit your Association?
EL103: Promoting Diversity at your PDO and Institutions – Networking and Best Practices
EL104/105: Diversity in the Research Lab
EL107: Diversity and Postdoc-Student Mentorship
EL109: The Many Faces of Diversity: Are All the Issues Really the Same?
EL113: Open
EL114: Open
EL115: Diversity and Postdoctoral Recruitment
EL116/118: Does One Size Really Fit All? Planning Events/Activities for a Diverse Audience
EL119/121: Diversity – Just a Demographic: What Does Diversity Mean to You?

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

12:30 p.m. – 1:45 p.m.
Plenary I: Tools and Resources for Achieving Core Competencies (NPA Core Competencies, MyIDP, Vitae RDF, SciPhD)
DD110 (Auditorium)
Moderator: Keith Micoli, Ph.D., Postdoctoral Program Director, Ethics Program Coordinator, Adjunct Assistant Professor, New York University School of Medicine, Sackler Institute of Graduate Biomedical Sciences; Treasurer, NPA Board of Directors
Presenters: Philip S. Clifford, Ph.D., Associate Dean, Graduate School of Biomedical Sciences, Professor of Anesthesiology and Physiology, Medical College of Wisconsin, NPA Advisory Council Member; Alison Mitchell, Director of Development, Vitae, United Kingdom; Randall K. Ribaudo, Ph.D., Co-founder, SciPhD Training Programs, President, CEO, Human Workflows, LLC

The NPA Core Competencies offer guidance to individual postdoctoral scholars who must seek out relevant
training experiences and to the mentors, institutions and other advisors who provide this training. This plenary will highlight new tools and resources that have been developed to assist early career researchers in achieving high levels of competency and advancement of their careers, including the new Science Careers online tool myIDP, the Research Development Framework (RDF) developed by Vitae, and the SciPhD industry self-assessment tool.

1:45 p.m. – 2:45 p.m.
**Poster Session I & Networking: Even Numbers Judged**
Lobbies of DD and BE Buildings
**Sponsored by the MUSC Graduate Student Association**

2:45 p.m. – 4:15 p.m.
**CONCURRENT WORKSHOPS SESSION I**
Please note the following intended audience abbreviations: IP - individual postdoctoral scholar; PDA - postdoctoral association; PDO - postdoctoral office; ALL - for everyone

**A Coaching Approach to Postdoctoral Scholar Engagement and Development**
Strom Thurmond/Gazes Building ST125
**Intended Audience: PDO**

**Presenters:** Michael J. Forlenza, Ph.D., M.P.H., Assistant Dean, School of Leadership and Professional Advancement, and Director, Professional Coach Certification Program; Steven K. Wendell, Ph.D., Research Assistant Professor, School of Dental Medicine, and Assistant Director, Postdoctoral Development, Schools of the Health Sciences, University of Pittsburgh

In this workshop, PDO administrators will learn about coaching and how coaching can be applied to facilitate the development of postdoctoral scholar core competencies and career development plans. Participants will learn and apply coaching skills such as establishing a coaching relationship, creating trust, building awareness, active listening, and asking powerful questions. Presenters will also share additional tools such as values clarification, strengths assessment, and generating goals from values will be presented and experienced. The coaching skills learned to be presented have a wide application to a variety of professional interactions including office staff, postdocs, and PDA leaders. The tools learned and experienced will better enable PDO administrators to provide these critical, and often neglected, elements of the career development process to the postdoctoral community. Collectively, this workshop seeks to provide PDO administrators with a professional development opportunity to acquire the initial approach, skills and tools of coaching to maximize the potential of their constituents.

**Far from the Homeland: How Helping Internations Adjust to Academic Life in the United States Benefits Training of All Postdocs**
Basis Science Building (BS) 355
**Intended Audience: ALL**

**Moderators:** Edward Krug, Ph.D., Associate Professor, Department of Regenerative Medicine and Cell Biology, Associate Dean for Postdoctoral Affairs, MUSC; Shen Lin, Ph.D., Postdoctoral Fellow, Shriners Pediatric Research Center, Temple University

**Presenters:** Ian Brooks, Ph.D., Director of the Office of Biomedical Informatics, The University of Tennessee Health Science Center, and NPA International Officer; Willem Jaap Hillenius, Ph.D., Professor and Chair, Department of Biology, College of Charleston; Hainan Lang, M.D., Ph.D., Assistant Professor, Department of Pathology and Laboratory Medicine, MUSC; Baebel M. Rohrer, Ph.D., Professor of Ophthalmology, MUSC

More than half of the postdoctoral scientist work force in the United States consists of foreign-born scientists. While many of the challenges of being a postdoctoral trainee are common to all postdoctoral scientists, foreign-born non-resident scientists face some unique challenges because of immigration related concerns, funding limitations, and cultural differences. These issues could hinder personal and professional development and be an obstacle for obtaining a position in the United States beyond the duration of postdoctoral training. Most disconcerting is that both international and U.S. researchers are largely unaware of the impact of subtle cultural norms that can easily lead to misunderstandings impacting productivity, career development, and potentially questionable research practices. The objective of this workshop is to highlight critical lessons learned by international scholars who have established successful careers in the United States. Attendees will participate in selected activities of an international orientation program that focuses on illuminating cultural assumptions that can confound clear communication, especially with respect to career development.

**Negotiating for Equal Pay in the Postdoctoral Community and Beyond**
BE110
**Intended Audience: ALL**

**Presenters:** Erin Cadwalader, Ph.D., Phoebe S. Leboy Public Policy Fellow, Association for Women in Science; Donna J. Dean, Ph.D., Retired Senior Federal Executive, National Institutes of Health, Executive Consultant, Association for Women in Science, and Career Consultant, American Chemical Society

Science, Technology, Engineering, and Mathematics (STEM) professionals receive decades of training in their respective fields of specialization. However, they receive minimal, if any, training on how to negotiate for compensation,
even for postdoctoral level work. Such skills are imperative because one’s initial salary serves as the baseline level for all future earnings. Failure to negotiate compensation commensurate with what others at the same level are receiving may lead to hundreds of thousands of dollars in lost wages over the course of a professional career. Women in particular are hesitant to negotiate their initial salary offering and are frequently offered less than men, both of which are factors contributing to the pay gap in this country.

Whether it is for a starting salary, pay raise, startup package, promotion or general workplace arbitration, the ability to confidently and effectively negotiate is imperative no matter what career path one pursues after graduate school. In this workshop we will identify reasons people fail to negotiate effectively and provide attendees with tools for cultivating this essential professional skill.

Postdoc Diversity: A Solution for Faculty Diversity
BE112
Intended Audience: ALL
Presenters: Cara Altimus, Ph.D., Postdoctoral Fellow, The Johns Hopkins University School of Medicine; Jennifer R. Cohen, Ph.D., Postdoctoral Fellow, The Johns Hopkins University School of Medicine; Félix E. Rivera-Mariani, Ph.D., Postdoctoral Fellow, Department of Environmental Health Science, Johns Hopkins Bloomberg School of Public Health, Johns Hopkins University

Racial and ethnic minorities are underrepresented in biomedical science, particularly as tenured faculty. Research indicates there are several factors contributing to this underrepresentation. These factors include isolation, stereotype threat, and the absence of role models. Successful programs, especially those in STEM, contain four core ingredients to foster the success of minorities in these disciplines. The core ingredients for success are high expectations (internal and external), instilling the capacity to succeed, support, and commit. At the Johns Hopkins University School of Medicine, some of these core ingredients were missing and exposed gaps in the quality of training that postdocs receive. As a result, these gaps jeopardized the success of motivated, intelligent and passionate postdocs pursuing faculty positions. This workshop captures how the Johns Hopkins Postdoctoral Association addressed these gaps in training by establishing a Minority Postdoc Alliance. This workshop should particularly benefit participants who are interested in the retention and professional development of underrepresented minority postdocs. The workshop will reflect on the successes and failures of starting a Minority Postdoc Alliance from scratch, and present how the best practices from a student-based model for creating community was translated into an innovative framework for building community among minority postdocs.

Top 10 Behavior Mistakes for Interpersonal Communication
DD110
Intended Audience: ALL
Sponsored by Cedars-Sinai Medical Center
Presenter: Mary M. Mitchell, President, The Mitchell Organization

Social skills have a bottom-line benefit for all organizations. Yet many people view them as “soft” skills and therefore of little importance. These skills are very important, as much for the postdoc as for the university president, because they represent the very soul of an institution. Effective communications and sound relationships are the keystones of successful communication. They speak not only to social acceptance but also to potent action. And in an increasingly competitive global world, the institutions that place a high priority on effective communication are the institutions that will set themselves apart. Additionally, when it comes to courtesy in the workplace, people sometimes think they can’t afford to be polite. In reality, they can’t afford not to. By heightening awareness of social skills and committing to mastering them, everyone can improve their relationships and train their colleagues to do likewise. And their institutions can only benefit from their efforts.

www.uppermidwestherc.org
Institutions in the Upper Midwest Higher Education Recruitment Consortium (UMW HERC) offer a wide array of educational employment opportunities.

For community information and to view over 1,000 job openings at 56 colleges and universities in Minnesota and Wisconsin, visit our website:

www.uppermidwestherc.org
Friday, March 15, 2013

4:15 p.m. – 5:00 p.m.
Transportation to Marriott-Charleston
Shuttle service will be provided.

5:00 p.m. – 6:30 p.m.
Opening Reception
Presentation of the 2013 Mentor Award
Marriott Crystal Ballroom A, B, & C

The presentation of the award will take place at approximately 5:15 p.m.

The NPA Garnett-Powers & Associates, Inc. 2013 Mentor Award will be presented to Rafael Munoz-Carpena, Ph.D., Professor and UF Research Foundation Professor, Agricultural and Biological Engineering, University of Florida, by Steve Johnson, Vice President of Garnett-Powers & Associates, Inc.

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

6:30 p.m. – 6:45 p.m.
Meet for Optional Dine-Arounds
Marriott Lobby, depart at 6:45
Sign up at the registration table by 2:30 p.m.

7:00 p.m. – 9:00 p.m.
Optional Dine-Arounds
Please see restaurant list at registration table.

The University of Chicago Postdoctoral Program

- Engaged postdocs with a long serving Postdoctoral Association
- Infrastructure for skill building and professional development with weekly postdoctoral events
- Affiliate membership for all postdocs as a Sustaining member of the National Postdoctoral Association
- Institutional support for postdoctoral activities including travel awards
- Opportunities to participate in innovative research projects and training grants

POSTDOCTORAL TRAINING PROGRAMS AND FELLOWSHIPS

Training Grants:
- Basic Medical Research Training in Oncology
- Cardiovascular Pathophysiology & Biochemistry Training Program
- Cardiovascular Sciences Training Grant
- Clinical Therapeutics
- Graduate Training Program in Cancer Biology
- Health Services Research Training Program
- Integrated Clinical and Basic Endocrinology Research
- Interdisciplinary Training Program in Immunology
- Nephrology Research Training
- Pediatric Endocrinology Research Training Grant
- Research Training in Digestive Diseases and Nutrition
- Research Training in Respiratory Biology
- Training in Emerging Multidisciplinary Approaches to Mental Health and Disease
- Training in Oxygen in Health and Disease
- Trauma, Molecular Pathogenesis, and Regeneration Training Grant

Chicago Fellows Program: http://chicagofellows.bsd.uchicago.edu/

Provost's Career Enhancement Postdoctoral Scholarship: http://provostpostdoc.uchicago.edu/
AGENDA | Saturday, March 16, 2013

7:00 a.m. – 8:00 a.m.
**Breakfast at the Marriott-Charleston**
Emerald Ballroom

7:30 a.m. – 10:00 a.m.
**Transportation to MUSC**
Hotel Entrance by the Crystal Ballroom
Shuttle service will be provided.

8:00 a.m. – 9:00 a.m.
**NPA Board/Advisory Council/Committees Leaders**
Joint Closed Session
EL109

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. – 10:00 a.m.
**PLENARY SESSION II**

**Mentoring for Diversity, Mentoring for Success**
DD110

*Sponsored by the University of North Carolina at Chapel Hill*

*Presenter: Linda Tillman, Ph.D., Professor of Educational Leadership, University of North Carolina at Chapel Hill*

Tillman is a recognized leader in the field of mentoring with a proven record of advocating for best practices for mentoring diverse faculty. The objective for this plenary is twofold: To recognize the challenges and perceptions faced by diverse groups and to provide solutions to overcome these challenges through mentoring.

10:00 a.m. – 11:15 a.m.
**INNOVATION IN ACTION SESSION II**

*Please go to the room that corresponds with the color of the sticker on your name badge:*

- Red DD110
- Blue BE110
- Green BE112
- Yellow BS355

This session will focus on the NPA Core Competencies as a basis for professional development and continue the sharing of ideas, problems, and solutions among participants who have been randomly assigned to rooms based on the color of the stickers on their name badges. The groups will discuss topics, resources, and speakers related to the Core Competencies.

*Moderators: Lori Conlan, Ph.D., Director, Postdoctoral Services, National Institutes of Health (NIH); Jennifer Hobbs, Ph.D., Director, Office of Postdoctoral Affairs, Northwestern University, Vice Chair, NPA Meetings Committee; Keith Micoli, Ph.D., Postdoctoral Program Director, Ethics Program Coordinator, Adjunct Assistant Professor, New York University School of Medicine, Sackler Institute of Graduate Biomedical Sciences; Treasurer, NPA Board of Directors; Laurie Risner, Ph.D., Administrator, Postdoctoral Affairs, University of Chicago*

11:30 a.m. – 12:45 p.m.
**Themed Lunch-Arounds**

Vendors will be in the Horseshoe/Clyburn area; Lunch-Arounds will take place in the Education Center/Library Building (EL). This lunch features Chinese, Greek, Indian, or Tex Mex food; first come, first served. You will need to show the vendor your badge to receive your meal. One meal per person, please.

