

National Postdoctoral Association

12th Annual Meeting
April 4 – 6, 2014 • St. Louis, Missouri



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

A wide-angle photograph of the St. Louis Gateway Arch, a massive white steel catenary arch, dominating the center of the frame. The arch is set against a bright blue sky with scattered white clouds. In the background, the St. Louis city skyline is visible, including the Missouri State Capitol building with its green dome. In the foreground, the Mississippi River flows, with several boats and a large white riverboat docked at the riverbank. The overall scene is bright and clear, capturing the iconic landmark and its surrounding urban environment.

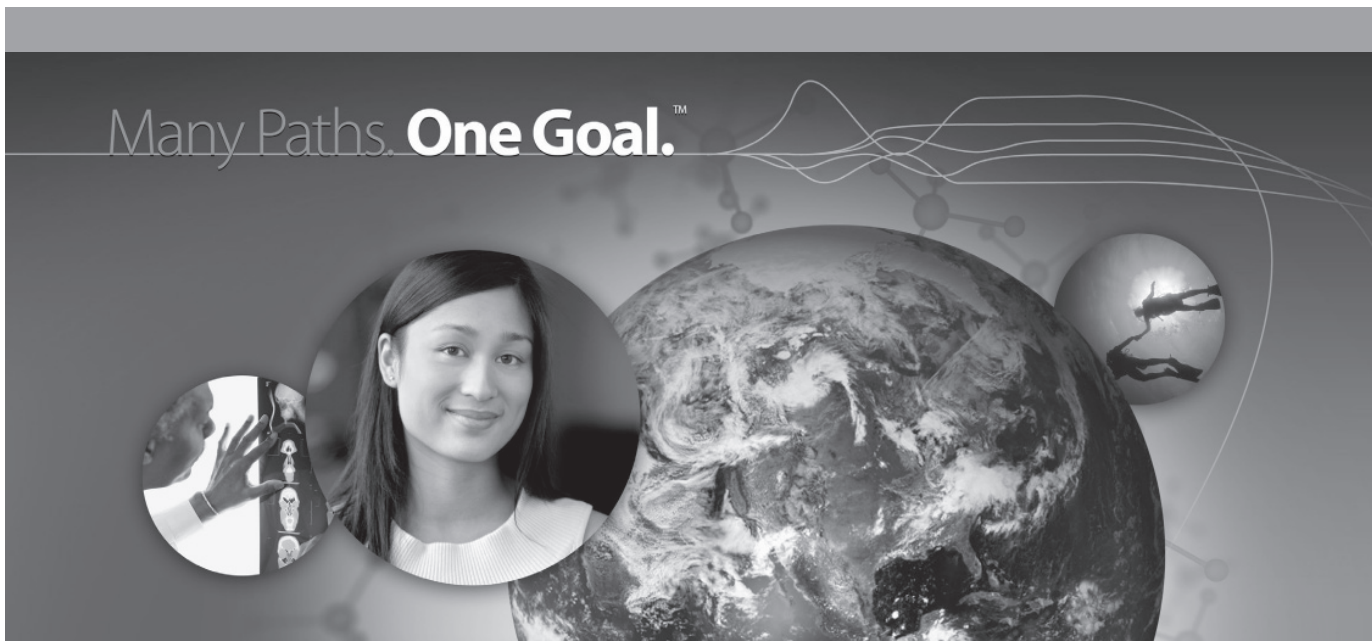
Supporting Postdocs, Promoting Discovery

**National Postdoctoral Association (NPA) 2014 Annual Meeting
Agenda at a Glance**Subject to Change****

Friday, April 4, 2014

Time	Event	Location
6:30 a.m. – 8:30 a.m.	Breakfast for repeat attendees (on your own)	Parkway Hotel Lobby
7:30 a.m. – 8:30 a.m.	New Attendees Orientation Breakfast	Eric P. Newman Education Center (EPNEC) Great Room B
8:00 a.m. – 5:00 p.m.	Registration	EPNEC Atrium
9:00 a.m. – 10:00 a.m.	Opening Session Distinguished Service Award (DSA) Presentation	EPNEC Auditorium
10:00 a.m. – 10:15 a.m.	Networking Break	EPNEC Atrium
10:15 a.m. – 11:30 a.m.	Keynote Address: Susan Fitzpatrick, Ph.D.	EPNEC Auditorium
11:45 a.m. – 12:45 p.m.	Themed Lunch-Arounds	Lunch-Arounds will take place in the Farrell Learning and Teaching Center (FLTC) (see full agenda for room numbers).
1:00 p.m. – 2:30 p.m.	Concurrent Workshops - Session I Communication Tips and Techniques to Enhance Your Leadership Skills Mental Health Issues and the Postdoctoral Training Environment A Sample of Successful BEST Proposals Postdoctoral Leadership: The Dos and Don'ts of a Postdoctoral Association The Unwritten Rules of Mentoring Undergraduate Researchers	Moore Auditorium, North Bldg FLTC Holden Auditorium FLTC Connor Auditorium Erlanger Audit., McDonnell Sciences Bldg Cori Auditorium, McDonnell Sciences Bldg
2:30 p.m. – 2:45 p.m.	Networking Break	EPNEC Atrium
2:45 p.m. – 4:00 p.m.	Plenary Session I: Research and Postdocs in a Complex System in Disequilibrium	EPNEC Auditorium
4:00 p.m. – 5:30 p.m.	Opening Reception Presentation of the 2014 NPA Garnett-Powers & Associates, Inc. Mentor Award; raffle & silent auction	EPNEC Great Rooms A & B, Atrium
6:30 p.m.	Meet for optional Dine-Arounds, depart at 6:45 p.m.	Parkway Hotel Lobby
Saturday, April 5, 2014		
6:30 a.m. – 8:30 a.m.	Breakfast at hotel	Parkway Hotel Lobby
8:00 p.m. – 5:00 p.m.	Registration	FLTC Hearth
9:00 a.m. – 10:30 a.m.	Concurrent Workshops – Session II Addressing the Needs of International Postdoctoral Researchers Through the Collaboration with Diaspora Communities Diversifying Your Career Path New Technologies to Find Jobs and Manage Your Career Preparing for Your First Year on the Job Postdoc Identification and Tracking: Building a Robust Network of Unique Researchers Preventing PDO Burnout	Erlanger Audit., McDonnell Sciences Bldg Cori Audit., McDonnell Sciences Bldg FLTC Connor Auditorium FLTC 214 Moore Auditorium, North Bldg FLTC Holden Auditorium
10:30 a.m. – 10:45 a.m.	Networking Break	FLTC Atrium
10:45 a.m. – 12:15 p.m.	Innovation in Action Session	FLTC, see full agenda for more information.
12:15 p.m. – 1:15 p.m.	Themed Lunch-Arounds	FLTC, see full agenda for more information.
1:30 p.m. – 2:45 p.m.	Plenary Session II: Post Doc, Ergo Doc?	FLTC Moore Auditorium
3:00 p.m. – 5:00 p.m.	Poster Session & Networking Break	FLTC Atrium
5:30 p.m.	Depart for City Museum Event	Parkway Hotel lobby
6:00 p.m. – 10:00 p.m.	City Museum Event	Transportation provided from hotel to the City Museum
Sunday, April 6, 2014		
6:30 a.m. – 8:30 a.m.	Breakfast at hotel	Parkway Hotel Lobby
9:00 a.m. – 10:30 a.m.	Concurrent Workshops – Session III Conflict Management for Research Teams How to Plan Successful Postdoc Career Development Programming Creating Teaching Opportunities for Postdocs Painting a Picture of National Postdoc Policies: The NPA Institutional Policy Database PhDs to Co-founders: Three Stories of Improving Science by Starting Companies Proving Why We Matter: Using Career Development Outcomes to Promote PDO Effectiveness to Stakeholders	FLTC 301 A/B FLTC 302 A/B FLTC 303 A/B FLTC Connor Auditorium FLTC Holden Auditorium FLTC 214
10:30 a.m. – 11:00 a.m.	Networking Break	FLTC Atrium
11:00 a.m. – 12:00 p.m.	Plenary Session III: NPA Town Hall Discussion (Poster Awards and other misc. awards/prizes will be made during this session.)	FLTC Moore Auditorium

Many Paths. **One Goal.**[™]



Postdoctoral Program

In 2010, the Pfizer Research and Development organization launched an ambitious postdoctoral training program that encompasses its Research, Biotech, and Technology Units. We recruit highly motivated Ph.D. recipients with a demonstrable track record of scientific productivity during their graduate training and a strong interest in performing an academic-style postdoc in an industrial setting. Successful candidates for entry into the program express a passion for creative research that facilitates the translation of novel biological or technological advances into innovative therapies for human diseases.

Our postdocs pursue their training at a number of the company's Worldwide R&D campuses around the globe. Examples of research areas, units and disciplines include:

- Cardiovascular and Metabolic Diseases
- Centers for Therapeutic Innovation (multiple disease areas)
- Clinical Research (human biology and quantitative sciences)
- Comparative Medicine
- Drug Safety R&D
- Global Biotherapeutics Technologies (protein engineering)
- Immunoscience
- Inflammation & Remodeling
- Medicinal Chemistry
- Neurosciences
- Neusentis (pain, sensory disorders and regenerative medicine)
- Oncology
- Pharmaceutical Sciences
- Pharmacokinetics, Dynamics & Metabolism
- Rare Disease
- RINAT (multiple disease areas)
- Vaccine R&D

The Pfizer Research and Development organization strives to deliver innovative medicines that improve the lives of patients worldwide. Our postdoctoral program is designed to provide the research foundation that will lead to future improvements in disease therapy, while at the same time offering our trainees an exceptional career-building experience in the biomedical sciences. Our trainees perform cutting-edge research leading to publications in top-tier journals, attend high-profile scientific meetings, and interact with well-known academic labs worldwide.

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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 12th Annual Meeting of the National Postdoctoral Association is hosted by



Washington University in St. Louis

*The NPA wishes to express its appreciation to
Washington University in St. Louis and to give special recognition to:*

Mary B. Bradley

Chair, Local Host Committee & Director, Postdoctoral Affairs

Monica Nickolai • Katy Winningham

Division of Biology & Biomedical Sciences Staff

John H. Russell

Associate Dean for Graduate Education
Division of Biology & Biomedical Sciences

**Shahnjayla Connors, Ph.D., MPH, CPH • Sriram Devanathan, Ph.D. • Steven Funk, Ph.D.
Felicia Gomez, Ph.D. • Najla Kfoury, Ph.D. • Laura Lamb, Ph.D. • Farron McIntee, Ph.D.
Santhi Pondugula, Ph.D. • Xuan Ren, Ph.D. • Natalie Spillman, Ph.D.**
Local Host Committee Members

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

Larry J. Shapiro, M.D.