EL102: **Job Search Strategies**

EL103: **Open**

EL104/105: **Dealing with Impostor Syndrome**

EL114: **Open**

EL115: **Open**

EL116/118: **Networking Session for Canadian and U.S. PDAs**

EL119/121: **Networking Session for Canadian and U.S. PDOs**

1:00 p.m. – 2:15 p.m.
**KEYNOTE ADDRESS**

**The Economics of the Postdoctoral Position**
DD110

*Paula Stephan, Ph.D., Professor, Andrew Young School of Policy Studies, Georgia State University; Research Associate, National Bureau of Economic Research; Visiting Faculty Member, Department of Economics S. Cognetti de Martiis, University of Turin, Italy*
Saturday, March 16, 2013

2:30 p.m. – 3:30 p.m.
**Poster Session II & Networking: Odd Numbers Judged**  
Lobbies of DD and BE Buildings  
*Sponsored by the MUSC Graduate Student Association*

3:30 p.m. – 5:00 p.m.
**CONCURRENT WORKSHOPS SESSION II**

3:30 p.m. – 4:15 p.m.
**Academic to Entrepreneur: How to Start Your Own Company** (45-minute workshop)  
BE110  
*Intended Audience: IP*

*Presenters: William Gunn, Ph.D., Head of Academic Outreach, Mendeley Ltd.; Elizabeth Iorns, Ph.D., Co-founder and CEO, Science Exchange*

Presented at many academic institutions this year via local PDAs, this popular workshop on entrepreneurship now comes to the national stage. Presenters will discuss what made leaving academia to work on a startup an attractive career choice to them, share the lessons they’ve learned along the way, and convey the collective wisdom shared within Silicon Valley’s thriving startup community to postdocs interested in entrepreneurship. They will also talk about making the transition from academia, how to find the right opportunities, how to be competitive in the business world, and tips for working with people from non-academic backgrounds, including engineers and marketers.

4:15 p.m. – 5:00 p.m.
**Data on Postdocs in the United States: Where Have We Been and Where Are We Headed?**  
DD110  
*Intended Audience: ALL*

*Sponsored by Nature Publishing Group*

*Presenters: Cathee Johnson Phillips, M.A., Executive Director, NPA; Melanie V. Sinche, NCC, M.Ed., M.A., Director, Office of Postdoctoral Affairs, Faculty of Arts and Sciences, Harvard University*

From the Sigma Xi Postdoc Survey of 2004 to surveys administered regularly by the National Science Foundation (NSF), the NIH, and other national entities, postdoc stakeholders have been striving to collect data to create a more complete picture of the postdoctoral experience in the United States. Still, most stakeholders have encountered frustration as they find “very little reliable data on the number of postdoctoral researchers in the [United States],” (NIH Biomedical Workforce Working Group Report, June 14, 2012). As one of the NPA’s main objectives is to improve the collection and analysis of data on postdocs across the country, it is important to take stock of what has happened over time in terms of data collection, to understand what data we are still lacking, and to consider current—and future—data collection efforts. In this workshop we will consider not only past efforts at data collection, but also current efforts by individual institutions, professional associations, various national agencies, and the NPA to gain a better understanding of the postdoc experience and of postdoc outcomes. We will present the results of a survey of individual institutions to gain a better understanding of what data NPA members are collecting on the local level, including survey content, response rates and sample instruments. Finally, we will share an update on the efforts of the NPA Sustaining Member Survey Taskforce to enhance the NPA’s Institutional Policy Database.

4:15 p.m. – 5:00 p.m.
**Expand your Research and Presentation Capabilities Using Prezi** (45-minute workshop)  
ST125  
*Intended Audience: ALL*

*Presenters: Krystal Dole, Ph.D. candidate, Department of Cell and Molecular Pharmacology and Experimental Therapeutics, MUSC; Michael Hance, Ph.D., Postdoctoral Fellow, Department of Cell and Molecular Pharmacology and Experimental Therapeutics, MUSC; Jay Morris, Ph.D., Research Assistant Professor, Department of Molecular Medicine, University of Texas Health Science Center at San Antonio*

The future of the research enterprise is moving to an era of team research and electronic collaboration. The presentation tools of today are not adequate to engage, display or provide flexibility to the interpretation of our results. Presentations and lectures remain stagnant and uninteresting without movement and flow. Prezi has become a great tool in presenting work to others; as a result, the presenters believe that Prezi has great potential as a strong alternative to Microsoft PowerPoint or other static platform presentation tools. Due to its dynamic, fluid and seamless transitions along with its capability to expand exponentially, Prezi far outpaces other presentation platforms. Furthermore, the presenters consider Prezi superior in that it creates an engaging and interactive environment for teaching students, designing multifaceted posters and seminars for national scientific meetings, and as a collaborative research platform for researchers at different institutions. This workshop will include a demonstration to show the benefits of Prezi for posters, seminars or formal lectures, journal clubs, and as a live interactive collaborative tool.
3:30 p.m. – 5:00 p.m.
**Job Offer Negotiation Skills for the Scientist**
BE112
Intended Audience: ALL

*Presenter: David G. Jensen, Columnist, American Association for the Advancement of Science (AAAS) ScienceCareers.org, Moderator, AAAS Forum*

Working up a job offer is always difficult when attempting this tricky negotiation for the first time, whether it is for an industrial position or for a tenure-track appointment in academia. In this presentation, biotech industry columnist Dave Jensen (AAAS Science Careers, Contract Pharma Magazine) will discuss how important it is to understand all of the issues surrounding that prospective job offer, from both sides of the fence. By putting themselves in the shoes of their potential employers, participants will be able to see exactly how issues like time, budget and personality fit into the equation. In an exercise showing how one applicant moves through the process, Jensen will guide each audience member to see clearly where each of the possible stumbling blocks are and will help participants maximize their job offers to suit their needs. There are many take-home lessons provided in this 90 minute workshop, including 15 tips for better negotiations at home and at work.

3:30 p.m. – 5:00 p.m.
**Straddling Two Worlds: Addressing the Needs of First Generation Scholars**
Basis Science Building (BS) 355
Intended Audience: ALL

*Moderator: Jennifer E. Hobbs, Ph.D., Director, Office of Postdoctoral Affairs, Northwestern University, Vice Chair, NPA Meetings Committee*

*Presenters: Kristene Henne, Ph.D., Postdoctoral Program Coordinator, Communication, Education and Public Affairs, Argonne National Laboratory (ANL); Karri A. Holley, Ph.D., Associate Professor of Higher Education, University of Alabama; Giselle Sandi, Ph.D., Principal Investigator, Chemical Sciences and Engineering Division, ANL*

While diversity initiatives often attempt to address groups underrepresented in academia, consideration of the challenges faced by first generation scholars of all racial and ethnic backgrounds are not always incorporated. First-generation doctoral students and postdoctoral scholars often include women and scholars of color from lower socioeconomic backgrounds. Graduate students, postdoctoral fellows and junior faculty from lower socioeconomic families often feel as though they are caught between two worlds, not quite feeling comfortable in either setting. This workshop will be a panel discussion focusing on these topics:
- Adjusting to higher education and finding colleagues in a setting with class bias;
- Transitioning from first-generation scholar to academic professional; and
- Programs attempting to address the needs of first generation scholars and building mentored relationships.

Our panelists will discuss data and experiences regarding graduate school, postdoctoral training and beginning careers in academia. They will also discuss how universities can be more responsive to the development of first generation scholars, as well as examples of current programs already in place that could be utilized at other institutions.

5:00 p.m. – 6:00 p.m.
**Transportation to Marriott-Charleston**
Shuttle service will be provided.

Turn in your Networking Scavenger Hunt Forms at the registration table by 5 p.m., before you leave MUSC.

6:00 p.m.
**Depart for Social/Networking Event**
Hotel Entrance by the Crystal Ballroom
Shuttle service will be provided.

6:30 p.m. – 8:30 p.m.
**Evening Social/Networking Event** (On the Beach)
Citadel Beach House, Isle of Palms
You must have registered for this event and pre-paid the ticket by March 1, 2013. Sorry, due to space and catering limitations, we are not able to accommodate late requests.
7:00 a.m. – 8:00 a.m.
**Breakfast at the Marriott-Charleston**
Emerald Ballroom

7:30 a.m. – 10:00 a.m.
**Transportation to MUSC**
Hotel Entrance by the Crystal Ballroom
Shuttle service will be provided.

8:30 a.m. – 10:00 a.m.
**CONCURRENT WORKSHOPS SESSION III**

### A Postdoc's Guide to NPA's Resources:
**Everything Postdocs Need to Know!**
BE112

Intended Audience: IP

Presenters: Gaurav Basu, Ph.D., Research Scientist, Intrexon Corporation, Vice Chair, NPA Resource Development Committee; Sanjukta Chakraborty, Ph.D., Postdoctoral Research Associate, Texas A&M Health Science Center, Chair, NPA Resource Development Committee

The goal of this workshop is to highlight the valuable resources developed by the NPA and how the Resource Development Committee strives to meet the needs of the postdoctoral community. A challenge faced by postdocs today is finding the key resources that enhance the postdoctoral experience as well as ensure a smooth transition into an independent position (academic or non-academic). Navigating through the plethora of links, resources and Web sites available can prove to be daunting. The NPA makes this job considerably easier by offering postdocs key resources all in one place. This workshop will highlight the valuable resources NPA offers and in particular will:
• Provide an overview of the Resource Development Committee tasks, responsibilities and the repertoire of resources that are available online. Participants will have the opportunity to make suggestions to improve or add critical resources that are not available;
• Offer insight into how the resources developed by our committee are helpful for career development and exploring non-academic career options.

The workshop will wrap up with a short discussion where participants can share their individual experience as they navigate resources for their career choices, roadblocks they face and brainstorm ideas to meet these gaps.

### Getting What We Want Without Being a Jerk:
The Elements of Assertiveness
BE110

Intended Audience: ALL

**Presenter:** Rhonda Sutton, Ph.D., LPC, Former Director, Office of Postdoctoral Affairs, North Carolina State University, Founder, InnerSights Counseling and Consultation, Inc

This workshop will focus on “assertive communication” for those times many researchers have experienced: when ideas are dismissed or co-opted in lab meeting; an angry e-mail from a colleague pops into the inbox; a principal investigator (PI) acts frosty because the project isn’t working; or somebody else gets first authorship in spite of any promises previously made. If researchers complain, they may be seen as difficult, and if they don’t complain, they feel like a doormat! People often find themselves in situations where they could have done a better job communicating what they wanted or where they felt their ideas were not well received. Perhaps they sounded too timid or maybe too demanding. Perhaps the others involved in the exchange were distracted, angry, or simply unwilling to listen. Other times, conflicts arise, and addressing them can cause discomfort, turmoil and frustration. These situations call for assertive communication, which is very different from passive or aggressive communication. This workshop will provide participants with the basic elements of assertive communication, as well as how to utilize these in different situations unique to postdocs. Whether the situation involves a PI, a colleague, an outside collaborator, or a potential employer, this program will outline the transferable assertive techniques to use in these interactions so that more productive communication can occur and conflicts can be resolved (or even potentially avoided!).

### How to Advocate for Postdocs

**Basis Science Building (BS) 355**

Intended Audience: ALL

**Presenters:** Juliet Moncaster, Ph.D., Senior Postdoctoral Associate, Boston University School of Medicine, Chair, NPA Advocacy Committee; Tyrone Spady, Ph.D., Legislative Affairs Officer, Federation of American Societies for Experimental Biology (FASEB)

Advocacy is speaking, acting and writing with minimal conflict of interest on behalf of the sincerely perceived interests of a disadvantaged person or group to educate the public and to promote and protect their welfare and justice. This workshop will provide postdocs, PDAs, and PDOs advice on how to advocate effectively both locally and nationally for a better postdoctoral experience. Presentations will include an overview of the NPA Advocacy Committee’s current activities. Participants will then break into
smaller groups to address ways to effectively advocate at
the local level at one's institution and at the national level.
The groups will then report back their conclusions to the
audience and engage in an open discussion about these
findings and any lessons learned.

**Orientation Strategies for Effectively Integrating
Postdocs into Your Institution**

**DD110**

**Intended Audience:** PDA/PDO

**Sponsored by Garnett-Powers & Associates, Inc.**

**Presenters:** Tom Geoghegan, Ph.D.,
Associate Dean for Graduate and Postdoctoral Studies, School of Medicine, University of Louisville; James Gould, Ph.D.,
Director, Office for Postdoctoral Fellows, Harvard Medical School

Institutions vary drastically regarding the number and
composition of postdocs as well as resources available to
serve them. A common approach to integrating postdocs
into your institution is to offer a formal orientation session
that introduces them to various campus resources and ser-
VICES. This workshop has two goals: 1) to address common
issues and challenges associated with postdoctoral orienta-
tions and 2) to provide solutions to successfully improve
upon or modify existing orientation programs to further en-
hance the postdoctoral training experience. During the first
portion of the session, PDO directors from two differently
sized (large-private vs. medium-public) institutions will
share how they have successfully adapted the orientation
process at their respective campus. Participants will then
break into small groups based upon their institution's size
(small, medium, large) to engage in a discussion of current
practices, common concerns and unique challenges. This
forum will provide a unique opportunity for participants to
share best practices and receive constructive feedback from
peers at similar institutions.

**Setting Expectations and Managing Conflicts
in Research Teams**

**ST125**

**Intended Audience:** ALL

**Presenters:** Anna K. Kopec, Ph.D.,
Research Associate, Department of Pathobiology and Diagnostic Investigation,
and Co-chair, Postdoctoral Association, Michigan State
University (MSU); Antonio A. Nunez, Ph.D.,
Professor of psychology and neuroscience, Associate Dean of the Graduate
School for Academic Affairs and Postdoctoral Training, MSU

This workshop is an interactive activity that uses short
videos of interactions between principal investigators and
postdocs to facilitate discussion of strategies to set expec-
tations and avoid conflicts in research teams. The strategy
showcased for both setting expectations and managing
conflicts is an interest-based approach of negotiation.

Interest-based negotiation is an approach that focuses on
interests (i.e., core values and needs) rather than individual
positions when setting expectations or managing conflicts.
The workshop also discusses how anger and other strong
emotions can affect the outcomes of negotiations and how
different decision-making styles can affect group dynamics
in laboratory research teams. The format of the workshop
involves mini-lectures by the facilitators to introduce as-
pects of the interest-based approach and to contrast it with
alternative strategies for conflict prevention and manage-
ment. These mini-lectures are complemented by group
exercises and role playing by participants. The activities also
include self-assessment of conflict resolution styles and of
decision making propensities, with reflections about how
those individual differences interact with the implementa-
tion of the interest-based approach.