Executive Vice Chancellor for Medical Affairs and
Dean, Washington University School of Medicine

The Division of Biology & Biomedical Sciences

The Office of Postdoctoral Affairs

Welcome to the 12th Annual Meeting



Welcome to the 12th Annual Meeting of the National Postdoctoral Association (NPA)! On behalf of the NPA Board of Directors and staff, I want to thank Washington University in St. Louis for graciously hosting the meeting, as well as all our sponsors and participants. We also give special thanks to the NPA Meetings Committee, led this year by Chair, Rachel Bergerson, Ph.D., and Vice Chair, Jana Stone, Ph.D., as well as to the Local Host Committee, led by Mary Bradley.

We are delighted and honored to have Susan Fitzpatrick, Ph.D., deliver our keynote address this year. Dr. Fitzpatrick is Vice President of the James S. McDonnell Foundation, and a faculty member at Washington University School of Medicine. She is an accomplished scientist, educator, and executive, as well as a passionate advocate for the dissemination of scientific knowledge to society.

The past year has seen some truly remarkable progress on postdoctoral issues nationally, perhaps none more striking than the National Institutes of Health's (NIH) creation of a new funding mechanism, termed BEST (Broadening Experiences in Scientific Training), that provides critical financial support to 10 institutions who will lead a new wave of career training programs and resources. This grant goes far beyond the mere dollars invested, as it represents a sea change in the very way the NIH thinks about the future of the scientific workforce, and seeks broad and innovative ways to train a new generation of scientists. The NPA certainly played a role in the creation of this grant, and we will have a session dedicated to highlighting some of the activities of three of the current awardees.

The enhancement of data collection on postdocs has long been part of the NPA's mission. In 2013, the NPA rolled 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. We will highlight the preliminary findings of the database in a session on Sunday morning, but we still need your help. Please make a note to check out our database and ensure that your institutional data is complete and up to date.

The strength of the NPA has always been its strong membership and the dedicated work of its volunteer committees, Advocacy, Meetings, Outreach, and Resource Development, as well as 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. I am so very proud to serve as chairman of such a dedicated Board of Directors and committee leaders this year, and I hope you will seek them out throughout the weekend and talk to them about our plans for progress in the coming year.

Finally, I want to thank Cathee Johnson Phillips, M.A., for providing five outstanding years of service to the NPA, which concluded in April 2013. Cathee's kind demeanor and dogged determination helped us thrive during a critical period in the NPA's development, and each of us owes her a debt of gratitude. We will certainly miss Cathee and wish her the very best, but we are pleased to welcome a new Executive Director, Belinda Huang, Ph.D. Dr. Huang brings an amazing skill set in higher education that promises to provide innovative ways for the NPA to continue to grow and expand its influence.

Thank you for attending the NPA's 12th Annual Meeting and for your support of the NPA!

Keith Micoli, Ph.D.
Chair, NPA Board of Directors



Welcome to the 12th NPA Annual Meeting in St. Louis, Missouri! We are excited to be hosted by Washington University in St. Louis.

We hope that you will come away from the meeting with exciting new ideas, new colleagues, and renewed enthusiasm to bring back to your home institutions. We hope you will also be able to attend the Saturday night event at the City Museum and explore what St. Louis has to offer.

We are honored to welcome Susan Fitzpatrick, Ph.D., from the James S. McDonnell Foundation as our keynote speaker and are looking forward to her talk about “10 Reasons Why it’s Great to be a Postdoc.” Our plenary speakers will be speaking about the postdoc training experience from the perspectives of the Alfred P. Sloan Foundation, The Committee on Science, Engineering, and Public Policy (COSEPUP), the NIH, and Novartis. We also have a diverse panel of workshops that will provide useful information and resources for you to take home.

There are many opportunities for networking and sharing ideas this year. These include an innovation in action session, the poster session, the new attendee breakfast, lunch networking discussions, and dine-arounds. Please take every opportunity to interact with colleagues, ask questions, and share your knowledge and experience while you’re here.

On behalf of the NPA and the 2014 NPA Meetings Committee, we hope you enjoy this Annual Meeting.



Rachel Bergerson, Ph.D.
Chair, Meetings Committee

Jana Stone, Ph.D.
Vice Chair, Meetings Committee



There is free wireless on the WUSTL School of Medicine campus. Use “**Guest**” to log in. You will have to log in/accept every two hours.

2014 Annual Meeting materials are now available on Topi. To access them: (1) download Topi on your mobile device; (2) in the app, go to the Settings page and hit “Enter code;” and (3) enter this code: **72630564**.

Be sure to use **#NPA2014** on Twitter to share your Annual Meeting pictures and stories!

 *@nationalpostdoc*



AGENDA | Friday, April 4, 2014

6:30 a.m. – 8:30 a.m.

All Attendees Breakfast at Hotel

Parkway Hotel Lobby

7:30 a.m. – 8:30 a.m.

New Attendees' Orientation Breakfast

Eric P. Newman Education Center (EPNEC) Great Room B
By invitation only

Sriram Devanathan, Ph.D., Postdoctoral Fellow, Washington University in St. Louis (WUSTL); **Darwin J. Operario, Ph.D., M.P.H.**, Research Associate, University of Virginia Health System, National Postdoctoral Association (NPA) Board of Director; **Padmesh Rajput, Ph.D.**, Postdoctoral Scientist, Cedars-Sinai Medical Center; **Jana Stone, Ph.D.**, Manager, Office of Postdoctoral Services, Georgia Institute of Technology, Vice Chair, 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.

8:00 a.m. – 5:00 p.m.

Registration

EPNEC Atrium

9:00 a.m. – 10:00 a.m.

Opening Session

EPNEC Auditorium

Remarks

Evan D. Kharasch, M.D., Ph.D., Evan D. Kharasch, M.D., Ph.D., Vice Chancellor for Research, Russell D. and Mary B. Shelden Professor of Anesthesiology, Director, Division of Clinical and Translational Research, Department of Anesthesiology, Professor of Biochemistry and Molecular Biophysics

Welcome, Overview and Chair's Presentation

Rachel Bergerson, Ph.D., Postdoctoral Associate, University of Minnesota, Chair, NPA Meetings Committee; **Keith Micoli, Ph.D.**, Director, Postdoctoral Program, New York University (NYU), Chair, NPA Board of Directors

Presentation of the 2014 Distinguished Service Award

Keith Micoli, Ph.D., Director, Postdoctoral Program, NYU, Chair, NPA Board of Directors

The Distinguished Service Award will be presented to **Shirley Tilghman, Ph.D.**, President Emerita and Professor of molecular biology at Princeton University, for her ongoing contribution and service to the postdoctoral community.



10:00 a.m. – 10:15 a.m.

Networking Break

EPNEC Atrium

10:15 a.m. – 11:30 a.m.

Keynote Address

10 Reasons Why It's Great to be a Postdoc

EPNEC Auditorium

Susan Fitzpatrick, Ph.D., Vice President, Chief Operating Officer, James S. McDonnell Foundation

11:45 a.m. – 12:45 p.m.

Themed Lunch-Arounds

Box Lunches are available in the Farrell Learning and Teaching Center (FLTC) Atrium. You will need to show your badge to receive your meal. One meal per person, please. Lunch-Arounds will take place in rooms on 2nd, 3rd, and 4th floors of FLTC.

Holden Auditorium (1st floor): **Postdoc Administrators Mentoring Group**

FLTC 202: **Research Careers in Industry**

FLTC 203: **Non-Research Careers in Industry**

FLTC 204: **Careers Outside of Academia and Industry**

FLTC 208: **Europe - Networking for Past/Current/Future Residents**

FLTC 302 A/B: **Asia/Pacific - Networking for Past/Current/Future Residents**

FLTC 303 A/B: **U.S. Midwest - Networking for Past/Current/Future Residents**

FLTC 304 A/B: **U.S. West Coast - Networking for Past/Current/Future Residents**

Connor Auditorium (1st floor): **Open**

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

Friday, April 4, 2014

1:00 p.m. – 2:30 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 Sample of Successful BEST Proposals

Sponsored by the University of California, San Francisco

FLTC Connor Auditorium

Intended Audience: PDO

Presenters: Joel D. Baines, V.M.D., Ph.D., Associate Dean for Research and Graduate Education, James Law Professor of Virology, New York State College of Veterinary Medicine; Christine Des Jarlais, Ed.D., Assistant Dean for Postdocs & Career Development, University of California, San Francisco; Keith Micoli, Ph.D., Director, Postdoctoral Program, NYU, Chair, NPA Board of Directors

Moderator: Molly Starback, MSLS, Director, Office of Postdoctoral Services, Duke University

Over 100 applications were submitted for the first set of the National Institutes of Health (NIH) Director's Broadening Experience in Scientific Training (BEST) grants, and only 10 grants were awarded. In this workshop, successful applicants provide an overview of the programs outlined in their proposals. Panelists will also discuss the NIH kick-off meeting (Oct 2013) and interactions with other BEST grant awardees and the NIH administration. Though the five-year grants were only awarded in September, the group will discuss what they've been able to implement to date, how plans are going, and any challenges they've encountered. After a review and discussion of each program, the panelists will answer questions from the audience.

Communication Tips and Techniques to Enhance Your Leadership Skills

Moore Auditorium, North Building

Intended Audience: IP

Presenters: Gail E. Gasparich, Ph.D., Associate Dean, Jess and Mildred Fisher College of Science and Mathematics, Professor of Biological Sciences, Director of the Women in Science Program, Towson University; Cynthia Simpson, M.Ed., Chief Business Development Officer, Association for Women in Science

Ineffective communication skills can hamper scientists as they are navigating through their professional careers and trying to reach their goals and objectives for success. Scientists tend to overestimate how much they are communicating and assume everything that is communicated is understood. One of the traits of a great leader is knowing when and how to communicate to avoid any potential mis-

understandings. Knowledge of how an individual communicates, including the verbal, vocal and visual elements that are conveyed, directly impacts the message and how one is judged as an effective leader.

Learning how to effectively communicate is a skill that scientists can and should develop to enhance their career. Included in this workshop are tips and techniques that can be employed by the participant, no matter where they may be in their career. Attendees will work in small groups or pairs on various exercises that have been developed to assist them in enhancing their style of communication.

This workshop is sponsored by the Elsevier Foundation under the New Scholars Grant, expressly for advancing postdoc women into academia.

Mental Health Issues and the Postdoctoral Training Environment

FLTC Holden Auditorium

Intended Audience: PDO/PDA

Presenters: Jennifer R. Cohen, Ph.D., Science & Technology Policy Fellow, American Association for the Advancement of Science (AAAS); Mahadeo A. Sukhai, Ph.D., Research Fellow and Team Leader, University Health Network, Vice Chair, NPA Board of Directors

The research training environment generally, and the postdoctoral training environment in particular, is stressful. Within high-stress environments, several factors can contribute to the evolution of mental health issues. Unfortunately, mental health issues remain stigmatized and are often hidden within the research community. In this workshop, we will discuss the reasons why mental health issues may be ignored, as well as what causes silent suffering, and what it is about the postdoctoral experience that is unhealthy. Furthermore, cultural and systemic barriers within the research establishment exist. We will address solutions to buffer the training experience to protect postdocs and consider options for building a postdoc system that does not trigger mental health issues. Our session aims to begin answering questions like: How can postdocs self-identify mental health issues? What are the signs of undue stress/mental health issues? How do/can we recognize these signs? Can we create a tool to give to postdocs to help them assess/identify mental health issues and to check in with themselves? Finally, we will present best practices, tools and resources that postdocs, PDAs and PDOs can use to foster open discussion of mental health issues and to mitigate their impact on individual postdocs and the postdoc environment.

Friday, April 4, 2014

Postdoctoral Leadership: The Dos and Don'ts of a Postdoctoral Association

Erlanger Auditorium, McDonnell Sciences Bldg

Intended Audience: ALL

Presenters: Antoine de Morrée, Ph.D., Postdoctoral Scholar, Stanford University; Catherine Gordon, Ph.D., Postdoctoral Scholar, Stanford University; Katie Martucci, Ph.D., Postdoctoral Scholar, Stanford University

Postdoctoral scholars form associations to gain organizing power and an institutional voice. These associations form on the fly and learn by trial and error. The Stanford University Postdoctoral Association formed in 1998 and aims to enrich the postdoctoral experience of the 2,000 postdocs at Stanford. The association has often found a willing ear in the university, which resulted in many positive changes, and many valuable lessons learned. In this workshop, current and past association representatives will share those lessons by recounting major successes and failures. The aim will be to provide a clear list of do's and don'ts that will benefit PDAs at other institutions. We will start by going over the structural aspects of our association (the importance of bylaws, choosing name & logo, how to build an organization that survives its members). Then we will explain how to manage personal relations within an organization (the effects of social events, how to prevent and manage conflict (within the association or the institute), mentorship, interactions with the postdoctoral office and other university administration). Finally, we will touch upon the political side of postdoctoral affairs (how to raise funds, gain institutional support for changes to healthcare, tuition and transportation).

The Unwritten Rules of Mentoring Undergraduate Researchers

Cori Auditorium, McDonnell Sciences Bldg

Intended Audience: IP

Presenters: Dyan Morgan, Ph.D., Program Coordinator, University of Kansas; Nicole Perry, Assistant Director, University of Kansas

Moderator: John Augusto, Ph.D., Assistant Vice Provost, Center for Undergraduate Research, University of Kansas

According to "Entering Mentoring" (2005), a skilled mentor's decisions and actions are guided by a reflective philosophy, a well-developed style, and an ability to assess student needs. This workshop will focus on facilitating participants' growth into confident and effective mentors, offering

explicit training in a skill expected of postdoctoral researchers that is rarely taught. The presenters will offer a brief intensive workshop for postdoctoral researchers on mentoring undergraduate researchers. The workshop will allow participants to discuss and share their current best practices and frequently encountered problems. We will focus on three sections in particular: getting started, overcoming obstacles, and best practices of mentoring. For each section, the participants will evaluate case studies, discuss ideas to address each situation, and identify best practices of mentoring.

2:30 p.m. – 2:45 p.m.

Networking Break

EPNEC Atrium

2:45 p.m. – 4:00 p.m.

PLENARY SESSION I

Research and Postdocs in a Complex System in Disequilibrium

EPNEC Auditorium

Remarks from Larry J. Shapiro, M.D., Executive Vice Chancellor of Medical Affairs and Dean of the School of Medicine

Presenters: Michael S. Teitelbaum, Ph.D., Senior Research Associate, Labor and Worklife Program, Harvard Law School.

Concerns about the quality of the postdoctoral experience and the career prospects of postdocs are symptomatic of broader and serious problems in the U.S. funding system for basic research that are inherently structural in nature, and that appear to be increasingly destabilizing. This system, which evolved out of recommendations in Vannevar Bush's prescient 1945 report to the President Science: The Endless Frontier, has been an important contributor to the global leadership of US basic research since World War II. However over time there has been an accrual of a number of practices and structural attributes that have come to threaten the current system's sustainability and thereby the attractiveness of postdoctoral positions.

Since its establishment in 2003, the NPA has sought constructive avenues to address some of these negative consequences. It has worked in a mature and collaborative manner with established organizations focused on basic research — including, NIH, the National Science Foundation (NSF), AAAS, Association of American Medical Colleges (AAMC), Nuclear Regulatory Commission (NRC), Sigma Xi, and a large number of leading research universities. These joint efforts have contributed to improved understanding of the postdoc, and of both its potentials and its challenges.

Friday, April 4, 2014

The meager stipends and benefits previously provided to postdocs have been improved, and more attention has been paid to the educational quality of the postdoctoral experience. In my judgment the NPA has been an impressive success story – and an unlikely one for a new organization that in 2003 had leadership with limited experience, no obvious stable sources of revenue, and was focused on a category of researchers that by definition had high rates of turnover.

Despite these successes, the structural challenges of the US basic research system remain, and may be growing. These will continue to affect the quality and desirability of the postdoc, and thereby pose continuing challenges to members and leaders of the NPA.

4:00 p.m. – 5:30 p.m.

Opening Reception

Presentation of the 2014 NPA Garnett-Powers & Associates, Inc. Mentor Award

EPNEC Great Rooms A & B, Atrium

Steve Johnson, Vice President, Garnett-Powers & Associates, Inc.

The presentation of the award will take place at approximately 4:15 p.m.

The NPA Garnett-Powers & Associates, Inc. 2014 Mentor Award will be presented to Joel Elmquist, D.V.M., Ph.D., Professor, Internal Medicine and Pharmacology, University of Texas Southwestern Medical Center (UTSW).

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

6:30 p.m. – 6:45 p.m.

Meet for Optional Dine-Arounds

Parkway Hotel 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.



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Resource links to funding, fellowship, & workshop opportunities.

Articles on career advice, mentoring, and diversity issues.

AGENDA | Saturday, April 5, 2014

6:30 a.m. – 8:30 a.m.

Breakfast at Hotel

Parkway Hotel Lobby

8:00 a.m. – 5:00 p.m.

Registration

FLTC Hearth Area

9:00 a.m. – 10:30 a.m.

CONCURRENT WORKSHOPS SESSION II

Addressing the Needs of International Postdoctoral Researchers Through the Collaboration with Diaspora Communities

Erlanger Auditorium, McDonnell Sciences Bldg

Intended Audience: ALL

Presenters: Sibby Anderson-Thompkins, Ph.D., Director of Postdoctoral Affairs, University of North Carolina - Chapel Hill; Sriram Devanathan, Ph.D., Postdoctoral Fellow, WUSTL; Gerrit Roessler, Ph.D., Program Director, German Academic International Network (GAIN)

Moderator: David J. Proctor, Ph.D., Science and Technology Policy Fellow, AAAS, National Science Foundation

The postdoctoral experience poses many challenges for an increasingly global research workforce, including inadequate status and recognition, mentoring and career development opportunities. For international postdoctoral researchers in the United States, differences in culture, employment and immigration status, and the challenge of identifying professional opportunities globally, heighten the negative effects of many funding, institutional, and management practices, and highlight the need for effective mechanisms to promote mentoring, career development, and mobility.

Postdoctoral and research communities around the world respond to these needs by assisting with job searches and providing translational skills training to prepare postdoctoral researchers for a variety of careers. However, these

communities cannot address some of the needs of international postdoctoral researchers such as assisting those who seek opportunities in their country of origin or other non-U.S. locations.

Diaspora communities fill this gap by addressing many needs of international postdoctoral researchers, including providing assistance with developing and maintaining professional networks outside of the United States, accessing information on opportunities in their country of origin, and networking with other diaspora community members. Collaborations between research and diaspora communities may facilitate mapping of the needs of international postdoctoral researchers to diaspora communities, PDOs and PDAs.

Diversifying Your Career Path

Cori Auditorium, McDonnell Sciences Bldg.

Intended Audience: ALL

Presenters: Kathleen Carrado Gregar, Ph.D., Manager of User and Outreach Programs, Center for Nanoscale Materials, Argonne National Laboratory; Andrew R. Hilgenbrink, Ph.D., Director, Cummings Bay Capital Management, L.P., Affiliated Registered Investment Adviser of Highland Capital Management, L.P.; Jeffrey Margolis, Ph.D., Managing Director, Illinois Science and Technology Coalition

Moderator: Kristene Henne, Ph.D., Postdoctoral Program Coordinator, Argonne National Laboratory, NPA Board of Directors

Career paths for doctoral students and postdoctoral researchers have typically focused on securing tenure track faculty positions. With 40,000 to almost 90,000 postdocs in the workforce, these coveted positions are becoming increasingly scarce. In addition to the economic realities of academic science, there is a growing trend towards raising awareness of opportunities for Ph.D.-level professionals in such areas as communications, policy, entrepreneurship, consulting and program management. As a result, postdocs progressively are encouraged to expand the scope of their career planning beyond traditional research and academic positions. Some questions that postdocs should be prepared to answer include: What are the skills needed to segue into diverse careers? How does one frame these skills when applying for jobs? What are the challenges one might face when transitioning into a nontraditional career? This workshop will feature a panel of Ph.D.-trained scientists who have successfully transitioned into areas such as program management, investment consulting, policy and organizational leadership. Individual assessment and planning tools available in the NPA tool kits and those discussed

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in the 2013 Annual Meeting will be offered as resources to charting career paths and broadening options. The focus will extend beyond exposure to career options and encompass recognizing other areas where skills can be applied.