10:00 a.m. – 10:30 a.m.

**Networking Break**

Lobbies of DD and BE buildings

10:30 a.m. – 11:30 a.m.

**Town Hall Discussion Part I: NPA Proposed Validation
Process for Institutional Postdoctoral Programs**

Please go to the room that corresponds with the first letter
of your last name:

A through B: DD110
C through F: BE110
G through J: BE112
K through M: BS349
N through S: ST125
T through Z: BS355

**Presenters/Facilitators: Members of the NPA Task Force and
Board of Directors**

Since the NPA’s founding, NPA leaders have considered
ways to recognize institutions for their efforts to support
postdocs with appropriate policies and opportunities for
professional and career development. In 2012, a task force
of NPA leaders began researching the feasibility of devel-
oping such a program. During this session, NPA members
and friends will have the opportunity to learn about the
Proposed Validation Process for Institutional Postdoctoral
Programs and be asked for their input and feedback. To
make the most of this time, each group session will begin
with an introductory presentation summarizing the work of the task force to date, followed by facilitated small group discussions.

11:30 a.m. – 12:00 p.m.
**NPA Town Hall Discussion Part II:**
**Other Topics Regarding NPA Business and Resources**
DD110

*Moderators: Cathee Johnson Phillips, M.A., NPA Executive Director; Lorraine Tracey, Ph.D., Chair, NPA Board of Directors*

This Q&A session is a tradition at NPA Annual Meetings and provides NPA members and friends the opportunity to ask about and comment on NPA goals, objectives, programs, and other topics relevant to the NPA’s mission. This session concludes the 2013 NPA Annual Meeting. Thanks for participating!

*The Poster Prize recipients and the winners of the Networking Scavenger Hunt and the Every Member Campaign raffle will be announced at the beginning of this session.*

12:00 p.m. – 1:00 p.m.
**Transportation to Marriott-Charleston**
Shuttle service will be provided.

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**Meet Us in St. Louis! April 4 - 6, 2014**

The NPA 12th Annual Meeting will be hosted by The

![Washington University in St. Louis](image-url)
The recipient of the National Postdoctoral Association (NPA) 2013 Distinguished Service Award (DSA) is the Burroughs Wellcome Fund (BWF), an independent private foundation dedicated to advancing the biomedical sciences by supporting research and other scientific and educational activities. Victoria McGovern, Ph.D., BWF Senior Program Officer, will accept the award on behalf of the foundation.

The BWF’s mission is accomplished by providing grants to degree-granting institutions on behalf of individual researchers, including postdoctoral scholars. The BWF also makes grants to support nonprofit organizations that seek to advance the U.S. research enterprise and the environment of science. This steadfast commitment supported the founding of the NPA in 2003 and the NPA’s continual growth over the past 11 years. Among the many NPA projects supported by the BWF are the association’s leadership institutes, the improvement of many NPA’s online resources, and the NPA’s involvement in the recent formation of the International Consortium of Research Staff Associations (ICORSA). NPA projects funded by the BWF and currently underway include the complete revamping of the institutional policy database, updating of the mentoring toolkit, and developing a new faculty Web resource.

The BWF has had a continuing impact by providing valuable career resources to the postdoctoral community. Perhaps the best known resource is the book, “Making the Right Moves,” which was a joint project between BWF and the Howard Hughes Medical Institute. This publication evolved from the weeklong meetings held for their postdoctoral fellows and has served as a model for leadership and management courses in postdoctoral programs across the country. “Excellence Everywhere” is intended for scientists starting careers outside of North America. More recently, the BWF published a series of career booklets which address topics such as effective communication, team science, and staffing your lab and provided key financial support for myIDP, the new career Web site that assists postdoctoral fellows in career planning.

The latest initiative from BWF is “Career Guidance for Trainees,” a program which funded six grants that support development of new approaches to improving trainees’ preparedness for jobs at and away from the bench. This initiative will allow grantees to try new approaches for improving skills in teaching and business.

The BWF continues to give postdocs a national voice, both through direct support of their research activities as well as through its support of non-profit organizations, including the NPA, that are dedicated to supporting the future of postdoctoral scholars.

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 DSA Selection Subcommittee were: Lorraine Tracey, Ph.D. (co-chair), Medical Science Liaison, Teva Pharmaceuticals, Chair, NPA Board of Directors; David Taylor, Ph.D. (co-chair), Academic Programs Officer, The Children’s Hospital of Philadelphia; Steve Wendell, Ph.D., Research Assistant Professor and Assistant Director, Postdoctoral Development, Office of Academic Career Development at University of Pittsburgh School of Medicine; Rachel Bergerson, Ph.D., Postdoctoral Associate, University of Minnesota; and Caroline Rotondi, Administrative Director, Office for Research Careers (ORC), Brigham and Women’s Hospital.

The members of the DSA Nominating Subcommittee were: Joel Oppenheim, Ph.D., Senior Associate Dean, New York University Medical School; Joan Lakoski, Ph.D., Assistant Vice Chancellor for Science Education Outreach, University of Pittsburgh Schools of the Health Sciences; Walter Goldschmidt, Ph.D., Executive Director of Sponsored Programs, Cold Spring Harbor Laboratory; and Laurel Haak, Ph.D., Executive Director, ORCID.

Past recipients of the Distinguished Service Award are: 2012: 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. 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 Malcolm, 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. 2013 Mentor Award is Rafael Muñoz-Carpena, Ph.D.

Dr. Muñoz-Carpena is a Professor of Agricultural and Biological Engineering at the University of Florida (UF), and has held a UF Research Professorship since 2011. During his career, he has assembled and maintained a balanced and diverse research group that creates a nourishing environment for all. He believes that postdoctoral researchers bring unique perspectives from their own doctoral experiences that greatly enrich the faculty vision. They in turn benefit from this environment through guided mentoring from faculty, mentoring of their own for the graduate students, and participation in the broader group academic activity, beyond the particular projects they are funded on. This type of environment has been essential for mentoring and development of the postdoctoral researchers in his group. He holds an excellent record in the advancement of their careers and their placement after their postdoctoral experience.

Dr. Muñoz-Carpena said, “Meeting often with the postdocs in my research group is a part of my work that I enjoy the most! They keep up with the latest trends in their fields (and keep me on my toes), and I offer them opportunities to frame the new knowledge in their research projects and long-term goals. These exchanges greatly stimulate me and help me to develop my own ideas in addition to supporting their ideals and career development.”

He was nominated by Miguel A. Campo-Bescos, Ph.D., and Matteo Convertino, Ph.D., Postdoctoral Research Associates in the UF Department of Agricultural and Biological Engineering, and by Maria Librada Chu-Agor, Ph.D., formerly a Postdoctoral Research Associate at the UF Department of Agricultural and Biological Engineering, and currently a Postdoctoral Fellow at the Center for Environmental Sciences at Saint Louis University. The three postdoctoral scholars recognized Dr. Muñoz-Carpena for his mentoring philosophy and activities, including but not limited to providing ongoing career counseling and guidance, experience with grant proposal preparations, and instruction in professional practices and technology transfer.

Dr. Convertino wrote, “Dr. Muñoz-Carpena has the ability to balance trajectories of projects in which I am involved in with the personal trajectories derived by my personal interests. I can see this approach with any postdoc that worked with him. In my opinion, this is one of the most important aspects of mentoring, and it is very rare to find among mentors.” All three nominators also noted his support on a more personal level, exemplified by this comment from Dr. Chu-Agor: “He is full of energy, always optimistic, considerate, and will help you in every way he can. Even after I left my post, he continues to help me professionally and personally.”

His research focuses on the development and evaluation of complex environmental systems analysis and modeling tools to improve water and ecosystem quality and mitigate the impingement of human activities on natural systems. He conducts his research internationally on five continents, where he has developed several novel computer-modeling and integrated analysis tools to evaluate surface runoff pollution, subsurface chemical leaching, and human disturbances on ecosystems. His recent research focuses on untangling complex patterns of ecological disturbance as the result of human development and environmental changes.

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 demonstrated a sustained commitment to creating a productive working environment that enhances the overall postdoctoral experience.
- 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 included NPA Board members L. David Finger, Ph.D., and Mahadeo Sukhai, Ph.D. and former NPA Board member, Jay Morris, Ph.D. Dr. Finger is a Research Co-Investigator at the University of Sheffield. Dr. Morris is a Research Assistant Professor in the Department of Molecular Medicine at the University of Texas Health Science Center at San Antonio. Dr. Sukhai is a Research Fellow and Team Leader, High-Throughput Biomarker Assay Development, in the Advanced Molecular Diagnostics Laboratory, University Health Network, at the Princess Margaret Hospital/the Ontario Cancer Institute.
Paula Stephan, Ph.D., is Professor of Economics in the Andrew Young School of Policy Studies at Georgia State University, a Research Associate at the National Bureau of Economic Research, and a Visiting Faculty Member in the Department of Economics S. Cognetti de Martiis, University of Turin, Italy. Her research interests focus on the careers of scientists and engineers and the process by which knowledge moves across institutional boundaries in the economy. Stephan has published numerous articles in journals such as The American Economic Review, The Journal of Economic Literature, Management Science, Nature, Organization Science, and Science. She has also authored How Economics Shapes Science and co-authored, with Sharon Levin, Striking the Mother Lode in Science. Her research has been supported by the Alfred P. Sloan Foundation, the Andrew W. Mellow Foundation, and the National Science Foundation (NSF).

Stephan is a Fellow of the American Association for the Advancement of Science (AAAS) and a member of the Board of Reviewing Editors for the journal Science. She was recently named 2012 Person of the year by ScienceCareers.org. She has served on a number of National Research Council committees including the Committee on Dimensions, Causes, and Implications of Recent Trends in the Careers of Life Scientists; Committee on Methods of Forecasting Demand and Supply of Doctoral Scientists and Engineers; and the Committee on Policy Implications of International Graduate Students and Postdoctoral Scholars in the United States. Currently, Stephan serves on the National Research Council Board on Higher Education and Workforce and on the Committee to Review the State of the Postdoctoral Experience for Scientists and Engineers. From 2006 to 2009, she served on the National Advisory General Medical Sciences Council at the National Institutes of Health (NIH), and from 2001 to 2008, she served on the Advisory Committee of the Social, Behavioral, and Economics Program at the NSF. She was also a member of the European Commission High-Level Expert Group that authored the report Frontier Research: The European Challenge.

Stephan graduated Phi Beta Kappa from Grinnell College with a B.A. in economics and earned both her M.A. and Ph.D. in economics from the University of Michigan. She has been a visiting scholar at Katholeike Universiteit Leuven in Belgium, a Wertheim Fellow at Harvard University, and an ICER fellow in Turin, Italy.

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The Research – Participate.

*Winner to be announced at the beginning of the Town Hall session II on Sunday. Must be present to collect.
PLENARY SESSIONS SPEAKERS

Plenary Session I
Tools and Resources for Achieving Core Competencies

Philip S. Clifford, Ph.D., is Associate Dean of the Graduate School of Biomedical Sciences and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin. As Associate Dean, he oversees professional and career development for postdoctoral scholars and graduate students. A long-time National Postdoctoral Association (NPA) member, Clifford serves on the NPA’s Finance Committee and the NPA Advisory Council. He has organized the Innovation in Action sessions at the NPA Annual Meeting for several years. In 2012 he was honored with the NPA Distinguished Service Award. He contributed to the development of some of the key documents used in the postdoctoral community, including the NPA Postdoctoral Core Competencies, the Federation of American Societies for Experimental Biology (FASEB) Individual Development Plan for postdoctoral fellows, and the Association of American Medical Colleges (AAMC) Graduate Research, Education, and Training (GREAT) Group “Compact Between Postdoctoral Appointees and Their Mentors.” He is a co-author of the recently launched career Web site, myIDP.sciencecareers.org. He completed his postdoctoral fellowship at the University of Texas Health Science Center in Dallas. His research investigating the physiological mechanisms regulating skeletal muscle blood flow during exercise has been funded by NIH, the American Heart Association, and the Department of Veterans Affairs.

Alison Mitchell is Director of Development at Vitae in the United Kingdom, which realizes the potential of researchers by working with institutions across the United Kingdom and promoting world class researcher development. As head of the Postgraduate Research Office at the University of Strathclyde, she established the university-wide framework for developing researchers, managed the Engineering and Physical Sciences Research Council (EPSRC) Collaborative and Knowledge Transfer Accounts, and led researchers in high technology SMEs. Mitchell leads major Vitae projects including the Vitae Researcher Development Framework and Planner, the Every Researcher Counts equality and diversity programme, and Enterprise and Intrapreneurship. At the University of Glasgow, she was engaged in national and international postgraduate recruitment and student support. She is a member of the Institute of Knowledge Transfer and Chartered Management Institute, a Fellow of the Association of University Administrators, and an Associate Fellow of the University of Warwick.

Randall K. Ribaudo, Ph.D., is Co-Founder of SciPhD Training Programs and President and CEO of Human Workflows, LLC. He has over 20 years of experience in the scientific research and biotechnology field and has successfully made the transition from academia to industry. He co-founded Human Workflows after more than five years at Celera Genomics. During his time at Celera, Ribaudo has acted as a liaison between Celera and the pharmaceutical, biotechnology and academic communities; served as a product manager and advised on product development; led the iScience Task Force to define strategic directions for sister company Applied Biosystems; and
Tufts is a vibrant academic community with more than 400 postdocs on its three campuses. Working side by side with faculty, PhD students and other researchers, postdoctoral trainees benefit from the rich research atmosphere. Training is provided through NIH-funded programs, including the TEACRS IRACDA program. Often crossing schools and campuses, programs capitalize on the deeply held collaborative spirit that is characteristic of the University.

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**Plenary Session II**

**Mentoring for Diversity, Mentoring for Success**

Linda Tillman, Ph.D., is Professor of Educational Leadership at the University of North Carolina (UNC) at Chapel Hill. She is a native of Columbus, Ohio. She earned a bachelor’s degree in secondary education, a Ph.D. in educational leadership and policy studies from The Ohio State University, and a master’s degree in educational administration from the University of Dayton. She is a former vice president of Division A (Administration, Organization, and Leadership) of the American Educational Research Association and the former associate director of Graduate Student Development for the University Council for Educational Administration (UCEA). Tillman has mentored numerous graduate students and pre-tenure faculty across the country, and regularly participates in mentoring seminars and workshops at national conferences, has served as a mentor to Barbara Jackson Scholars, and advises campus-level and unit-level administrators on mentoring strategies that will facilitate a diverse faculty and a community of scholars. She was recognized for her commitment to mentoring when she received the 2009 Jay D. Scribner Mentoring Award from UCEA.