Preparing for Your First Year on the Job

FLTC 214

Intended Audience: IP

Presenter: Daniel Eustace, Ph.D., Career Consultant, American Chemical Society

Starting your first job will have clearly defined requirements, many of which will be outlined in the position description. However, simply having a belief that you can meet the requirements of your job is usually not enough to get a job, or even to get off to a great start once you secure your first position. By attending this workshop, attendees will gain an understanding of the requirements of a variety of academic institutions for their first year faculty, along with time management tips that will assist with a successful transition from postdoctoral scholar to faculty. Attendees

will also learn about career pathways in industry, and how they can best position themselves for the type of industry career best suited for them. Finally, advice on making a smooth transition from an academic to industry culture will be provided.

This workshop is sponsored by the Elsevier Foundation under the New Scholars Grant, expressly for advancing postdoc women into academe.

New Technologies to Find Jobs and Manage Your Career

FLTC Connor Auditorium

Intended Audience: IP

Presenter: Lisa M Balbes, Ph.D., Chief Scientist, Balbes Consultants, LLC

We all know the Internet and information technology have changed the way we do business. But how have they changed the way we find business, jobs or even completely new careers? New technological tools such as blogs, social networking, wikis, video conferencing and so on provide a wealth of information - both for you and about you. This



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presentation will focus on tools and techniques of particular use to postdoctoral professionals, and how they can be used for both short-term job searching and long-term career development. This presentation will cover tools including LinkedIn, LinkUp, Twitter, QR codes, Skype/WebEx, feedly, Reppler and others. Each tool will be discussed in detail, including a general description of its purpose, tips for making the most effective use of it, and specific applications for postdocs and early career professionals. Up to the minute current events in these fields will also be discussed, and a list of resources for further investigation will be provided.

Postdoc Identification and Tracking: Building a Robust Network of Unique Researchers

Moore Auditorium, North Building
Intended Audience: ALL

Presenters: Rebecca Bryant, Ph.D., Director of Community, ORCID; Walter Schaffer, Ph.D., Senior Scientific Advisor for Extramural Research, NIH; Melanie Sinche, M.A., Director, FAS Office of Postdoctoral Affairs, Harvard University

In 2012, the NIH Biomedical Research Workforce Working Group made recommendations that the NIH should take to support a sustainable biomedical research workforce in the United States. In the course of its study, working group members were “frustrated and sometimes stymied” by the lack of quality, comprehensive data about biomedical researchers. In response, NIH has recommended the development of a simple, comprehensive tracking system for trainees, implemented a shared, voluntary researcher profile system called the Science Experts Network Curriculum Vitae (SciENCv), and encouraged the adoption of unique, persistent ORCID identifiers for researchers. Additionally, the NSF expects to launch the inaugural Early Career Doctorates Survey this winter, which will serve as the most comprehensive set of data collected on Ph.D.s and postdocs since the 2004-2005 Sigma Xi Survey. Universities and research institutes also face challenges of reliably identifying their researchers and tracking outcomes over time. In this workshop, a senior administrator from the NIH, a PDO director, and the outreach director for ORCID will provide an overview of the progress made over the past year in terms of postdoc identification, data collections and future plans. Workshop attendees will examine both local and national challenges, share information about their postdoc exit data collection and tracking best practices, and discuss opportunities for other institutional stakeholders to benefit from improved local and national data on postdocs.

Preventing PDO Burnout

Sponsored by Garnett-Powers & Associates, Inc.
FLTC Holden Auditorium
Intended Audience: PDO

Presenter: Lori Conlan, Ph.D., Director, Office of Postdoc Services and the Career Services Center/OITE, NIH

As postdoc administrators, we have built rewarding and satisfying jobs helping other people find their paths. But from time to time, our jobs can overwhelm us and we notice stress, boredom, or burnout — any of which may lead to job dissatisfaction. This facilitated discussion will offer research on self-care and burnout avoidance, help participants develop personal action plans, and provide a space to discuss how we can create a network to support our own careers.

10:45 a.m. – 12:15 p.m.

INNOVATION IN ACTION SESSION

A hallmark of NPA Annual Meetings is sharing ideas, problems, and solutions with colleagues. The Innovation in Action sessions are intended to facilitate the free flow of information.

The Nuts and Bolts of Setting up a New PDO

FLTC 301 A/B

Starting a new postdoc office requires support from a variety of stakeholders, a plan for getting started, hiring staff, forming partnerships, and engaging the postdoctoral population, faculty and administrators. Where do you start? How can you ensure the creation of an effective and sustainable office?

Session Moderators: Giselle Sandi, Ph.D., Director, Research and Teaching Mentoring Programs, Rush University Medical Center; Mary Anne With, MBA, Postdoctoral Program Office Leader, Los Alamos National Laboratory

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Keeping it Real — Ideas for the Well Established PDO

FLTC 302 A/B

Challenges can arise in even the well-established and supported postdoc office. How can the PDO connect with faculty; garner support for institutional policies; enhance compliance; postdoc needs; build and maintain relationships with HR for compliance with legal, institutional and federal policies?

Session Moderators: Laurie E. Risner, Ph.D., Postdoctoral Affairs Administrator, University of Chicago; Nancy Schwartz, Ph.D., Associate Dean and Director, Postdoctoral Affairs, Professor of Biochemistry and Molecular Biophysics, University of Chicago

Behind Closed Doors — Resolving Conflicts Before You Have to Engage in Conflict Resolution

FLTC 303 A/B

PDOs are often in the middle of employee relations issues between postdocs and their supervisors. What are the best strategies for guiding both parties through resolving conflicts before they escalate beyond your control?

Session Moderators: Leanne Stewart, Ph.D., Human Resources Consultant, Washington University in St. Louis; Sofie Klepner, Ph.D., Assistant Dean for Postdoctoral Affairs, Stanford University

Pulling it All Together — Providing an In-House Career Development Toolkit for Your Postdocs

FLTC 304 A/B

Navigating a successful career transition requires more than just amazing research! Don't reinvent the wheel. Learn what resources are already at your disposal to tailor career development activities for postdocs at your institution.

Session Moderators: Lori Conlan, Ph.D., Director, Office of Postdoc Services and the Career Services Center/OITE, NIH; James Gould, Ph.D., Director, Office for Postdoctoral Fellows, Harvard Medical School/Harvard School of Dental Medicine

Alumni Associations and Postdoc Tracking — How Can We Link the Two?

FLTC 401 A/B

Alumni tracking can help with more than just networking. PDOs and PDAs are often asked to justify their efforts and report the return on investment (ROI). Discussion participants will be asked to share tools and strategies for tracking postdoc alumni and insights on tracking into the types of careers your postdocs are choosing.


Session Moderators: Karyn Lawrence, Coordinator Postdoctoral Programs, St. Jude Children's Research Hospital; Rebecca Bryant, Ph.D., Director of Community, ORCID

Jumpstarting Your PDA — Organizing, Networking and Moving Forward

FLTC 402 A/B

How do postdocs find each other? Why is this important? What are the initial steps Postdocs can take in establishing a PDA with institutional support? How do you get institutional support?

Session Moderator: Sina Safayi, DVM, Ph.D., Postdoctoral Research Associate, Iowa State University



Argonne Postdoctoral and Fellowship Programs

Argonne is a Department of Energy national laboratory with over 1,500 scientists and engineers performing world-class research aimed at solving the nation's energy, environmental and security challenges. Argonne's Postdoctoral Program provides early Science, Technology, Engineering and Mathematics (STEM) career professionals with the opportunity to conduct meaningful, cutting-edge research in an inspired and resource-rich environment. There are three types of appointments to which candidates may apply.

Argonne Named Fellowships – These are the lab's most prestigious fellowships and are named after scientific and technical luminaries. Named Fellows work closely with an Argonne sponsor to pursue their research interests. A Named Fellow is hired as an Argonne Scholar with full benefits, a competitive salary and a stipend for research support. Named Fellows may renew their appointments on an annual basis for up to 3 years, with the possibility of retention.

Director's Fellowships – Director's Fellowships are granted to outstanding scientists and engineers who show potential for being leaders in their fields. Director's Fellows make significant contributions to Argonne's strategic mission through existing programs or by initiating new research areas. A Director's Fellow is hired as an Argonne Scholar with full benefits and a competitive salary. Director's Fellowships can be renewed annually for up to two years.

Divisional Postdoctoral Associates—perform research in existing science and technology programs; present and publish research; contribute to the overall research efforts of the Laboratory; advance knowledge in basic and applied research; and strengthen U.S. scientific and technical capabilities. Candidates are selected based on their academic background and possible input to the lab's research. Initial postdoctoral appointments are for one year with the opportunity to extend up to three years.

For information on application deadlines, current divisional openings, application instructions and frequently asked questions, please visit the Argonne Postdoctoral Programs web site at <http://www.dep.anl.gov/postdocs/> or www.anl.gov/careers

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Compliance with Professional Development and Mentoring Requirements for External Funding Sources

FLTC 403 A/B

Funding agencies are recognizing the importance of mentoring at the graduate and postdoctoral training levels. How can you best prepare yourself to help your institution meet training requirements?

*Session Moderator: **Ed Krug, Ph.D.**, Associate Professor and Assistant Dean for Postdoctoral Affairs, Medical University of South Carolina*

Strategies for Engaging Prospective Employers for Postdocs

FLTC 404 A/B

Part of a postdoc's job is to get a job. With an increasingly tight job market, networking is important as ever. How can you engage local and regional organizations to establish useful relationships for your postdocs?

*Session Moderators: **Garth Fowler, Ph.D.**, Associate Executive Director of Education, American Psychological Association; **Bob Dolan, MBA**, Career Advisor for Postdoctoral Scholars, Massachusetts Institute of Technology (MIT)*

12:15 p.m. – 1:15 p.m.

Themed Lunch-Arounds

Box Lunches are available in the Farrell Learning and Teaching Center (FLTC) Atrium. You will need to show your badge to receive your meal. One meal per person, please. Lunch-Arounds will take place in rooms on 2nd, 3rd, and 4th floors of FLTC.

Holden Auditorium (1st floor): **Open**

FLTC 202: **Research Careers in Industry**

FLTC 203: **Careers in Science Policy**

FLTC 204: **Work Life Balance**

FLTC 210: **2014 Travel Award Recipients**

FLTC 302 A/B: **Immigration Issues**

FLTC 303 A/B: **Middle East – Networking for Past/Current/Future Residents**

FLTC 304 A/B: **U.S. East Coast – Networking for Past/Current/Future Residents**

Connor Auditorium (1st floor): **Open**

1:30 p.m. – 2:45 p.m.

PLENARY SESSION II

“Post Doc, Ergo Doc?”

FLTC Moore Auditorium

*Presenters: **Gregory A. Petsko, Ph.D.**, Arthur J. Mahon Professor of Neurology and Neuroscience and Director, Helen and Robert Appel Alzheimer's Disease Research Institute, Weill Cornell Medical College, Adjunct Professor of Biomedical Engineering, Cornell University, Gyula and Katica Tauber Professor of Biochemistry and Chemistry, Emeritus, Brandeis University, Adjunct Professor of Neurology, Harvard Medical School; **Leslie Pond, Ph.D.**, Head of Postdoctoral/Fellowship Programs, Novartis Institutes for BioMedical Research (NIBR); **Michael Sesma, Ph.D.**, Chief, Postdoctoral Training Branch, Division of Training, Workforce Development, and Diversity, National Institutes of General Medical Sciences (NIGMS).*

This plenary session features a panel speaking on the topic of postdoctoral training from the perspective of their respective organization. For many Ph.D.s, particularly but not exclusively in the life sciences, the postdoc has become the default next step in their lives, and the expectation is that an academic position will be found. The lives of many postdocs are made difficult by too little pay and few — if any — benefits.

3:00 p.m. – 5:00 p.m.

Poster Session & Networking Break

FLTC Atrium

5:30 p.m.

Depart for Social/Networking Event

Parkway Hotel

6:00 p.m. – 10:00 p.m.

Evening Social/Networking Event

City Museum

You must have registered for this event and pre-paid the ticket by March 28, 2014. Sorry, due to space and catering limitations, we are not able to accommodate late requests.

AGENDA | Sunday, April 6, 2014

6:30 a.m. – 8:30 a.m.

Breakfast at Hotel

Parkway Hotel Lobby

9:00 a.m. – 10:30 a.m.

CONCURRENT WORKSHOPS SESSION III

9:00 a.m. – 9:45 a.m.

Conflict Management for Research Teams (45-minute workshop)

FLTC 301 A/B

Intended Audience: ALL

*Presenters: **Anna K. Kopec Ph.D.**, Research Associate, Department of Pathobiology & Diagnostic Investigation, Co-Chair of the MSU Postdoctoral Association, Michigan State University; **Antonio A. Nunez, Ph.D.**, Professor of Psychology and Neuroscience, Associate Dean of the Graduate School for Academic Affairs and Post-doctoral Training, Michigan State University*

This workshop is an interactive activity that uses short videos of interactions between principal investigators and postdocs to facilitate discussion of strategies to jointly set expectations and avoid conflicts in research laboratories. The strategy showcased for both setting expectations and managing conflicts is an interest-based approach of negotiation. That 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 involves mini-lectures by the facilitators to introduce aspects of the interest-based approach and to contrast it with alternative strategies for conflict prevention and management. 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 implementation of the interest-based approach.

9:45 a.m. – 10:30 a.m.

How to Plan Successful Postdoc Career Development Programming (45-minute workshop)

FLTC 302 A/B

Intended Audience: ALL

*Presenters: **Christina Burkot, B.A.**, Postdoc Programming Coordinator, Office of Faculty Affairs, Harvard School of Public Health; **Benedicte Mengel Pers, Ph.D.**, Postdoctoral Research Fellow, Vice President, Postdoc Association, Harvard School of Public Health (HSPH)*

In addition to scientific training, postdoctoral research fellows increasingly express interest in professional development training. It can be challenging for schools to organize career development programs. The first half of this workshop will be an activity where participants rank a list of potential workshop topics based on what they consider to be the most popular and relevant to postdocs. The activity will highlight the types of career development programs postdocs request and what is realistic for PDOs to provide. In the second half of the workshop, we will examine qualitative and quantitative data from several years of HSPH's postdoc programming. The session will reflect on HSPH workshops that were successful and unsuccessful, and how we use the data to modify the programming each year. The objective of this workshop will be to identify strategies for evaluating the success of postdoc career development programs and workshops, and to adapt the program to respond to the needs of postdocs and the changing job market.

9:00 a.m. – 10:30 a.m.

Creating Teaching Opportunities for Postdocs

FLTC 303 A/B

Intended Audience: ALL

*Presenters: **Salvador Almagro-Moreno, Ph.D.**, Postdoctoral Researcher, Geisel School of Medicine, Dartmouth, E. E. Just Fellow and President, Postdoctoral Association, Dartmouth College; **Gaëlle Kolb, Ph.D.**, Assistant Director, Professional Development Office, Johns Hopkins Medical Institutions; **Lisa Kozlowski, Ph.D.**, Associate Dean for Postdoctoral Affairs and Recruitment, Thomas Jefferson University (TJU)*

One of the career development needs of postdoctoral scholars is to have opportunities to teach during their training period. This workshop will showcase how three different institutions have built networks and programs across campus and regionally that have created teaching opportunities for postdocs. Salvador Almagro-Moreno, President of Dartmouth College Postdoctoral Association (DCPDA), will talk about how a network created by partnering between DCPDA, the Dartmouth Center for the Advancement of

Sunday, April 6, 2014

Learning (DCAL) and the NIH-sponsored New Hampshire Network of Biomedical Research Excellence (NH-INBRE) has provided postdoctoral scholars at Dartmouth College with teaching opportunities and training to improve their teaching skills. Kozlowski, Associate Dean for Postdoctoral Affairs at Thomas Jefferson University, will discuss her experience with developing a pilot mentored teaching program at the Community College of Philadelphia, the establishment of a Principles of Pedagogy course, and the promotion of newly created teaching opportunities on-campus. Kolb, Assistant Director of the Professional Development Office at the Johns Hopkins Medical Institutions will present The Johns Hopkins Teaching Fellows Program, initiated in partnership with the Johns Hopkins PDA, and the program's mentored teaching experiences, varying in intensity and duration, at several primarily undergraduate universities in the Baltimore area.

9:00 a.m. – 10:30 a.m.

Painting a Picture of National Postdoc Policies: The NPA Institutional Policy Database

FLTC Connor Auditorium

Intended Audience: ALL

Presenters: Kryste Ferguson, M.Ed., Membership Manager, NPA; Melanie Sinche, M.A., Director, FAS Office of Postdoctoral Affairs, Harvard University

In an effort to build a robust data set on institutional postdoc policies across the country, the NPA Sustaining Member Survey Task Force redesigned the NPA's Institutional Policy Database in 2012-2013. The survey was launched in the July 2013 and has been populated by NPA PDO/Institutional Sustaining Members since then.

In this workshop, committee members will present data generated by the survey for the first time.

Information presented will include:

- Snapshot of demographic data on postdocs nationally
- Reporting structures for postdoc offices at institutions across the country
- Summary of appointment and exit processes
- Overview of postdoc compensation and benefits in the United States
- Postdoc services available at institutions

It is our hope that by presenting this preliminary data, current and potential NPA members will have the information needed to benchmark their own institutions against their peers.

Following the overview of the data collected, presenters will discuss potential uses and next steps for the data set, including the publication of a report on findings.

9:00 a.m. – 10:30 a.m.

PhDs to Co-founders: Three Stories of Improving Science by Starting Companies

FLTC Holden Auditorium

Intended Audience: IP

*Presenters: Jonathan Hirsch, M.S., President, Co-Founder, Syapse; Sam Molyneux, Ph.D., Co-Founder, Sciencescape
Moderator: Adam Regelmann, M.D., Ph.D., Co-Founder, Quartz*

We live at a time of incredible advancement in our understanding of how biological systems work. Yet only a small number of the discoveries made at the bench are translated into applications that improve our lives. Postdoctoral fellows have assembled a unique set of both technical and cognitive skills, which they can use for many purposes. Among the career options before them is entrepreneurship, where they can forge into new territory, either creating innovative markets or disrupting inefficient ones. In this workshop postdocs will hear the stories of three different entrepreneurs, which will include a candid discussion regarding the pros and cons of such a career path as well as practical considerations one must think about when starting a new company. A panel discussion will follow and be guided by attendee questions.

Contact the NPA

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March 4 - 6, 2016

Grand Rapids, MI

Sunday, April 6, 2014

9:00 a.m. – 10:30 a.m.

Proving Why We Matter: Using Career Development Outcomes to Promote PDO Effectiveness to Stakeholders

FLTC 214

Intended Audience: PDO

Presenter: Dara Wilson-Grant, MEd, NCC, LPCA, Associate Director/Career Counselor, University of North Carolina at Chapel Hill

As postdoctoral administrators we coach our postdocs on the importance of effective self-promotion. However, are we taking our own advice when it comes to promoting the value of our efforts as PDO leaders? As funding continues to shrink, many of us are asked to show evidence of how our career and professional development programs and services impact the postdocs we serve. During this session, participants will learn how to:

- Define successful career outcomes beyond the frequently asked question, “Where do our postdocs end up?”
- Develop and implement metrics designed to assess postdoctoral career development needs and the effectiveness of existing programs and services
- Use outcome data as a powerful tool in promoting career development services to key stakeholders (i.e. faculty, and administrators)

10:30 a.m. – 11:00 a.m.

Networking Break

FLTC Atrium

11:00 a.m. – 12:00 p.m.

NPA Town Hall Discussion: Topics Regarding NPA Business and Resources

FLTC Moore Auditorium

Moderators: Belinda Lee Huang, Ph.D., NPA Executive Director; Keith Micoli, Ph.D., Director, Postdoctoral Program, NYU, Chair, NPA Board of Directors

This Q&A session is a tradition at the 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 2014 Annual Meeting. Thank you for participating!