Tillman is a nationally and internationally recognized scholar, with much of her scholarship focusing on mentoring teachers, administrators, graduate students, and faculty. She has published in numerous peer reviewed journals and is the editor-in-chief of The SAGE Handbook of African American Education, the first comprehensive collection of scholarship written by African American scholars and leaders on the education of African Americans. She is also the co-editor, with Len Foster, of African American Perspectives on Schools: Building a Culture of Empowerment, which explores the various dimensions of school leadership and educational policy, and co-editor, with James Scheurich, of the forthcoming Handbook of Research on Educational Leadership for Diversity and Equity.
**ORIENTATION & OPENING SESSION SPEAKERS**

**L. David Finger, Ph.D.** is currently a Research Co-Investigator at the University of Sheffield, where for the past two years he was a Marie Curie International Incoming Fellow. While still residing in the United States, Finger was a postdoctoral fellow at the City of Hope Beckman Research Institute. He earned his B.A. in biochemistry from Ithaca College. After a three month internship in the Department of Vaccine Serology at Merck, Inc. in West Point, PA, he moved to Los Angeles to earn his doctorate in biochemistry and molecular biology at University of California, Los Angeles. Finger is a member of several non-profit governing boards. He is the United Kingdom Research Staff Association (UKRSA) Yorkshire-Northeast Regional Hub co-representative and a member of the International Consortium of Research Staff Associations (ICoRSA) steering committee. He is also a member of the NPA Board of Directors. Before joining the NPA Board, Finger served as Chair (2009) and Vice Chair (2010) of the Outreach Committee in addition to volunteering (2007-2009) for several other sub-committees of the Meetings Committee.

**Kate Sleeth, Ph.D.** earned her doctoral degree from the University of Reading in the UK investigating DNA repair mechanisms. After a postdoctoral fellowship at the Beckman Research Institute of the City of Hope she moved to the institution’s Professional Education department. She is currently the academic programs administrator, where she directs the summer academy and is responsible for graduate student recruitment, admissions and professional development. She has a variety of 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 was involved with the Postdoctoral Association at the City of Hope for over three years, previously serving as social chair and president. She is a member of the NPA Board of Directors and currently serves as the NPA Oversight Officer. She also serves as the liaison for the Association for Women in Science (AWIS) and helps organize campus events at the City of Hope.

**Jana E. Stone, Ph.D.** is the Scientific Coordinator for the Duke Center for Systems Biology at Duke University. In this position, she manages education and outreach programs, grant preparation, program evaluation, and communications. Before she switched from research to administration, Stone was a postdoctoral fellow at the National Institute of Environmental Health Sciences (NIEHS). While there she was a member of the NIEHS Trainees Assembly Steering Committee and the NIEHS Biomedical Career Fair Planning Committee. Stone earned a B.S. in microbiology from Indiana University and a Ph.D. in genetics and molecular biology from UNC at Chapel Hill. She is Vice Chair-Elect of the NPA Meetings Committee.

**Lorraine Tracey, Ph.D.** is Chair of the NPA Board of Directors, is Medical Science Liaison, Oncology, at Teva Pharmaceuticals. 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 Chair in 2012.

**Corinne E. Zeller-Knuth, Ph.D.** did her undergraduate studies in chemistry at Florida Atlantic University in Boca Raton and her graduate work at UNC at Chapel Hill in the Biochemistry and Biophysics Department. Following graduate school she taught chemistry and biology courses at St. Augustine’s College in Raleigh, NC, for two years before returning to the lab as a postdoctoral fellow, first at NIEHS and then at the UNC Nutrition Research Institute in Kannapolis, NC. As a postdoctoral fellow at both NIEHS and UNC, she was involved in postdoctoral career develop-
Biographies

Cara M. Altimus, Ph.D., is a postdoc in the Department of Neuroscience at Johns Hopkins University. She is currently the co-president for The Johns Hopkins University School of Medicine Postdoc Association (JHPDA). In 2012 she helped establish the Minority Postdoc Alliance in hopes of building community amongst minority postdoc populations. In 2010, she served as the chair of the newly formed JHPDA Policy and Advocacy Committee, which was responsible for working with the university administration to identify stipend problems and rewrite their official policy to reduce the instances of postdocs being underpaid. Altimus is also on the Trainee Advisory Board for the Society for Neuroscience, where she works to spearhead innovative programs for improving postdoctoral training.

Gaurav Basu, Ph.D., is a research scientist in the Human Therapeutics Division of Intrexon Corporation. He completed his Bachelor of Science from the University of Lucknow and received his master’s in microbiology at the University of Botswana. He obtained his Ph.D. at Eastern Virginia Medical School and continued his research in translational medicine as a postdoctoral research associate at the Center for Bioelectronics at Old Dominion University. He has been involved with the NPA since 2010, primarily working with the Resource Development Committee. He is also actively involved with the Biomedical Sciences Association at Eastern Virginia Medical School, where he is a panel member for career development events and seminars for graduate students and postdocs.

Ian Brooks, Ph.D., is Director of the Office of Biomedical Informatics at The University of Tennessee Health Science Center (UTHSC). He did his undergraduate degree at The University of Leicester, UK, and received his Ph.D. from The Pennsylvania State University. He undertook postdoctoral training at Georgetown University in Washington, D.C., and The University of Tennessee Health Science Center in Memphis, TN. In 2008 Ian left bench research and took an internship as a Research Administration Fellow at the UTHSC Clinical & Translational Science Institute. Between 2008 and 2010 he served in various roles as a project and program manager in health and medical informatics, faculty affairs, grant writing and development of research resources. In 2010 he consolidated his position as program manager in Biomedical Informatics and was made director of the group in 2011. Brooks was the inaugural chair of the UTHSC Postdoc Association (2007), oversight officer and a member of the Board of Directors of the NPA (2008-2010) and is currently the NPA International Officer.

Erin Cadwalader, Ph.D., is the Phoebe S. Leboy Public Policy Fellow at the Association for Women in Science where she serves as an advocate on Capitol Hill, liaison to academic and nonprofit partners and writes a monthly newsletter, AWIS in Action! She works to execute the organization’s mission of improving the professional ecosystem for women in STEM (science, technology, engineering and mathematics) to help stanch their flow out of the scientific pipeline. Previously she served as a science policy fellow for Research!America, an advocate for the Utah Health Policy Project, and a freelance writer for the University of Utah Program in Personalized Health Care. Cadwalader earned her B.S. in biochemistry at the University of Wisconsin-Madison and her Ph.D. in neurobiology from the University of Utah.

Sanjukta Chakraborty, Ph.D., is the Chair of the Resource Development Committee of the NPA and a postdoctoral research associate at the Texas A&M Health Science Center. She is the recipient of a postdoctoral fellowship from the American Heart Association. She obtained her Ph.D. in human molecular genetics from the Indian Institute of Science, India, for which she was awarded the CV Hanumantha Rao Memorial Award for the best Ph.D. thesis of the year. Chakraborty has held various leadership roles and currently serves as the founding chair of the postdoctoral association of her department. She is a proponent of postdoctoral career development and has been actively involved with various postdoctoral training initiatives within her institute and nationally. Chakraborty has been involved with the NPA since 2009 and has been invited to moderate sessions and symposia at both the NPA Annual Meeting and international scientific conferences.
The typical academic career path from graduate school to postdoctoral scholar to tenure-track faculty tends to lose both men and women along the way, but these losses are most significant for women. The point at which the greatest losses occur is between receipt of the Ph.D. and the first tenure-track position. From 2009 through 2012, the National Postdoctoral Association (NPA) conducted a review of the challenges facing postdoc women and the collected practices that have shown promise for assisting these women in overcoming these challenges. This resource book provides an overview of this meta-analysis and an introduction to these recommended practices.

This resource is a product of the NPA ADVANCE project, a three-year project of the National Postdoctoral Association to foster the transition of women postdoctoral scholars (postdocs) into the professoriate. The project has been supported by the National Science Foundation (NSF) ADVANCE program, under Grant No. 0819999. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the authors and do not necessarily reflect the views of the NSF.

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Jennifer R. Cohen, Ph.D., is a Postdoctoral Fellow at The Johns Hopkins University School of Medicine. She is passionate about the recruitment, retention, and advancement of minorities within STEM fields. She developed a successful model for creating community among minority graduate students, which has been implemented for minority postdocs at Johns Hopkins University.

Donna J. Dean, Ph.D., is a retired senior federal executive with National Institutes of Health, an executive consultant with the Association for Women in Science, and a career consultant with the American Chemical Society. Dean has held senior management positions in NIH’s grants peer review system, was senior scientific advisor to three NIH Directors, and founding/acting Director of the National Institute of Biomedical Imaging and Bioengineering. She received her B.A. in chemistry from Berea College and her Ph.D. in biochemistry from Duke University, followed by a postdoctoral fellowship at Princeton University.

Krystal Dole is a Ph.D. candidate at the Medical University of South Carolina investigating the epigenetic signatures and morphogeneic changes in prostate cancer in response to secreted HSP90. She received her B.S. in biochemistry from Catholic University of America. She spent time as a researcher at NIH before starting her graduate degree.

Michael J. Forlenza, Ph.D., M.P.H., is the Assistant Dean in the School of Leadership and Professional Advancement and the Program Director of the Professional Coach Certificate Program at Duquesne University. Prior to his appointment at Duquesne, Forlenza was the Director for Strategic Research at the Jewish Healthcare Foundation, as well as an Assistant Professor of Health Sciences at Simon Fraser University in Vancouver, British Columbia. He was a member of the Provincial British Columbia Cancer Agency (BCCA) Psychosocial Oncology Research Committee and the Psychoneuroimmunology Group at BCCA. Forlenza earned his M.S. and Ph.D. in biological and health psychology at the University of Pittsburgh and an M.P.H. in cancer prevention, epidemiology and public health policy at the UNC School of Public Health. Forlenza is also a teacher, speaker and executive leadership coach, focusing on the vertical development of new, emerging and developing leaders, preparing them to engage with the complex and wicked problems of the modern working environment.

Tom Geoghegan, Ph.D., is Associate Dean for Graduate and Postdoctoral Studies at the University of Louisville School of Medicine. He also directs the Integrated Graduate Program (IPIBS) at the School and is a faculty member in the Department of Biochemistry and Molecular Biology. Geoghegan received his Ph.D. in biological chemistry from Pennsylvania State University, Hershey Medical School, and did postdoctoral training at Tufts University School of Medicine in the Department of Biochemistry and Pharmacology. Geoghegan also teaches and directs graduate courses in molecular biology; biochemistry and molecular biology methods; as well as the molecular biology portion of the biochemistry course for medical students. Geoghegan is an active member of the AAMC GREAT group and currently serves on the GREAT Postdoctoral Leaders steering committee.

Jim Gould, Ph.D., is Director of the Harvard Medical School Office for Postdoctoral Fellows where he is responsible for building a curriculum that develops postdoc research skills, career advancement skills, and social and networking skills. Prior to heading the office, Gould was a postdoc at NCI-Frederick. With an eye for a career in postdoc training and education, he developed an unpaid internship with the NCI’s Office of Training and Education in the Center for Cancer Research (CCR). He was chair of the Steering Committee for the CCR Fellows & Young Investigators Association. Gould received his B.S. at Clarion University of Pennsylvania in biotechnology/molecular biology and his Ph.D. in biochemistry and molecular biology at the University of Louisville.

William Gunn, Ph. D., is the Head of Academic Outreach for Mendeley, the leading research management tool for collaboration and discovery. Gunn attended Tulane University as a Louisiana Board of Regents Fellow, receiving his Ph.D in biomedical science from the Center for Gene Therapy at Tulane University in 2008. Frustrated with the inefficiencies of the modern research process, he left academia and established the biology program at Genalyte, a novel molecular diagnostics startup. From there, Gunn moved to Mendeley to pursue his mission of bringing modern network efficiencies to academic research.
Michael W. Hance, Ph.D., completed his B.S. in biochemistry, cellular and molecular biology from the University of Tennessee, Knoxville in 2001. Subsequently, he completed his M.S. with a focus in reproductive physiology in 2005 and his Ph.D. with a focus in cancer biology in 2009 in the Department of Comparative Medicine at the University of Tennessee, Knoxville. Hance started his postdoctoral career at Medical University of South Carolina (MUSC) during the fall of 2009. He is a recent recipient of a prestigious American Cancer Society postdoctoral fellowship. He has been an active member in the MUSC Postdoctoral Association for 3 years where he serves as the chair for postdoctoral affairs and is a member of the 2013 NPA Annual Meeting local host committee.

Kristene (Tina) Henne, Ph.D., earned her Ph.D. in biological sciences from Purdue University in 2008. She started her career at Argonne National Laboratory as a postdoctoral appointee in the Biosciences Division in 2009. She “left the bench” to become Argonne’s postdoctoral program coordinator in March 2011 and currently holds that position. As program coordinator, she facilitates the application review, administrative affairs and career mentoring for 300+ postdocs. Having come from a large family, Henne is the first of her siblings to seek an advanced degree. She is thankful to the NPA for giving her this opportunity to speak to the challenges of first-generation scholars.

Willem Jaap Hillenius, Ph.D., is Professor and Chair of the Department of Biology at the College of Charleston. He did his undergraduate studies in his home country, the Netherlands, at the Rijks Universiteit Groningen, and came to the United States for his graduate work at Oregon State University in Corvallis. Hillenius teaches and conducts research at the College of Charleston, a public liberal arts institution serving over 10,000 students. The College has received high marks nationally among America’s best colleges by Forbes, U.S. News and World Report, and The Princeton Review.

Jennifer E. Hobbs, Ph.D., obtained her B.S. in biology from Loyola University Chicago, and her Ph.D. in cancer biology from Northwestern University. In 2007 she began her postdoctoral training at St. Jude Children’s Research Hospital, where she was funded by a postdoctoral fellowship from the American Cancer Society. Following completion of her postdoctoral training, she returned to Chicago to join the Northwestern Brain Tumor Institute. She has served as the director of the Office of Postdoctoral Affairs for Northwestern University since 2011. Hobbs has been the vice chair of the NPA Meetings Committee for the past two years and is currently a member of the NPA Board of Directors.

Karri Holley, Ph.D., is Associate Professor of Higher Education at the University of Alabama (UA). She received her M.Ed. and Ph.D. in higher education from the University of Southern California (USC). She writes and presents extensively on organizational change in higher education, interdisciplinarity and graduate education. She recently completed a study of first-generation doctoral students that was published in the Journal of Diversity in Higher Education. She serves on the advisory board of UA’s Tide Together program, which was recognized by the Council of Graduate Schools for providing exemplary support to first-generation doctoral students. Her additional research on graduate education has considered how institutions can foster a culture that supports interdisciplinary curricula as well as how doctoral students experience interdisciplinary socialization, with a particular interest in neuroscience and related fields. She previously worked as a research associate at USC’s Center for Higher Education Policy Analysis (now the Pullias Center), and served as a Peace Corps volunteer in Ukraine.

Elizabeth Iorns, Ph.D., is Co-Founder and Chief Executive Officer of Science Exchange, the online marketplace for science experiments. The mission of Science Exchange is to improve the efficiency of scientific research by making it easy for researchers to access resources and experimental expertise at any research institution. She has a B.S. in biomedical science from the University of Auckland, a Ph.D. in cancer biology from the Institute of Cancer Research in London, and a postdoctorate in cancer biology from the University of Miami’s Miller School of Medicine. Based on her own experiences as a young investigator seeking core facility capabilities and collaborations outside
BIographies

David G. Jensen writes the popular “Tooling Up” column for monthly career tips at the AAAS ScienceCareers.org Web site. He is also the founder and moderator of the AAAS Science Careers Discussion Forum (http://scforum.aaas.org/), a Web site that has been a resource for young scientists for nearly 20 years. Jensen is an executive recruiter and biotech industry columnist.

Cathee Johnson Phillips, M.A., serves as the executive director of the National Postdoctoral Association, 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 a NSF ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) Award. 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. She 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 non-profit organizational management, including but not limited to strategic planning, grant development, and project management.

Anna K. Kopec, Ph.D., is a research associate at Michigan State University (MSU). She received her International First Level Degree (B.Sc.) in job creation oriented biotechnology from the European University Consortium with partnering universities in Gdansk, Poland, and Perugia, Italy, in 2006. During undergraduate studies she did three multidisciplinary research internships in Vienna, Austria, in Tainan, Taiwan, and in East Lansing, MI. Her doctoral training resulted in numerous first-author manuscripts in leading toxicology journals, prestigious travel awards from the Society of Toxicology and an Outstanding Graduate Student Award for Excellence in Teaching awarded by her home department. Kopec graduated with a dual major Ph.D. in biochemistry & molecular biology/environmental toxicology from MSU in 2010.

In early 2012, Kopec was voted a co-chair of the MSU Postdoctoral Association and is currently working on a wide range of postdoc matters within the MSU postdoc community.

Edward Krug, Ph.D., is Associate Professor in the Department of Regenerative Medicine and Cell Biology and Associate Dean for Postdoctoral Affairs at the Medical University of South Carolina. He received his Ph.D. in biochemistry from Purdue University, followed by postdoctoral training in developmental and cell biology at Texas Tech University and the Medical College of Wisconsin. Krug provides administrative oversight and career counseling for MUSC’s postdoctoral scholars. He conducts a retreat on responsible research practices and career development of all new postdoctoral researchers with emphasis on the importance of an individual development plan and good communication skills to career satisfaction. He developed an international orientation program (funded by an NPA Seed Grant) focused on differences in the research environment, approaches to mentoring, and social customs between a postdoc’s home country and the United States. Krug is actively engaged in diversity initiatives as co-director of a National Institute of General Medical Sciences (NIGMS) Institutional Research and Academic Career Development Awards (IRACDA) program, a member of the Diverse Scholar advisory board, and participant at annual SACNAS, Annual Biomedical Research Conference for Minority Students (ABRACMS) and Understanding Interventions that Broaden Participation in Research Careers conferences.

Hainan Lang, M.D., Ph.D., was educated in China, where she obtained her M.D. from Jinzhou Medical University and her Ph.D. in neuroscience from the Beijing Institute of Otolaryngology at the Capital University of Medical Science. After serving as an otolaryngologist for several years, she moved to the United States to pursue postdoctoral training in the Department of Biology at Purdue University. She pursued additional training at the Medical University of South Carolina, where she was appointed in 2004 as a
research assistant professor, and then in 2008 was promoted to an independent tenure-track assistant professor. Her NIH-funded research program helps train students, post-doctoral scholars and clinical fellows for careers in biomedical research.

Shen Lin, Ph.D., was educated in King’s College London, where he obtained his Ph.D. from the MRC Centre for Developmental Neurobiology in developmental neuroscience. After completing his degree, he moved to Philadelphia to pursue his first postdoc at Drexel University College of Medicine in neurobiology, where he received a postdoc research grant from the Craig H. Neilsen foundation. He is currently on his second postdoc appointment at Temple University’s Shriners Pediatric Research Center. After joining the NPA in 2009, he became interested in postdoctoral welfare and became co-president of the Drexel Postdoc Association. He helped organize a renewal of the Postdoc Appreciation Day at Drexel in 2011 and is a member of the NPA Meetings Committee and its International Subcommittee.

Mary M. Mitchell teaches individuals to be more professional so they can grow their careers and their organizations. Mitchell established The Mitchell Organization in 1989. She is renowned for removing the starch from etiquette, a subject often perceived to be stuffy. More than 50 major corporate clients have learned and profited from Mitchell’s work in the areas of customer and client services, which has met with acclaim from leading multinational service organizations. Her program, “Presenting Yourself to Your Best Advantage,” is in its 9th year at The University of Pennsylvania Biomedical Postdoctoral Program of the Perelman School of Medicine. Mitchell’s 9 books, including the bestselling The Complete Idiot’s Guide to Etiquette, have been translated into 10 languages. She is a frequent talk show guest and has appeared on “Good Morning, America,” “Today Show,” “CBS Early Morning,” and CNN, among others. Her work has been profiled in The Wall Street Journal, The New York Times, The Financial Times, Time Magazine, Newsweek, Money, and USA Today. She has written regular newspaper columns about modern etiquette in The Philadelphia Inquirer and The Seattle Times, and currently for Reuters.com. Her website is themitchellorganization.com.

Jay Morris, Ph.D., is a research assistant professor in the Department of Molecular Medicine at University of Texas Health Science Center at San Antonio. He earned his B.S and M.S at Texas Tech University in food technology. In 2002 he started his Ph.D. at Texas A&M University and followed that with a postdoc at the Medical University of South Carolina. He is a past member of the NPA Board of Directors and is a member of the 2013 NPA Annual Meeting local host committee.

Juliet Moncaster, Ph.D., is a senior postdoctoral associate at Boston University School of Medicine (BUSM) and has been Chair of the NPA Advocacy Committee since 2009. Moncaster has been active with the NPA since 2006 and previously served as vice chair of the Advocacy Committee and vice chair of the International Postdoc Committee. She obtained her B.Sc. in biomedical science from University of Sheffield and her Ph.D. from Imperial College London in 2004. Following her Ph.D., she moved to the United States to work as a postdoc at Brigham and Women’s Hospital (BWH)/Harvard Medical School. Her involvement with the postdoctoral community both at BWH and Harvard Medical School ultimately led to the establishment of the Office for Postdoctoral Research and Careers at BWH. She was an active member of the BWH Postdoctoral Advisory Committee and Focus Groups and was elected by BWH Postdocs to serve as their representative on the Research Oversee Committee, which directs all research at BWH. Her lab relocated in 2007 from BWH to the Boston University School of Medicine, where she has been involved in the creation of the Postdoc Office that officially opened in early 2011. She is currently a member of the Postdoc Office Advisory Committee at BUSM.

Antonio A. Nunez, Ph.D., received his Ph.D. in neuroscience from Florida State University in 1977. After postdoctoral work at the University of Massachusetts, Amherst, he joined the Psychology/Neuroscience Faculty of Michigan State University (MSU) in 1980 where he holds the rank of Full Professor. Nunez was associate chair and graduate program director for psychology from 1997 to 1999 and is now associate dean for academic affairs and post-doctoral training in The Graduate School. Nunez is a fellow of the Association for Psychological Science and the recipient of the Michigan State University Teacher Scholar Award and of the Distinguish Doctoral Graduate Award.
from Florida State University. He serves as grant review consultant for national foundations and federal funding agencies.

Félix E. Rivera-Mariani, Ph.D., is a Postdoctoral Fellow in the Department of Environmental Health Science at The Johns Hopkins University Bloomberg School of Public Health. Before joining Johns Hopkins, Rivera-Mariani was highly involved in leadership roles at the School of Medicine of the University of Puerto Rico, where he was president of the General Student Council for four consecutive years.

Baebel M. Rohrer, Ph.D., is Professor of Ophthalmology at Medical University of South Carolina. She did her undergraduate studies at the University of Tübingen in Germany and received her Ph.D. in visual neuroscience from the University of Calgary in Alberta, Canada. She holds two patents and is co-founder of MitoChem Therapeutics, LLC, a start up company developing pharmacophors to increase mitochondrial capacity. Rohrer’s research involved the mentoring of over 30 students and postdocs. She holds a joint appointment in the Department of Neurosciences and recently was named the Stanley H. and Theodora Feldberg Endowed Chair in Ophthalmology.

Giselle Sandi, Ph.D., received a Ph.D. in electrochemistry and joined Argonne as a postdoctoral appointee in 1994. In 2007, she became the first coordinator of the lab-wide postdoctoral program, which has been recognized as one of the best in the country. Currently, Sandi works in Argonne’s Chemical Science and Engineering division, conducting research in nuclear forensics, nanoscale engineering, and materials for energy storage. In 2011, the UChicago Argonne LLC Board of Governors honored Sandi with the Pinnacle of Education Award for her contributions and leadership in establishing Argonne’s postdoc program. She is also the recipient of the 2004 Luminary Award for Excellence in Science, Engineering, and Leadership, granted by the Hispanic Engineer National Achievement Awards Conference (HENAAC), as well as several awards from the Chicago Chapter of the Electrochemical Society. Sandi is currently the Women in Science and Technology Program Initiator of Argonne and also a founding member of Argonne’s Hispanic Latino Club.

Melanie V. Sinche, NCC, M.Ed., M.A., serves as Director of the Office of Postdoctoral Affairs in the Faculty of Arts and Sciences at Harvard University. In this role, she serves over 1,000 postdocs across a variety of disciplines and advises university administrators on issues pertaining to postdoctoral scholars. Sinche currently serves on an NPA taskforce to improve data collection on postdoc services across the United States. She came to Harvard from the NIH where she served as a consultant and career counselor. In this role, she assisted in the design, planning and implementation of the first NIH-wide career center for intramural trainees. Prior to this, Sinche served as the founding director of the Office of Postdoctoral Services at UNC at Chapel Hill. She has also delivered career development presentations and training sessions for universities, government agencies, professional associations, and non-profit organizations across the country. Sinche earned a bachelor’s degree from Colgate University and a master’s degree from the University of Michigan. She completed a second master’s degree in counseling at North Carolina State University and possesses the National Certified Counselor (NCC) credential.

Tyrone Spady, Ph.D., is the Legislative Affairs Officer at FASEB. In this role, he works on appropriations and other legislative issues related to the NSF, the Department of Energy Office of Science, and the U.S. Department of Agriculture’s Agriculture Food and Research Initiative. Until recently, Spady was FASEB’s Senior Science Policy Analyst and worked on a range of policy issues. In addition, he oversaw the production of FASEB’s science education article series Breakthroughs in Bioscience and Horizons in Bioscience. Under his direction, FASEB expanded its policy engagement; launched its first national scientific image competition; and organized a conference, with NIH Director Francis Collins serving as the keynote speaker, for postdoctoral researchers on diversity and transitioning to independent research careers. Spady, prior to joining FASEB in 2009, was a postdoctoral fellow at the NIH National Human Genome Research Institute, where he published several papers in Nature and Science. He earned his doctorate in zoology from the University of New Hampshire.
The University of North Carolina at Chapel Hill
Office of Postdoctoral Affairs

Each year, the University of North Carolina at Chapel Hill serves as host to more than 1,000 postdoctoral scholars in 80 academic departments, institutes and centers.

The vision of the Office of Postdoctoral Affairs at is to foster success among postdoctoral scholars today that will enhance their professional endeavors tomorrow. Our mission is to enhance, support, and promote postdoctoral training at Carolina and help to prepare postdoctoral scholars for successful careers.

What makes postdoctoral training at Carolina special? In addition to a supportive professional staff and exceptional services including career counseling and professional development, the Office of Postdoctoral Affairs administers one of the country’s premier diversity fellowship initiatives, the Carolina Postdoctoral Program for Faculty Diversity. Our office also supports the UNC Postdoctoral Awards for Research Excellence, the UNC Postdoctoral Association, and the Minority Postdoctoral Alliance.

301B Bynum Hall * Campus Box 4100* Chapel Hill, NC 27599* http://postdocs.unc.edu

The University of North Carolina at Chapel Hill is an Equal Opportunity, Affirmative Action Employer
Rhonda Sutton, Ph.D., LPC, is a Licensed Professional Counselor in the state of North Carolina with over 25 years of experience as a counselor and over 15 years of experience as an administrator. Her professional experience has centered on assisting people with improving various facets of their lives as well as advocating for those who have experienced unfair treatment or who did not know how to have their concerns addressed. Sutton provides counseling to individuals and couples, works with organizations to solve employee-related issues, coaches people on their individual concerns, and partners with leaders to identify ways to improve the work environment. She is certified in the Emotional Quotient Inventory, the Myers-Briggs Type Indicator and Human Patterns. As an adjunct professor at North Carolina State University, she teaches classes on gender issues, cross-cultural counseling, cognitive-behavioral techniques, and group counseling. She also presents on emotional intelligence, assertiveness, conflict resolution, work/life balance, equal opportunity issues, diversity issues, and leadership.