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



POSTDOCTORAL TRAINING PROGRAMS

Approximately 25% of MUSC postdocs are supported by long standing training grants in Research, Drug Alcohol Abuse, Bioenergetics, Inflammatory and Fibrosing Diseases, Renal Function and Disease, Pediatric Cardiology, Traumatic Stress Across the Lifespan, Craniofacial and Oral Health, and Cardiovascular Therapies.

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2014 DISTINGUISHED SERVICE AWARD RECIPIENT



The recipient of the National Postdoctoral Association (NPA) 2014 Distinguished Service Award (DSA) is **Shirley M. Tilghman, Ph.D.**

Tilghman was elected Princeton University's 19th President on May 5, 2001, assumed office on June 15, 2001, and served in that capacity until June 2013.

An exceptional teacher and a world-renowned scholar and leader in the field of molecular biology, she served on the Princeton faculty for 15 years before being named President.

Tilghman, a native of Canada, received her Honors Bachelor of Science in chemistry from Queen's University in Kingston, Ontario, in 1968. After two years of secondary school teaching in Sierra Leone, West Africa, she obtained her doctoral degree in biochemistry from Temple University in Philadelphia.

During postdoctoral studies at the National Institutes of Health (NIH), she made a number of groundbreaking discoveries while participating in cloning the first mammalian gene, and then continued to make scientific breakthroughs as an independent Investigator at the Institute for Cancer Research in Philadelphia.

Tilghman came to Princeton in 1986 as the Howard A. Prior Professor of the Life Sciences. Two years later, she also joined the Howard Hughes Medical Institute as an Investigator. In 1998, she took on additional responsibilities as the founding Director of Princeton's multi-disciplinary Lewis-Sigler Institute for Integrative Genomics.

A member of the National Research Council's committee that set the blueprint for the U.S. effort in the Human Genome Project, Tilghman also was one of the founding members of the National Advisory Council of the Human Genome Project for the NIH.

She is renowned for her pioneering research in mammalian developmental genetics, for her national leadership on behalf of women in science, and for promoting efforts to make the early careers of young scientists as meaningful and productive as possible.

From 1993 through 2000, Tilghman chaired Princeton's Council on Science and Technology, which encourages the teaching of science and technology to students outside the sciences, and in 1996 she received Princeton's President's Award for Distinguished Teaching. She initiated the Princeton Postdoctoral Teaching Fellowship, a program across all the science and engineering disciplines that brings post-

doctoral students to Princeton each year to gain experience in both research and teaching.

In 2002, Tilghman was one of five winners of the L'Oréal-UNESCO Award for Women in Science. In the following year, she received the Lifetime Achievement Award from the Society for Developmental Biology, and in 2007, she was awarded the Genetics Society of America Medal for outstanding contributions to her field.

Tilghman is a member of the American Philosophical Society, the National Academy of Sciences, the Institute of Medicine, and the Royal Society of London. She serves as a trustee of Amherst College, the Carnegie Endowment for International Peace and the King Abdullah University of Science and Technology, and as a director of Google Inc.

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.

Members of the Nominating Committee were:

Antonio Nunez, Ph.D., Associate Dean of Academic Affairs, Michigan State University; **Karen Peterson, Ph.D.**, Director, Office of Scientific Career Development, Fred Hutchinson Cancer Center; **Jonathan Wiest, Ph.D.**, Director, Director for Training and Education, National Cancer Institute; **Darlene F. Zellers, Ph.D.**, Associate Dean of Postdoctoral Affairs, University of Pittsburgh School of Medicine.

Members of the Award Subcommittee were:

Christine Des Jarlais, Ed.D., Assistant Dean for Postdocs & Career Development, University of California, San Francisco; **Pallavi Eswara**, Office of Postdoctoral Affairs, Pennsylvania State University, Chair, 2014 Distinguished Service Award Committee; **Padmesh Rajput, Ph.D.**, Postdoctoral Scientist, Neurology, Cedar-Sinai Medical Center; **Mahadeo Sukhai, Ph.D.**, Senior Cancer Research Fellow, University Health Network, Vice Chair, National Postdoc Association Board of Directors.

Past recipients of the Distinguished Service Award are:

2013 - Burroughs Wellcome Fund

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

2011 - Science Careers and The Gladstone Institutes

2010 - Trevor M. Penning, Ph.D., Professor of Pharmacology, Biochemistry and Biophysics, and OB/GYN, and Director of the Center of Excellence in Environmental Toxicology (CEET), 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

**Titles and institutions listed here reflect the title at the time the award was given, and may have changed since then.*

2014 MENTOR AWARD RECIPIENT



The recipient of the 2014 NPA Garnett-Powers & Associates, Inc. Mentor Award is **Joel Elmquist, D.V.M., Ph.D.**

Elmquist is the Maclin Family Professor of Medical Science, in Honor of Dr. Roy A. Brinkley and the Carl H. Westcott Distinguished Chair in Medical Research in the

Departments of Internal Medicine and Pharmacology at The University of Texas Southwestern Medical Center in Dallas. He is also the Director of the Center for Hypothalamic Research at UT Southwestern. He was the 2008 recipient of the Ernst Oppenheimer Award of The Endocrine Society for his studies identifying sites in the brain that underlie the coordinated control of food intake, body weight and glucose homeostasis. Prior to his arrival at UT Southwestern in 2006, he was an Associate Professor of medicine and neurology at Harvard Medical School. Elmquist is an author on over 150 peer reviewed scientific articles, invited reviews and book chapters.

He was nominated by **Chen Liu, Ph.D.**, Postdoctoral Fellow, Davis Foundation in Eating Disorder Research, Division of Hypothalamic Research, Department of Internal Medicine, UT Southwestern Medical Center at Dallas; **Eric D. Berglund, Ph.D.**, Assistant Professor in the Division of Metabolic Disease and Mechanism, Advanced Imaging Research Center and Department of Pharmacology; **Yong Xu, M.D., Ph.D.**, Assistant Professor, Children's Nutrition Research Center, Department of Pediatrics, Department of Molecular

and Cellular Biology, Baylor College of Medicine; and **Michael Scott, Ph.D.**, Assistant Professor of Pharmacology, University of Virginia. Elmquist was recognized for his mentoring philosophy and activities, including but not limited to providing career and professional development guidance, supplying opportunities to leave the lab with data/ideas that can be used to launch a career, and his high accessibility.

Berglund wrote that "Joel is deserving of the award because he offers an environment where hard work is appreciated and rewarded, a genuine effort to 'train' the trainees exists, and his trainees almost without exception move on to the desirable positions within 4-5 years. In addition, Joel provides realistic career advice and opportunities to leave the lab with data/ideas that can be used to launch a career. However, Joel does not micro-manage his trainees and expects them to define their career goals, manage their time and resources, and complete the work. This is important because trainees need to do this independently to succeed in a competitive field."

Several nominators noted Elmquist's efforts to create a "collaborative environment," exemplified by this comment from Scott: "Joel's approach to running his lab was to promote collaborative interactions between the postdoctoral trainees, which allowed me to develop numerous scientific relationships that I maintain to this day. These interactions were fostered by Joel's approach of ensuring each postdoctoral trainee had a diverse set of projects that fostered

interactions and not competition between trainees. Access to Joel was also unrestricted, as trainees were always welcome to discuss their work at anytime."

His research focuses on identifying the pathways in the brain regulating food intake, body weight and glucose homeostasis. Towards these goals, Elmquist and colleagues have developed several unique mouse models that allow neuron-specific manipulation of key genes regulating neuronal function and responses to key metabolic signals such as leptin and ghrelin. This combined research program has focused primarily, but not exclusively, on using Cre/lox technology to perturb specific genes in narrow subsets of neurons. Gene targeting methods were used to create the various "loxed" alleles. These unique mouse models are being used in the field and it is likely that interesting and unexpected findings will emerge over the next decade. This will hopefully aid the understanding of how the nervous system regulates feeding, body weight, insulin secretion by the pancreas, and glucose homeostasis.

The members of the selection committee included: **Belinda Lee Huang, Ph.D.**, NPA Executive Director; **Keith Micoli, Ph.D.**, Director, Postdoctoral Program, New York University (NYU), Chair, NPA Board of Directors; **John Peck, M.A.**, Human Resources Manager/Postdoc Advisor, J. David Gladstone Institute, NPA Advisory Council; and **Mahadeo Sukhai, Ph.D.**, Research Fellow and Team Leader, University Health Network, Vice Chair, Board of Directors.



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KEYNOTE SPEAKER



Susan M. Fitzpatrick, Ph.D., is Vice President of the James S. McDonnell Foundation (JSMF). The McDonnell Foundation is one of a limited number of international grant-makers supporting university-based research in the biological and behavioral sciences through foundation-initiated programs via competitive, peer-review proposal

processes. As Vice President, Fitzpatrick serves as JSMF's Chief Operating Officer.

Fitzpatrick received her doctoral degree in Biochemistry and Neurology from Cornell University Medical College (1984) and pursued postdoctoral training with *in vivo* NMR spectroscopic studies of brain metabolism in the Department of Molecular Biochemistry and Biophysics at Yale University.

Fitzpatrick served as the Associate Executive Director of the Miami Project to Cure Paralysis (1989-1992), a comprehensive basic science and applied science research center focused on restoring neurological function to persons with

spinal cord injury. Her responsibilities included all public outreach and educational efforts and she served as the Scientific Liaison to the development, fundraising, and public relations staff. As Executive Director of the Brain Trauma Foundation (BTF) (1992-1993), Fitzpatrick guided the foundation through reorganization. BTF is now a leader in advancing the acute care of patients with traumatic brain injury. Fitzpatrick joined JSMF in 1993 as the foundation's first Program Officer. She was promoted to Program Director in 1997 and to Vice President in 2000. Fitzpatrick is an Adjunct Associate Professor of neurobiology and anatomy and occupational therapy at Washington University School of Medicine, teaching neuroscience. Fitzpatrick lectures and writes on issues concerning applications of neuroscience to clinical problems, the role of private philanthropy in the support of scientific research, and on issues related to the public dissemination of and understanding of science. Fitzpatrick serves on the boards of the Association of Women in Science, the Ontario Brain Institute, the American Occupational Therapy Foundation, and she is a past member of the board of the American Association for the Advancement of Science.