Steven K. Wendell, Ph.D., is a Research Assistant Professor in the School of Dental Medicine and is the course director for "Molecular and Cell Biology." His new graduate course, "Planning for Scientific Career Success," was acknowledged in a Nature news brief this fall. Wendell also serves as the assistant director of postdoctoral development for the Center for Postdoctoral Affairs, located within 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. During his postdoctoral training, Wendell 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 where he has also served as the chair of the Annual Meeting Committee and member of the Diversity and Oversight Committees. He is current training in the Professional Coach Certificate Program at Duquesne University.
How to Enhance Postdoc Professional Development Programming through Forming and Leveraging Partnerships within One’s Institution

Columbia University
Lily Secora* and Kimberly Roman

The Office of Postdoctoral Affairs (OPA) at Columbia University supports over 1,400 Postdoctoral Trainees university-wide. We have a small staff of two administrators and a small programming budget. Furthermore, since our office is part of central administration, we lack certain resources such as access to meeting spaces to hold programs, and access for our postdocs to the career counseling center. To help us provide the programming that our postdocs need we’ve had to reach out and form partnerships with several units within our institution. Those partnerships have been very successful and mutually beneficial. In the past three years we have been able to increase the number of programs for our postdocs even though our budget has not increased in the past three years. New programming established through partnerships within our institution includes:

• One-on-one career counseling service for postdocs;
• English language and communication skills workshop series for international postdocs;
• Speakers for our Minority Postdoc Coalition;
• Responsible Conduct of Research workshop series;
• Research lunch presentation hour series; and
• In House experts as speakers – on such subjects as work/life balance, stress management, relationship management in academia, funding and grantsmanship.

In the poster presentation we will share how we have been able to identify and reach out to potential partners; how we have identified experts within our institution to offer services to our postdocs for minimal cost or for free; how we have cut cost on programming; and how we give back to our partnerships.

Creating Teaching Opportunities through Campus and Statewide Partnerships

1Dartmouth College, Geisel School of Medicine; 2Dartmouth College
Salvador Almagro-Moreno*, Cynthia E. Tobery and Robert A. Maue1,2

The Dartmouth College Postdoctoral Association (DCPDA) was founded in 2008. Since its inception we have conducted yearly surveys to improve the efficiency of the organization, and to identify issues of major concern to our postdoctoral scholars at Dartmouth. Our surveys have revealed that one of the main career development needs of postdoctoral scholars is to have opportunities to teach during their training period. In order to confront this challenge, the DCPDA has partnered with the Dartmouth Center for the Advancement of Learning (DCAL) and National Institute of Health-sponsored New Hampshire Network of Biomedical Research Excellence (NH-INBRE), which includes eight institutions, among them, Dartmouth and the University of New Hampshire. This partnership has provided postdoctoral scholars at Dartmouth with valuable advice and training to improve their teaching skills, and has included more than 40 teaching opportunities in a wide range of subjects, from microbiology to mathematics. It also included a variety of time commitments, from teaching previously taught courses for a handful of weeks to establishing new courses for full semesters. Overall, the partnership of the DCPDA, DCAL, and NH-INBRE has provided postdoctoral scholars at Dartmouth an avenue to address one of the most pressing concerns of their career development: obtaining substantive teaching experience at the college level.

Reflections and Directions: Emory University School of Medicine PDA

Emory University, School of Medicine
Hope K.A. Gole and Alaine C. Keebaugh*

Starting a postdoctoral fellowship can be challenging as one enters a new research setting, a new role as a non-student trainee, and for some an entirely new geographical area. Many postdoctoral fellows also find it difficult to maintain professional satisfaction and meaningful career opportunities, highlighting the importance of balancing work and personal needs. To address these challenges among postdoctoral fellows at Emory University, the Office of Postdoctoral Education (OPE) was established in 1999 to
provide the highest quality career and personal development programs. In partnership with the OPE, the Emory Postdoctoral Association (PDA) offers numerous career development workshops and services, career advising, and job opportunity explorations. The PDA creates a vibrant postdoctoral community and supports a variety of postdoctoral events.

Emory University has been repeatedly recognized as one of the top 15 “Best Places to Work for Postdocs” in The Scientist survey of national postdoctoral fellows since 2006. While many factors have contributed to this recognition, collaboration between the PDA and the OPE has been a critical component. This presentation will outline the organization of the PDA, highlighting its successes in supporting postdoctoral career and personal development. Some examples of current programs include a postdoctoral appreciation week ice cream social, an annual research symposium, brown bag career advancement & green card workshops, grant writing tutorials, postdoctoral newsletter, and grant writing seminars. We will also focus on future directions and goals for the PDA such as advocacy, recruitment and continuing education.

The Emory MPC and MMP: Solutions to Strengthen the STEM Minority Postdoc Pipeline
Emory University
Otis Smart*, Karl Pendergrass, and Mary DeLong

Postdocs from underrepresented racial and ethnic groups in the scientific workforce experience very unique challenges. Blacks, Hispanics, and Native Americans combined represent only about 7.5 percent of American postdoctoral fellows, and the total minority faculty across the entire nation is less than 10 percent of the total nonminority faculty. Despite National Institutes of Health (NIH) training, Hispanics and Blacks are less likely than Caucasians (9.5 percent and 27.4 percent respectively) to receive R01 grant funding. These challenges compound the already difficult transition from postdoc to assistant professor, such as research institutions currently limiting the number of faculty positions and start up package amounts for new faculty. To combat these statistics and enhance ethnic diversity, Emory University, with support from the Offices of Postdoctoral Education and Medical Education and Student Affairs, created a Minority Postdoctoral Council (MPC) to improve both professional and personal career development of minority postdocs for the career transition process, recruit more minority postdocs and faculty, and improve grant funding success. A 2011 MPC survey analysis (n=20) showed the majority of postdocs requested individual mentoring from a minority mentor, which prompted the MPC to develop the minority mentoring program (MMP). MMP postdocs (n=18) were paired with two mentors per their requested career aspirations, and participants had access to the database with both academic and nonacademic mentors. MMP postdocs reported positive (n=11), neutral (n=5) and negative (n=2) experiences in Year 1. In Year 2, MPC will strengthen the MMP and establish a grant writing workshop for NIH diversity supplements to R01s.

Demographics of Postdoc Leaders: How Representative of the National Postdoctoral Population?
DiverseScholar, National Postdoctoral Association
Alberto I. Roca* and Cathee Johnson Phillips

Postdocs in the United States are a vital component of the nation’s productivity, especially in the Science, Technology, Engineering, and Mathematics (STEM) fields. Postdoc scholars, however, experience many challenges necessitating the formation of support and advocacy organizations such as institutional Postdoctoral Associations (PDAs) as well as the National Postdoctoral Association (NPA). These organizations are volunteer driven, and this work seeks to explore the extent to which the volunteer leaders represent the concerns and needs of the larger postdoctoral population. As a first step, we began by analyzing the demographics of postdoctoral leaders in order to compare them to the national postdoctoral community.

We chose to analyze postdoctoral attendee rosters of past NPA conferences for these reasons. First, the NPA Annual Meeting attracts PDA leaders from across the country, and so we make the assumption that NPA engagement signifies a motivated association leader. Second, the NPA’s 10-year history yields a sample size sufficient for this analysis (estimated at roughly 150 postdocs per year) as well as an opportunity to reflect on the demographic trends of its membership. Demographic variables that we monitored (when data was available) include geography, institution type (public/private/corporate; academic: comprehensive/school of medicine/primarily undergraduate), scholarly discipline, and cultural characteristics (foreign/citizen/country of origin, ethnicity, gender, etc). Trends observed could influence NPA membership campaigns as well as the recruitment of any subpopulations underrepresented in committee and Board leadership.

The Emory MPC and MMP: Solutions to Strengthen the STEM Minority Postdoc Pipeline
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Postdocs from underrepresented racial and ethnic groups in the scientific workforce experience very unique challenges. Blacks, Hispanics, and Native Americans combined represent only about 7.5 percent of American postdoctoral fellows, and the total minority faculty across the entire nation is less than 10 percent of the total nonminority faculty. Despite National Institutes of Health (NIH) training, Hispanics and Blacks are less likely than Caucasians (9.5 percent and 27.4 percent respectively) to receive R01 grant funding. These challenges compound the already difficult transition from postdoc to assistant professor, such as research institutions currently limiting the number of faculty positions and start up package amounts for new faculty. To combat these statistics and enhance ethnic diversity, Emory University, with support from the Offices of Postdoctoral Education and Medical Education and Student Affairs, created a Minority Postdoctoral Council (MPC) to improve both professional and personal career development of minority postdocs for the career transition process, recruit more minority postdocs and faculty, and improve grant funding success. A 2011 MPC survey analysis (n=20) showed the majority of postdocs requested individual mentoring from a minority mentor, which prompted the MPC to develop the minority mentoring program (MMP). MMP postdocs (n=18) were paired with two mentors per their requested career aspirations, and participants had access to the database with both academic and nonacademic mentors. MMP postdocs reported positive (n=11), neutral (n=5) and negative (n=2) experiences in Year 1. In Year 2, MPC will strengthen the MMP and establish a grant writing workshop for NIH diversity supplements to R01s.
Preparing for a Career in Industry - The Postdoctoral Professional Master Program
Keck Graduate Institute of Applied Life Sciences
Yvonne Klaue*

There is no doubt that today’s postdocs are receiving little training for careers outside of academia; yet the steadily declining number of tenure-track positions and available grant funding require postdocs to explore alternative careers. In 2011, only 15 percent of all science jobs in the United States were within academia (American Association for the Advancement of Science (AAAS) Science Careers). As a result, more postdocs have to look outside the ivory tower for employment opportunities. Possible options include, working for non-profit organizations, the government, and university tech transfer offices. The No. 1 employer however, remains to be biotech companies.

Globally, the life science industry has grown dramatically in the last decade and is expected to continue growing due to an aging population, and the increased demand for improved medical devices, among other reasons. It is, therefore, not surprising that qualified personnel are in high demand. So why does industry hesitate in hiring postdocs from academia? Many industry leaders say that those coming directly from academia lack business expertise and financial acumen, as well as the management skills needed to succeed in industry, such as team-building and strategic thinking, among others.

The Postdoctoral Professional Master (PPM) Program at Keck Graduate Institute uses experiential learning to teach the professional skills that are so valued by industry employers. Team projects sponsored by companies and other entrepreneurial activities are accompanied by extensive networking and professional development opportunities. As a result, PPM graduates are able to present an extremely well-rounded and highly versatile skill set to potential employers.

Mentors Matter: Realizing Graduate and Postdoctoral Mentorship Potential
Maine Medical Center Research Institute
Sarah Peterson*, Melanie Ufkin, Elisabeth Bergst, Lucy Liaw, and Donald St Germain

Graduate and postdoctoral training are critical periods of developing scientific skills, completing a research project, and procuring professional competencies required for future success. Graduate students and postdoctoral fellows rely on mentors to help navigate all aspects of their career development. Although trainees have increasing responsibility for teaching, communicating, and mentoring as their careers progress, we recognize a gap in practical mentorship training. At our institution, we sought to address this need by providing a formal framework for fostering mentoring skills in diverse settings. We encourage peer mentoring by participation in grant writing groups. We foster postdoctoral mentoring of graduate students through a fully integrated Research Fellow Association with career and social events encouraging these important connections. In addition, select postdoctoral fellows work with faculty members to develop and teach graduate level modules or participate in current graduate course offerings. Undergraduate mentees are recruited to the institute through our summer student research program, and graduate students and postdoctoral fellows are often appointed as secondary mentors who provide daily training. Formal evaluation mechanisms are in place to optimize the mentoring provided through this program. Finally, our new Winter Science Series has broadened our range of mentoring opportunities by bringing high school students to our facility for a series of science presentations and career panel discussions. Graduate students and postdoctoral fellows are in a unique position to make a positive impact on peers, trainees, and students at all levels, and we believe we have developed some innovative programs for realizing this important potential.

A Case Study for Policy Change
Medical College of Wisconsin
Brian P. Dranka*, Ion Moraru, and Philip Clifford

Challenge: Postdoctoral fellows at the Medical College of Wisconsin (MCW) were awarded 10 days of paid leave per year with no opportunity to carry over unused vacation days to the following year. Postdocs with families and international scholars were affected in particular as this policy
limited flexibility for family and travel-related time away from the laboratory.

**Approach:** The initial approach was to recommend altering the leave policy from award to accrual method. When consultation with human resources suggested this would not be approved, the strategy shifted to trying to increase the number of days awarded. Using institutional web pages and the NPA Database on Institutional Policy, we searched for information related to leave policies for postdoctoral fellows at medical schools in the same region as MCW. We also included schools which were ranked similarly in postdoctoral fellow satisfaction in The Scientist’s annual survey. We found that the average amount of vacation time for postdoctoral fellows at 33 comparison institutions was 15.2 days per year. After seeking input from constituencies including the Basic Science Chairs and the Executive Committee of the Faculty, a recommendation was forwarded to the President to increase the amount of vacation time awarded to 15 days.

**Resolution:** As of September 1, 2012, postdoctoral fellows at MCW receive 15 days per year of paid leave. The total time from initial inquiry to enacted policy was approximately 15 months.

**Implementing Leadership Training in a Structured Postdoctoral Fellowship Curriculum**

*National Cancer Institute, Cancer Prevention Fellowship Program*

Jessica M. Faupel-Badger*, Colleen Pelser, and Emily J. Noonan

The National Cancer Institute’s (NCI) Cancer Prevention Fellowship Program (CPFP) is a structured, postdoctoral training program that brings together individuals from a wide array of health-related science backgrounds (e.g. laboratory, epidemiology, clinical, and social and behavioral sciences) to focus their talents on cancer prevention. The mission of the CPFP is to train leaders in the fields of cancer prevention and control. Fellows are provided a multidisciplinary scientific training environment and professional development courses focused on topics such as grant-writing and oral presentations. More recently, training in leadership skills has been incorporated into the curriculum. This emphasis on developing leadership skills within the program began in 2010 with the first all-day training event centered on team dynamics. This model was subsequently followed in 2011 (Identify Strengths) and 2012 (Leadership Qualities). All current Cancer Prevention Fellows are required to participate in these training sessions. Building on experience from the past three annual trainings, CPFP staff, with input from current fellows, seek to develop a structured curriculum that allows fellows to experience new but interrelated leadership trainings during each of their three to four years at NCI. As we consider next steps for this curriculum, we will conduct a retrospective assessment of the leadership trainings from 2010-2012 with current Cancer Prevention Fellows. At the 2013 NPA meeting, we will describe the various leadership trainings we have offered and report the evaluation findings.

**NCI CCR Fellows and Young Investigators Association: Providing Continued Support to Trainees**

*National Institutes of Health, National Cancer Institute, Center for Cancer Research*

Majda Haznadar*, John Simmons, and Jonathan Wiest

The Center for Cancer Research (CCR) Fellows and Young Investigators (FYI) Steering Committee is a postdoctoral association organized by, and consisting of, non-tenure track trainees at the NCI. Our committee serves one of the nation’s largest conglomeration of trainees at all early careers steps, including postdoctoral fellows, clinical fellows, post baccalaureates and graduate students. We are located on two campuses in Bethesda and Frederick, Maryland. The main mission of our association is to foster the professional advancement of young scientists, and to serve as a liaison to administrative programs affecting the training experience. Our mission, therefore, fully agrees with and supports the mission of the NPA. The CCR-FYI is supported by the CCR Office of Training and Education (OTE).

We pursue a number of activities in order to support our mission: 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 feedback from their peers; 4) foster social events promoting fellow interactions; and 5) publish a newsletter offering an avenue to keep trainees updated on current events as well as an opportunity to enhance their writing skills.
The organizers of What Can You Be With A PhD congratulate the NPA on another great year! We invite you all to check out our website, www.wcub.org, and we welcome participants even if you’re not lucky enough to live in the NYC area!
From Ph.D. to Professoriate: An Institution’s Guidebook to the Advancement of Postdoc Women
National Postdoctoral Association
Kathleen Flint Ehms* and Cathee Johnson Phillips

The postdoc years are a critical career transition for women scientists when many leave academia. Institutions play an important role in reducing the obstacles for these women to advance their careers, through the establishment of postdoctoral policies and services, support of formal and informal mentoring, and robust career and professional development. The NPA, with support from the National Science Foundation’s ADVANCE-PAIID program, has developed a resource book for institutions on emerging practices for reducing barriers and fostering the transition of postdoc women into the professoriate. The resource book, From Ph.D. to Professoriate: The Role of the Institution in Fostering the Advancement of Postdoc Women, summarizes the salient data and issues for postdoc women’s career advancement and recommends a series of promising practices for mitigating these challenges. The book is the final product of NPA ADVANCE, a three-year project to promote and disseminate promising institutional practices for advancing postdoc women to the professoriate.

This material is based upon work supported by the National Science Foundation under Grant No. 0819994. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the National Science Foundation.

OSU Postdoctoral Association: From Creation to Appreciation
Oregon State University
Siba R. Das*, Michelle Kappes, David Dickson, Guilermo Diaz-Mendez, Rebecca Hutchinson, David Haim, Kerry Grim, and Julie Alexander

The Oregon State University (OSU) Postdoctoral Association (OPA) was officially established in February 2012 due to the efforts of some highly active and talented postdocs at OSU, and with the help of the Office of Postdoctoral Programs (OPP). The first OPA election was held in April 2012 and eight officials were elected to the Board. At the inception, the OPA Board outlined three goals to achieve: (i) to have the OPA recognized widely among fellow postdocs, faculty and students; (ii) provide enriching postdoctoral training experiences for the postdocs on campus; and (iii) represent issues faced by the postdoctoral community to the administration. In order to raise visibility of the OPA in the OSU community, the Board decided to have an informational booth at a local festival, Da Vinci Days during July 2012, meant to showcase innovation by OSU and the local community. OPA received the exposure it needed in the form of an article in the OSU media and another in the local newspaper. These two articles helped OPA become a familiar name among the OSU community, which was instrumental in success of the future events. To mark National Postdoctoral Appreciation Week (NPAW), the OPA in collaboration with the OPP hosted a series of events: a lunch for all the postdocs, a workshop on financial planning, and a university-wide poster session, with support from all over campus and industry sponsors. With the success of these events, the OPA plans to further enhance its efforts to provide an enriched postdoctoral experience.

Creating a Postdoctoral Teaching Preparation Program at Oregon State University
Oregon State University
Robin Pappas* and Barbara Bond

Although university resources are often coordinated to provide graduate students and new faculty members with instructional development, such opportunities are not typically made available to the postdoctoral scholarly community because their positions are typically defined exclusively in terms of research. However, there is a growing awareness that the postdoctoral experience should include a strong component of professional development in addition to research experience. Many postdocs believe that training and experience in university teaching is among their most urgent needs for professional development. The OSU Center for Teaching and Learning and the OPP are partnering to launch a pilot program for postdoctoral scholars interested in careers including teaching and training that introduces them to fundamental skills of teaching and course development and to principles of cognition and learning. Our pilot program has three primary components. The first focuses on implementing structural and cultural change in the university system to create and promote teaching opportunities for postdocs. The second is pedagogical, involving development of instructional training and experience that is tailored to the needs of postdocs. The third is an evaluation process that facilitates adaptive change to help maximize the effectiveness of the program.
Society of Toxicology’s Postdoctoral Assembly: Expanding Leadership, Scientific, and Career Resources for Members

Society of Toxicology
Ebany J. Martinez-Finley*, Enrique Fuentes-Mattei, David Szabo, Kelly Chandler, Bethany Hannas, Jorge Munoz-Ortiz, and Susan Simmons

The Society of Toxicology (SOT) established the Postdoctoral Assembly (PDA) to identify and meet the needs of postdoctoral scholars, establishing communication and forming collaborations within SOT. The PDA currently has representatives on all key SOT Committees and Component Groups, providing many leadership opportunities. Throughout the year, the PDA Executive Board provides a variety of programs and events based on member needs as expressed in an annual survey. The PDA meets the challenge of a geographically diverse membership through webinars such as “K99/R00 GRANTS” and “The Art of Negotiation” and white papers such as “Employment Benefits: A primer for Postdocs,” written by our Career Task Force. We celebrated NPAW with congratulatory messages to postdocs from SOT leadership, blog entries on aspects of the postdoc experience and a “Finding Funding for Early Career Scientists” webinar.

During the SOT’s Annual Meeting, the PDA hosts career and education sessions, highlighting postdoctoral research, as well as trainee sessions with plenary speakers and poster tours for trainees. This year the PDA is sponsoring a new workshop by Rodney Dietert entitled “Tools for Bringing Creativity into Your Scientific Research.” Also during the meeting, the PDA luncheon provides a place for networking and recognition of postdoctoral award recipients from throughout the Society, while also presenting the Best Postdoctoral Publications Award. The SOT Postdoctoral Assembly provides a rich environment where SOT postdocs can develop leadership skills while enhancing their scientific expertise and career skills.

Increasing Postdoc Participation through Postdoc Initiatives
Stanford University
Antoine de Morrée*, Simal Ozen, Eldi Schonfeld-Dado, and Ives Levesque

A common problem for postdoctoral associations is limited member participation, commonly in larger associations. Stanford University employs approximately 2,000 postdocs, represented by the Stanford University Postdoctoral Association (SUPD). Most recurring events organized by the SUPD, like council meetings and happy hours, attract around 20 postdocs. Nevertheless, when asked individually, most postdocs express the intent to participate and the wish for more events. To address this disconnect between demand and participation the SUPD established the Stanford Postdoc Initiative Fund (SPIF). SPIF is a program administered by volunteer postdocs, charged with funding initiatives by and for postdocs to enhance postdoctoral life. In the past year, SPIF has reviewed 16 proposals with topics ranging from seminar series, one-day symposia, to social gatherings and breakfasts. 10 groups received funding totaling over $4,500. Applicant groups range in size from 10 to 200, and participation generally approaches target. Moreover, the postdoc organizers get clear satisfaction from their effort. Overall, the SUPD has observed that postdocs will mobilize their community in small-scale events when given the support to organize.

Mentored Teaching Experience in Health Professional Courses
Thomas Jefferson University; Community College of Philadelphia
Lisa M. Kozlowski* and Kristy Shuda McGuire

A novel, semester-long program where postdoctoral fellows and Ph.D. students from an academic health center are paired with faculty at a community college teaching undergraduate courses for students entering nursing and other health professions has been developed. At Thomas Jefferson University (TJU) there are not many teaching opportunities for biomedical trainees, however, many of these trainees are interested in pursuing careers that involve teaching to some extent. The Community College of Philadelphia (CCP) is an ideal place for trainees to gain teaching experience and learn about evidence-based practices from faculty mentors whose primary responsibility is teaching. Selected trainees from TJU were paired with a CCP
faculty member teaching a health professional course that included the trainee's broad area of research. The trainees observed all classes and labs and met with their CCP mentor weekly to discuss student learning outcomes, instructional methodologies, and assessment strategies. Their experience included the preparation and teaching of one class and laboratory exercise where they were encouraged to incorporate their current research topic and techniques. They also participated in a two-hour, bi-weekly pedagogical journal club. Although the time obligation during the semester was significant, limiting the program to one semester made it more feasible for trainees to incorporate this teaching experience during their research training. In addition, trainees have now created components of a teaching portfolio which should add to their success in obtaining future teaching positions. This program was made possible by a Career Guidance for Trainees grant from the Burroughs Wellcome Fund.

The UAB's Postdoctoral Appreciation Week: An Inside Glimpse on Increasing Participation
University of Alabama-Birmingham, Postdoctoral Association-Social Committee and the Office of Postdoctoral Education
Jennifer L. McLarty*, Helen E. Collins, Tabitha M. Hardy, Bertha Hidalgo, and Lisa M. Schweibert

The University of Alabama-Birmingham (UAB) is ranked first among other national public institutions for best places to work because it appreciates its postdocs. The UAB Postdoctoral Association-Social Committee, in collaboration with the Office of Postdoctoral Education, was responsible for the planning of this week’s events. The overall goal of the appreciation week was to provide postdoctoral centered activities that acknowledge the contributions postdoctoral fellows make to UAB community and to boost postdoctoral fellows' morale and visibility; however, in the past participation to these events have been low. The 2012 events included a coffee and bagel break, movie night, social hour, and multiple luncheons throughout the week. This week concluded with a financial seminar focused on current issues postdoctoral fellow face while in transition from a student to an employee. As a way to boost attendance to the postdoctoral events, special drawings were held at the end of week, in which postdoctoral fellows were able to register each time they attended events throughout the week to increase their chances of winning prizes donated from local vendors. In addition, there were also numerous giveaways at each event as well. This proved to very beneficial and increased the attendance of these events held during the 2012 UAB Postdoctoral Appreciation Week.

Speed Networking: Accelerating Your Job Search
Thomas Jefferson University
Mansi Khanna*, Matthew Wampole, and Lisa Kozlowski

The Jefferson Postdoctoral Association (JPA) has participated in NPAW for the past two years by organizing strictly social events for postdocs during this week. This year, our aim was to host an event that would professionally benefit our postdocs and give them an opportunity to learn first-hand about career options as well as network with science professionals. After hearing about speed networking events at other institutions during the 2012 NPA meeting, we decided to try this format. We established a NPAW Planning Committee to identify a variety of careers that would interest Jefferson postdocs, and to invite professionals from the Philadelphia area. Tapping into Jefferson Ph.D. and postdoc alumni proved to be very useful, as they were eager to share their experiences with current postdocs. Prior to the event, postdocs signed up for 10 minute time slots with the science professionals, after reviewing their bios. We used an online scheduling website to facilitate this process. In late September, the JPA hosted this Speed Networking Event between Jefferson postdocs and science professionals representing academia, industry and other non-academic careers. The formal speed networking part was scheduled for one hour. At the event, the postdocs rotated at the end of each time interval, so they could interact with several professionals over the hour. These scheduled networking opportunities were followed by an informal networking reception. The event was a unique platform for our postdocs and invited science professionals to build connections for their professional development.
The UAB PDA University-Wide Network; Fostering Collaboration for an Improved Postdoctoral Education and Experience
University of Alabama-Birmingham
Jessica M. Grunda* and Lisa M Schwiebert

Since the creation of the UAB PDA in 2004, postdoctoral satisfaction at UAB has rose to the second highest of any academic institution in the United States, according to the 2011 survey compiled by The Scientist. Several factors may contribute to this rating including the active UAB PDA Executive Board (EB), and the EB’s close-knit relationship with offices and departments across UAB. The PDA EB is governed by three officers and four subcommittees, which implement many activities, geared at enhancing the education of UAB postdocs, addressing postdoctoral-related issues, and increasing UAB campus awareness of PDA EB activities. These activities are made possible through a joint effort between the EB and the UAB Office for Postdoctoral Education (OPE). The OPE works closely with the EB to promote postdoctoral rights and benefits, implement postdoctoral-specific courses and workshops, provide a bi-annual postdoctoral orientation, and implement career enhancement awards.

One of our most prominent initiatives is the organization of the annual colloquium where trainees have an opportunity to hear eminent guest speakers, attend well organized and career-relevant workshops, and network with their peers and distinguished guest speakers in a comfortable atmosphere.

The feedback we obtain from the NCI CCR trainees is the most important aspect helping orient our activities. With that in mind, we circulate an annual survey to measure the effectiveness of training at CCR. Upon survey analysis, we report our findings to administrative programs, attempting to resolve issues and address any unmet needs.

Better Careers through Collective Bargaining: The Benefits of a Postdoctoral Union
UAW Local 5810; University of California
Ryan J. Marcheschi*, Benjamin Cain, Xiaqing Cao, Christine Cerven, Sonya Collier, Antonio Gisbert, Anke Schennink, and Neal T. Sweeney

Over the last few decades, the number of postdoctoral scholars has grown dramatically. While a boon to research productivity, this growth has not been matched by increased incentives on the part of individual principal investigators and universities to ensure that postdocs receive the mentoring, career development, healthcare, parental leave, salary, job security, and other benefits that correspond to their contributions or level of experience. To address this problem, postdocs at the University of California (UC) and other universities have chosen to form unions and engage in collective bargaining with their universities to attain better working conditions. Using the example of UAW Local 5810, the union representing over 6,000 postdocs at the UC, we present our experiences in forming a union through a democratic process, negotiating with the university administration, developing and ratifying a contract, implementing contractual provisions, increasing access to career development resources, and engaging communities and political representatives through outreach and advocacy. Additionally, we address frequently asked questions about unionization; discuss how postdoc unions, PDAs, and PDOs can work together to achieve positive changes for postdocs; and provide examples of how UAW Local 5810 is working with the UC to improve the postdoctoral experience.