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PLENARY SESSIONS SPEAKERS



Plenary Session I

Michael S. Teitelbaum, Ph.D., is

Senior Research Associate in the Labor and Worklife Program at Harvard Law School. Until 2011 he was Vice President of the Alfred P. Sloan Foundation.

He is a demographer, with research interests that include the causes and

consequences of very low fertility rates; the processes and implications of international migration; and patterns and trends in science and engineering labor markets in the United States and elsewhere. He is the author or editor of 10 books, and a large number of articles on these subjects.

Teitelbaum previously served on the faculties of Princeton University and Oxford University, and later as a visiting scholar at Yale. Among other roles he has been Staff Director of the Select Committee on Population of the U.S House of Representatives, and Vice Chair and acting Chair of the U.S. Commission on Immigration Reform, which issued its final report to the President and Congress in 1997.

He was educated at Reed College and at Oxford University, where he was a Rhodes Scholar. In 2013 he was selected "Person of the Year" by *Science Careers* (*Science* magazine).



Plenary Session II

Gregory A. Petsko, Ph.D., graduated summa cum laude in chemistry from Princeton University in 1970, and received a Rhodes Scholarship to Oxford University, where he completed his

doctoral research in molecular biophysics in 1973 under the direction of Sir David C. Phillips. He has recently become Professor of neurology and neuroscience at Weill-Cornell Medical College, and is the Director of the Helen and Robert Appel Alzheimer's Disease Research Institute. Petsko is a Co-founder of ArQule, Inc., one of the world's leading companies in combinatorial chemistry, and serves on the boards of several other biotechnology companies.

After a brief postdoctoral sojourn in biochemistry in Paris with Pierre Douzou, he was an instructor and Assistant Professor of biochemistry at Wayne State University School of Medicine from 1973 through 1978, where he twice received a Faculty Research Award. He then moved to the Massachusetts Institute of Technology, where he served as an Associate Professor of chemistry from 1978 through 1985 and

Professor of chemistry from 1985 through 1989. In 1990 he was appointed the Lucille P. Markey Professor in biochemistry and chemistry at Brandeis University. From 1994 to 2006 he served as the Director of the Rosenstiel Basic Medical Sciences Research Center at Brandeis University; and since 1996 has held the title of Gyula and Katica Tauber Professor of biochemistry and molecular pharmacodynamics, succeeding William P. Jencks, the first holder of this Chair. He also served as Chair of the Biochemistry Department at Brandeis.

Petsko's research interests are the determination of protein three-dimensional structure and the relationship of that structure to biological function. Most of his work has been, and continues to be, done in collaboration with his friend and Brandeis colleague, Dagmar Ringe. The tools he uses include X-ray crystallography, protein engineering, yeast genetics and computational biophysics. He is currently focusing on several specific problems: enzymatic catalysis of hydrogen ion transfer, the role of metal ions in bridged bimetallic enzymes and the relationship of protein flexibility to protein function.

He has received numerous awards, including the Sidhu Award of the American Crystallographic Association for outstanding contributions to X-ray diffraction, the Pfizer Award in Enzyme Chemistry of the American Chemical Society in 1986, and an Alexander von Humboldt Senior Scientist Award in 1989.

In 1991 he was awarded the Max Planck Prize, which he shared with Professor Roger Goody of Heidelberg for their work on the origins of some human cancers. In 1995 he was elected to the National Academy of Sciences and received a Guggenheim Fellowship. In 2001 he was awarded the Lynen Medal (shared with professor Janet Thornton), and was elected to the Institute of Medicine. In 2002, he was elected to the American Academy of Arts and Sciences. In 2004 he shared an award from the McKnight Endowment for Neuroscience with Ringe. He and Ringe also shared the Abram Sachar Medallion from the Brandeis University National Women's Committee in 2006. Petsko is the first man ever to receive this award, which he says means he at last may be getting in touch with his feminine side. In 2010 he was elected to the American Philosophical Society, the oldest intellectual honor society in the United States, founded by Benjamin Franklin in 1743, and was also named a foreign member of the Hungarian Academy of Sciences. In May of 2011 he received an honorary Doctor of Laws from Dalhousie University in Canada.

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Leslie Pond, Ph.D., is the Head of Postdoctoral/Fellowship Programs and a member of the Education, Diversity & Inclusion team at the Novartis Institutes for BioMedical Research (NIBR). She received her doctoral degree in biochemistry from the University of Wisconsin-Madison, and was a Postdoctoral

Fellow at The Scripps Research Institute, California and the University of Dundee, Scotland. She then joined Cell Press as a Senior Editor for the journals *Cell* and *Molecular Cell*. Prior to joining NIBR in September 2006, she was a Scientific Editor at Virtual Text/Jones and Bartlett Publishers, where she was part of a team that developed online textbooks and the cell biology textbook *CELLS*.



Michael Sesma, Ph.D., is Branch Chief for Postdoctoral Training in the Division of Training, Workforce Development and Diversity at the National Institute of General Medical Sciences (NIGMS).

Sesma received his bachelor's degree in biology and psychology from the University of California, San Diego in 1976; his doctoral degree in

psychology at UC Riverside in 1981; and completed post-doctoral training from 1981–1985 in anatomy and cell biology, and psychology at Vanderbilt University. From 1985 to 1994, he was a faculty member at the School of Optometry at the University of Missouri, St. Louis with research focused on functional organization and development in the visual system. In 1990, as a visiting faculty member in psychiatry at Washington University Medical School, he focused on the role of glutamate and glutamate receptors in normal and neurodegenerative processes that may underlie neurological and psychiatric illnesses.

In 1994, Sesma joined the National Institutes of Health (NIH), first as a Scientific Review Administrator, then Program Director at NIGMS. In 2002 he moved to the National Institute of Mental Health (NIMH) to direct diversity programs, and training and career development programs. He returned to NIGMS in August 2012.

Sesma has served on a variety of academic and NIH committees, including the Society for Neuroscience Committee for Neuroscience Literacy, the NIH Staff Training in Extramural Programs Committee, which he chaired, and is past Treasurer for the U.S. Department of Health and Human Services and NIH Hispanic Employee Organizations.

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Salvador Almagro-Moreno, Ph.D., received his doctoral degree in microbiology from University College Cork, Ireland. He is currently a Postdoctoral Researcher in the Department of Microbiology and Immunology at the Geisel School of Medicine at Dartmouth. He is Dartmouth's E. E. Just

Fellow and the President of Dartmouth College Postdoctoral Association, a position he has held for three consecutive years. Almagro-Moreno's scientific career has been focused on the understanding of the evolution and ecology of the bacterium that causes the severe diarrheal disease cholera.



Sibby Anderson-Thompkins, Ph.D., serves as the Director of postdoctoral affairs in the Office of the Vice Chancellor for Research at the University of North Carolina (UNC) at Chapel Hill. Previously, she served as a Clinical faculty member in education and Dean of academic advising at Agnes Scott

College in Decatur, Ga. She has also served as an Associate Dean in Student Affairs at Hampshire College in Amherst, Mass. and the Assistant Dean of Students and Assistant Dean in the Office of Student Academic Counseling at UNC. She brings more than 20 years experience in higher education administration with expertise in serving and supporting the success of international, women and under-represented racial and ethnic students and postdoctoral scholars. In terms of service, Thompkins has been an active member of the National Postdoctoral Association (NPA) serving on the former NPA Diversity Committee and the Advisory Group for the NPA ADVANCE project (From Postdoc to Faculty: Transition Issues for Women Scientists), and NPA leadership as the Diversity Officer. Currently, she serves on the Postdoctoral Committee on Science, Engineering and Public Policy of the National Academies, charged with reporting the State of the Postdoctoral Experience for Scientists and Engineers Revisited. At UNC, she serves on the Provost's Committees on Faculty Diversity and LGBTQ Life and the UNC School of Medicine's Initiative for Maximizing Student Diversity (IMSD) Advisory Board. She holds a doctoral degree in educational policy studies from Georgia State University.



John Augusto, Ph.D., is the Assistant Vice Provost at the Center for Undergraduate Research, where he focuses on overseeing the Center's activities and collaborating with other University of Kansas (KU) units involved in experiential learning. Augusto graduated from Washburn University in

1991 with a Bachelor of Arts in English and received his doctoral degree in education from KU in 2008. His professional experience includes leadership positions in enrollment management, research administration, graduate education and undergraduate research. In 2012, he was selected as the founding Director for the Center for Undergraduate Research at KU. One of his passions is working with students, postdocs and faculty in the area of research training grants. As a life member of the Society for the Advancement of Chicanos and Native Americans (SACNAS), Augusto has made presentations each of the past 15 years on training students and postdocs in science, technology, engineering and mathematics (STEM) disciplines.



Joel Baines, V.M.D., Ph.D., received his veterinary medicine degree from the University of Pennsylvania in 1983, and a doctoral degree from Cornell University in 1988. He was a Postdoctoral Trainee at the University of Chicago from 1988-1993. He is currently the James Law Professor

of virology and Associate Dean of Research and Graduate Education at the College of Veterinary Medicine at Cornell University in Ithaca, N.Y. He is also the Principle Investigator of a recently awarded National Institutes of Health (NIH) BEST (Broadening Experiences in Scientific Training) award to Cornell University.



Lisa M. Balbes, Ph.D., founded Balbes Consultants LLC in 1992, to provide technical writing/editing services. She is an internationally invited speaker on career management and development, author of "Nontraditional Careers for Chemists: New Formulas in Chemistry" (Oxford University

Press), and an American Chemical Society Career Consultant since 1993.

BIOGRAPHIES



Rebecca Bryant, Ph.D., serves as the Director of outreach for ORCID where she supports outreach to researchers, universities and research institutes, and funding organizations about the benefits of persistent researcher identifiers. Prior to joining ORCID she served as assistant dean and director of Graduate Career Services at the University of Illinois where she led initiatives to establish graduate career services and postdoctoral affairs.



Christina Burkot, B.A., is the Postdoc Programming Coordinator in the Office of Faculty Affairs at the Harvard School of Public Health (HSPH). In this role, she supports the HSPH Postdoc Association (PDA) and Postdoc Advisory Committee, manages the postdoc career development programming, and helps run monthly orientation sessions for new incoming postdocs. In addition, she manages the HSPH Yerby Postdoctoral Fellowship, a program designed toward expanding the diversity of those entering academic public health. She received her Bachelor of Arts from Wesleyan University in Middletown, Conn., and is currently enrolled in a master's degree program for arts administration at Boston University.