University of British Columbia Postdoctoral Association: A Lot Done, More to Do
University of British Columbia
Jane O’Hara*, Dan Patton, Nirupa Goel, Ali Ahmadi, Anne Steino, Gesa Volkers and Julien Bergeron

The University of British Columbia (UBC) PDA: what’s new in 2012-13? Since our formation in 2006, we have continued to work towards enhancing the experience of being a postdoc or research associate at the UBC in all aspects – personal, professional, and social.

Personally: We help postdocs be heard, by liaising between them, the Postdoctoral Fellows Office (PDFO) and the university administration. We provide a biennial orientation day to help new postdocs settle into the UBC community and to the city if not already a Vancouverite.

Professionally: Postdoctoral training at UBC is supplemented with professional development seminars and hands-on workshops, for postdocs to gain skill-sets that transcend the purely academic career route.

Socially: We organize monthly social events, and use social media platforms such as Facebook and Twitter to encour-
age communication and friendship between postdocs, and to foster a sense of community among UBC postdocs and RAs.

This past year has seen all UBC postdocs become entitled to extended health benefits, where before only university-employed postdocs, but not personal fellowship holders, were eligible. This has been a huge step in the right direction for us, and was primarily achieved through hard work and determination by past and current PDA committee members, along with the PDFO. Our quarterly newsletter has been updated and is now a magazine publication, to better inform and involve all readers in the UBC community. We continue to work to reform UBC policies related to postdocs and for greater recognition of our role within the university.

The Second Time Around: Using Previous Attendee Feedback to Plan the Second Annual University of Chicago Postdoctoral Symposium

University of Chicago
Terrie Vasilopoulos*, Derek Wainwright, Rachel Bergerson, Kolbrun Kristjansdottir, Lindsay Lewellyn, Sean McConnell, and Laurie Risner

Building on the success of our inaugural Postdoctoral Symposium in 2011, the University of Chicago’s Biological Sciences Division Postdoctoral Association successfully planned and held its Second Annual Postdoctoral Symposium in October 2012. Using participant feedback from the inaugural event, this year’s Symposium committee set three main goals: 1) increase opportunities for presentation by postdocs; 2) enhance professional development sessions; and 3) expand participation including other Chicago-area institutions. To achieve Goal 1, we added a plenary postdoctoral oral presentation session in addition to the poster session we held in the previous Symposium. To provide additional incentive for submissions, we increased the amount of travel awards for the top presentations. As compared to our inaugural Symposium, which had 28 poster presentations, our second Symposium had 40 poster presentations and three competitively chosen oral presentations. For Goal 2; we invited not only a keynote speaker, Dr. Timothy Ley from Washington University in St. Louis, to give a professional development seminar, but also invited Dr. Philip Clifford, from the Medical College of Wisconsin, to present a workshop on the new online professional development tool, myIDP. Over 90 percent of our attendees rated these professional development sessions as Good or Excellent. Finally, for Goal 3, we sent formal letters to area institutions inviting them to send postdocs to our Symposium. As a result, we had representatives from six Chicago-area institutions, accounting for 25 percent of the total Symposium attendance. We will use feedback from this year’s attendees to continue to improve and expand our annual Symposium programming.

Planning and Implementing a New Mentoring Event: Career Development Roundtable and Networking Lunch at the University of Chicago

University of Chicago
Rachel Bergerson*, Jeni Prosperi, Terrie Vasilopoulos, and Nancy Schwartz

The University of Chicago Postdoctoral Association planned an event for postdocs that would combine speed mentoring, career development advice, and an opportunity for networking. We designed a roundtable event with five faculty members, each discussing a different and pre-chosen topic, followed by lunch in May 2012. The topics we chose were of interest to postdocs at all levels of their careers: mentoring and management, grant writing, getting your paper published, negotiating a job offer, and the career development plan. Next, we invited faculty who were qualified to lead discussions for each topic. After securing a date, place, and faculty members, we opened registration for the event to our postdocs. Postdocs were asked to rank each topic based on their interests and were then assigned four faculty members based on their rankings. Each group session with the faculty members included 5-7 postdocs, with each rotation lasting 15 minutes. On the day of the event, we greeted 31 participants and kept time for the rotating discussions. After the rotations, we required each participant to fill out a written survey in order to receive lunch, which provided a time for informal discussions. The survey results showed that the event was very well received and 92 percent of postdocs would recommend this event to a colleague. However, many people thought they would benefit from more time with each faculty member. In the future, we may keep the number of postdoc attendees the same yet allow more time for discussion and introduce several new topics.
Maintaining a Successful Weekly Postdoctoral Seminar Series – Diversity is the Key

*University of Chicago

Vanessa Leone, Laurie Risner, Sarah Elliot, Laura Fraczek, Gozde Colak, Sarah Henry, Anirban Mitra, Beth Russell, Jennifer Prosperi, and Nancy Schwartz

The University of Chicago (UChicago) Postdoctoral Association (PDA) has offered a weekly seminar series throughout the academic calendar year to its postdoctoral members since 2005. The seminar committee contains seven postdocs, including the chair. The primary goal of the committee is to plan seminars covering a diverse array of topics that represent the interests of UChicago postdocs. The topics presented fall into several broad categories including career advancement, alternative careers, work/life issues, grantsmanship, and postdoc research talks. One social event is also planned for each quarter. Each committee member plans one or two seminars per quarter by securing an individual speaker or a panel of experts. The committee draws on the network of local, former postdocs from UChicago who have gone on to careers including academia and industry, as well as UChicago faculty and staff for special topics. The weekly seminars are advertised via the PDA website, weekly e-mail bulletin, and posted flyers. Average seminar attendance is 34 postdocs, however, attendance varies dependent upon subject matter. The PDA devotes one seminar per quarter to research ethics, which meets the NIH requirement for providing ethics training to all postdocs supported by NIH. Success of the UChicago PDA weekly seminar series has been and continues to be achieved through diversification of topics that are presented as well as through focusing on relevant issues that postdocs are faced with at both the local and national levels.

Increasing Campus Visibility, Participation, and Advocacy to Successfully Transition from a Start-up Postdoctoral Association to an Engaged, Mature Organization

1University of Colorado Denver, Postdoctoral Association; 2University of Colorado Denver, Postdoctoral Office

Anne Hermetet Agler*, Bruce Mandt1, Jessica Finlay-Schultze1, Vanessa Sherk1, Erin Giles1, Ranjitha Dhanasekaran1, Daisy Dai1, Kristina McFadden1, Lora Wilson1, Tullia Bruno1, Kelli Metz1, Valerie Saltou2

Purpose: Explain how the University of Colorado Denver Postdoctoral Association (UCD-PDA) evolved from a new chapter in 2009 to an engaged, respected campus organization by 2012.

Approach: The UCD-PDA targeted three areas for organizational growth. The first goal was to strategically increase campus visibility among three key stakeholder groups: postdocs, mentors, and the administration. High visibility within these groups enabled postdocs to freely engage in the organization and its activities with mentors’ support and to gain access to the campus administration. Second, activities and opportunities tailored to the needs of the postdoc community increased member participation. The UCD-PDA works closely with campus administration, hosts postdoc-specific professional development programs, and addresses campus-wide issues of importance to postdocs. Monthly meetings, social events, special-issues committees, and twice-annual major events have provided postdocs important leadership, networking, and development opportunities.

Third, advocacy activities keep the UCD-PDA relevant to the postdoc community. Successful initiatives include developing a grievance policy, annual review procedures, and access to faculty development courses. A standing committee addresses needs specific to the international postdoc
Activities and Initiatives of the University of North Carolina Post-Doctoral Association
*The University of North Carolina at Chapel Hill
Vanessa Gonzalez, Sarah Jacobs*, and Sibby Anderson-Thompson

The University of North Carolina at Chapel Hill (UNC) has approximately 1,000 postdoctoral fellows in a variety of fields including social sciences, math, public health, and with the majority in biomedical sciences. Considering the amount of trainees at UNC, our Post-doctoral Association (PDA) strives to support these individuals by providing a range of activities, both professional and social, to foster a sense of community and encourage professional growth. UNC’s PDA is run exclusively by post-docs and works in close collaboration with the university’s Office of Postdoctoral Affairs to better the post-doctoral experience of each individual. Current activities targeting social and networking interactions include monthly coffee breaks, happy hours, promotion of professional networking opportunities in the Research Triangle Park, and seminars or workshops to stimulate professional development. Our PDA also has started an initiative to deliver a monthly newsletter detailing information about these activities, as well as highlight specific post-docs and UNC post-doctoral alumni. PDA is also seeking to increase post-doc involvement in social and networking activities to nurture the success of post-docs at UNC. PDA also collaborates with other organizations on campus including the Minority Post-doctoral Alliance, post-doc associations of individual departments, and UNC Training Initiatives in Biomedical & Biological Sciences.

Implementing Strategies for Postdoctoral Development
*The University of Texas at Austin
Mark Collins*, Sangeetha Iyer, Paul Rowley, Linzy Hendrickson, Regina Mangieri, Deborah Watson, Airon Wills, and Kyle Hernandez

Career development should be an essential part of a postdoctoral researchers plan. In the School of Biological Sciences at the University of Texas at Austin (UT Austin), our Postdoctoral Association has implemented a seminar series focused on a variety of academic and alternative employment opportunities. These seminars are interspersed with speakers and workshops that aim to develop and hone the skills of our postdoctoral membership. We are also working closely with the local biotech community to bring...
renowned scientists to our campus, and to encourage net-
working, thereby bridging the gap to industry.

In the past year, UT Austin has initiated a university
wide PDO and the college of natural sciences has an officer
for postdoctoral affairs and postgraduate education. Taken
together this indicates postdoctoral scholars are beginning
to be recognized and supported at multiple levels within
the UT administration.

Vanderbilt University Medical Center Postdoctoral
Association

Vanderbilt University Medical Center
Barbara J. Natalizio*, Jennifer Noto, Ebany Martinez-Finley,
Annet Kirabo, and Daniel Trott

The Vanderbilt University Medical Center Postdoctoral As-
sociation (VUMC-PDA), founded in 1998, represents, unites
and advocates for postdoctoral fellows in the basic sciences
and clinical departments. Recently developed initiatives
have been implemented to increase participation in VUMC-
PDA events and raise awareness of career opportunities. A
welcome e-mail is sent to newly appointed postdoctoral
fellows, describing the VUMC-PDA and encouraging them
to take advantage of the available resources. Speakers are
invited to our monthly meetings to discuss a wide-range
of topics. Relevant topics have included identifying grant
opportunities as well as understanding science advocacy.
Family-friendly social activities as well as happy hours are
held to promote communication amongst postdocs. To
facilitate networking for those who wish to pursue careers
outside of academia, the VUMC-PDA has partnered with
Life Science Tennessee, a statewide organization with
members in a wide range of scientific endeavors. Now in
its second successful year, the PhD Career Connections
seminar series, developed in conjunction with the gradu-
ate students, provides an informal forum for interaction
with panelists who have selected alternative career paths.
Further, the VUMC-PDA together with the VUMC Biomedical
Research Education and Training (BRET) Office of Career De-
velopment, the Office of Research, and the Medical Alumni
Association organizes an annual research symposium. This
symposium affords postdocs the opportunity to present
their projects to their peers as well as invited guests. The
VUMC-PDA strives to provide its members opportunities to
network, socialize, collaborate, and acquire leadership skills,
all of which promote the development of well-rounded,
experienced postdoctoral fellows.

Postdoctoral Research Forum at Western Redux

Western University, Postdoctoral Association
Jiro Inoue*, Kalin Penev, Min-Ching Kuo, and Katrina
Laurent

For two consecutive years, Western University has hosted
a full-day postdoctoral research forum focused on post-
doctoral research and achievements, professional develop-
ment, and industrial outreach. These events were jointly
organized by the Postdoctoral Association at Western (PAW)
and the Postdoctoral Services Coordinator, Dr. Mihaela
Harmos. The 2011 event featured a research competition
(posters and 10-minute oral presentations) and an invited
speaker over the lunch break. Industrial representatives
were also invited to attend. The vast majority of present-
ers chose the poster format and the competition was
judged by faculty representatives based on ad hoc criteria.
The invited speaker was well received but only half of the
invited companies sent representatives. Overall, there were
52 presentations (from 12 percent of Western’s postdocs)
and more than 70 visitors, but the feedback was mixed. The
2012 forum was altered based on feedback from the previ-
ous year: the research competition was based the “3 minute
thesis” model, the poster session was made concurrent
with lunch and not judged, and the lunchtime address was
replaced by two workshops. We engaged industry partners
by having them judge the research competition and used
a rubric to evaluate the presentations. This portion of the
forum was very popular. The feedback on the workshops
was positive and the lunch/poster session allowed more
in-depth research communication. Overall, the feedback
for the 2012 forum was favorable, but did have room for
improvement. The success of the 2012 forum was based on
building on the previous year’s successes, implementing
new ideas and better organization.
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The NPA seeks to promote diversity and ensure equal opportunity and inclusion for all persons in the membership, leadership, and activities of the National Postdoctoral Association regardless of race, ethnicity, sex, disability, country of origin, field of research, socioeconomic status, religion, age, marital status, sexual orientation, or gender identity.
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The NPA would like to express its appreciation to the organizations that sponsored travel awards for postdoctoral scholars to attend the meeting.

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<td>The Emory MPC and MMP: Solutions to Strengthen the STEM Minority Postdoc Pipeline</td>
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<td>From Ph.D. to Professoriate: An Institution’s Guidebook to the Advancement of Postdoc Women</td>
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<td>University of British Columbia Postdoctoral Association: A Lot Done, More to Do</td>
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<td>Better Careers through Collective Bargaining: The Benefits of a Postdoctoral Union</td>
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1. Marriott Charleston
2. Thurmond/Gazes Research Building
3. Bioengineering Building
4. Drug Discovery Building (Registration in Lobby)
5. Basic Science Building
6. Colbert Education Center and Library
7. Horseshoe/Clyburn Area
The mission of the NPA is to improve the postdoctoral experience by supporting enhanced research training and a culture of enhanced professional growth to benefit scholarship and innovation.