Kathleen Carrado Gregar, Ph.D., is the User and Outreach Programs Manager for the Center for Nanoscale Materials (CNM) at Argonne National Laboratory. Carrado Gregar has responsibility for the development of strategic alliances with the user community at large, for the CNM's outreach and public relations efforts, and manages user programs administration. She came to Argonne as a Postdoc upon earning her doctorate in 1986 from the University of Connecticut. During her twenty years in Argonne's Chemistry Division she rose to the level of group leader with research on nanocatalysis and nanocomposites, and became a Fellow of the American Chemical Society (ACS) in 2012. She has authored over 70 peer reviewed papers, book chapters and books, and has 5 patents. She has served in governance positions for the ACS Energy & Fuels Division, and is now their education & outreach Chair. In 2006 she was presented with a Department of Education (DOE) Office of Science Undergraduate Research Programs "Outstanding Mentor" Award.



Jennifer R. Cohen, Ph.D., earned her associate's degree from City College of San Francisco and her bachelor's degree in biology from Howard University. In 2003, Cohen was awarded a Minority International Research Training Fellowship to conduct biomedical research in Addis Ababa, Ethiopia, where she explored an inexpensive alternative for malaria prevention. In 2010, she earned her doctorate in biochemistry, cellular and molecular biology from the Johns Hopkins University, School of Medicine. Her discovery of the targeting signal for the severe acute respiratory syndrome (SARS) coronavirus envelope protein enhanced the modern paradigm of virus production by providing a novel approach for preventing viral infection. As a Postdoctoral Fellow in the Brady Urological Research Institute, her research examined non-classical roles of B-cell lymphoma 2 protein during prostatic disease. Cohen's dedication to scientific research is merged with a commitment for using policy to change the stereotyped race and gender of science. She is currently an American Association for the Advancement of Science (AAAS), 2013-14 Science & Technology Policy Fellow at the National Science Foundation (NSF). Working in the Office of International & Integrative Activities, she continues to broaden participation of minorities in STEM.



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

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Antoine de Morrée, Ph.D., is interested in how tissues repair themselves and why this capacity changes with age. After receiving a master's degree in Sweden and a doctoral degree in the Netherlands, he now pursues postdoctoral research at Stanford, where he studies molecular mechanisms that enable stem cells to activate and repair tissue damage.

In his spare time de Morrée is a special adviser to the leadership team of the Stanford University PDA, in which position he uses his network and experience as former treasurer (2012) and co-chair (2013). In 2013 he started Stanford Leaders in Communication, an organization that teaches scientists to communicate value and position ideas more competitively so they become more successful at communicating science and applying for jobs.



Christine Des Jarlais, Ed.D., became the first Assistant Dean for Postdoctoral Affairs at the University of California (UC) San Francisco (UCSF) in 2001. She helped develop the UC's 10-campus postdoc policy and comprehensive benefits plan, and then served on the UC bargaining team

that negotiated the UC-UAW Contract ratified in 2010. Since 2012, career development activities have become a primary focus. She has a doctoral degree in higher education administration from the University of Hawaii.



Sriram Devanathan, Ph.D., is a Postdoctoral Fellow at Washington University in St. Louis (WUSTL) in the Department of Radiology. He is currently pursuing interdisciplinary research to understand molecular mechanisms of lipid utilization and metabolism in the heart after

the onset of type-2-diabetes. He is also understanding the same using Positron Emission Tomography scanning. Devanathan completed his doctoral research at Miami University of Ohio, where he helped to elucidate biological role of specific genes using classic life-science tools and high-throughput techniques. He has also engaged in organizing and hosting professional development activities for graduate students and postdocs through his leadership roles, as Vice President of the Graduate Students Association at Miami University, President of the WUSTL Postdoc Society, and Vice President of the BioEntrepreneurship Core at WUSTL.



Daniel J. Eustace, Ph.D., gives back to the scientific and technical community by volunteering as a Career Consultant, and serves as an Adjunct Professor at the University of Connecticut, following a 33 year industrial career working in applied research, environmental and technical

management. Eustace regularly presents workshops and lectures on career development and the skills needed to manage knowledge workers' careers at events such as the "Preparing for Life After Graduate School" workshop. He maintains the Northeastern Section of the American Chemical Society (NESACS) blog related to these topics, and has written several articles on strategies to successfully navigate for your career in the job market. In the past year he has been on three panels related to (1) helping scientist thrive the global chemical enterprise, (2) commenting and advising on interdisciplinary research at a research university, and (3) reviewing Small Business Innovation Research (SBIR) proposals for a government agency. He has served as a professional recruiter for Eustace Consulting. He is the father of three young professionals and received his doctoral degree in chemistry from Brandeis University. In his leisure time he is a distance runner and did his first skydive over Cape Cod last year.



Kryste Ferguson, M.Ed., has enjoyed working with the postdoc population since 2003. Currently she is the part-time Membership Manager for the National Postdoctoral Association (NPA). Her responsibilities include management of the NPA Institutional Policy Survey, daily correspondence

with the NPA members, and finding ways to actively engage the membership. Previously she worked at the University of Pennsylvania Biomedical Postdoctoral Programs office as their Academic Coordinator for seven years. While there she tripled the number of career and professional development programs offered to Penn's postdoc population. She holds a master's degree in higher education management from the University of Pennsylvania and a bachelor's degree in international business from Westminster College. When not helping postdocs she keeps busy with her two young boys and enjoying the great outdoors in western New York State where she and her family reside.

BIOGRAPHIES



Gail E. Gasparich, Ph.D., has a productive research laboratory working primarily with undergraduate students and master's degree students in the areas of microbiology and population genetics. Gasparich is strongly involved in the development of programs for the recruitment and retention of women and underrepresented minorities into all areas of science and mathematics. One of her driving career goals is to help to increase the diversity within the scientific community for the next century. She is actively involved in the issue of the recruitment and retention of women and minorities into STEM majors and has published several relevant articles related to the topic. She has been recognized for her efforts with several awards including: The Richard L. Hilton, Jr. Outstanding Service Award—Department of Biological Sciences (2004); the Towson University Million Dollar Club (to individuals bringing in over a million dollars in grants) (2005); Outstanding Honors College Faculty Award (2005); the Fisher College of Science and Mathematics University and Professional Service Award (2005); and the President's Diversity Award (2013). Additionally, she was elected and currently serves as the Secretary for the Executive Board of the Association for Women in Science (AWIS) and is the Treasurer for the International Organization for Mycoplasmaology.



Catherine A. Gordon, Ph.D., is a third year Postdoctoral Scholar in the School of Medicine at Stanford University. She is a member of the laboratory of James Brooks, M.D., in the Urology Department, where she performs prostate cancer research, investigating the role of the gene, NUSAP1, in prostate cancer progression. Aside from research, Gordon is actively involved in the Stanford University Postdoctoral Association (SURPAS, formerly SUPD), where she collaborates with postdocs, faculty, and staff to improve and enrich the postdoctoral experience at Stanford and beyond. Such collaborations include overseeing over twenty postdoc-run committees, surveying the postdoctoral community, orchestrating two annual postdoctoral research symposiums, organizing a postdoctoral coffee hour series, hosting postdoctoral BBQs and happy hours, creating a postdoctoral teaching program, improving postdoctoral benefits, and bridging together postdocs from different institutions. In 2012 and 2013 she was an elected Co-chair of SURPAS, and currently advises the 2014 leadership team.



Kristene (Tina) Henne, Ph.D., earned her doctoral degree 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 Argonne's 300 postdocs. Henne has served on the NPA Meetings Committee for the 2013 and 2014 Annual Meetings and is a newly elected member of the NPA Board of Directors.



Andrew R. Hilgenbrink, Ph.D. is a Director at Cummings Bay Capital Management, L.P., an affiliated registered investment adviser of Highland Capital Management, L.P. He is a manager of a dedicated health care portfolio where he oversees all investments in the biotechnology and life science sectors. He focuses on public development stage therapeutic companies and emerging lab technologies that demonstrate high growth potential. Prior to joining Cummings Bay, he spent four years as a Health Care Equity Analyst at Jefferies & Company. During his tenure at Jefferies he covered stocks in a variety of healthcare sectors including specialty pharmaceuticals, pharmaceutical services, managed care, and healthcare information technology. Hilgenbrink has been actively investing in the biotechnology sector for over ten years. His corporate work experience includes working for Amylin Pharmaceuticals and Optical Therapeutic Technologies, a startup medical imaging company. He holds a doctorate of chemistry from Purdue University and a Master of Business Administration from the Owen Graduate School of Management at Vanderbilt University. He completed his Bachelor of Science in biochemistry from the University of Missouri and previously served on the Board of Directors of Molecular Insight Pharmaceuticals.

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Jonathan Hirsch, M.S., is the Founder and President of Syapse, a software company transforming health care by bringing omics into routine medical use. At Syapse, Hirsch works closely with diagnostic and health care providers, helping translate customer problems into software solutions. He is an Advisory Board member of the South by Southwest (SXSW) Accelerator, a mentor for UCSF Lean Launchpad for Healthcare course, and a member of the steering committee of Free the Data!, an effort started by Genetic Alliance and UCSF to crowdsource the interpretation of cancer genes.



Gaëlle Kolb, Ph.D., has been the Assistant Director of the Professional Development Office at the Johns Hopkins Medical Institutions since July 2013, where she is committed to enhancing the training and professional development of graduate students, postdoctoral and clinical fellows and junior faculty.

Kolb received her Master of Science in 2000 and her doctorate in 2003 in biology-health from the University Victor Segalen in Bordeaux, France. There, she selected and described the inhibitory potential of aptamers in HIV-1 replication. In 2005, Kolb held a postdoctoral position in the Laboratory of Viral Diseases, National Institute of Allergy and Infectious Diseases (NIAID). She developed a primary neuronal culture system and a mouse model of herpes simplex latency. From 2009 to 2011, she investigated ebolavirus entry and replication in the host cells in the NIAID's Emerging Viral Pathogens Section. She was most recently the Scientific Training Specialist in the Office of Training and Diversity at NIAID. There, she advised postdocs, and developed and delivered numerous workshops on career transition awards and European funding opportunities. Kolb has always demonstrated a strong interest in international research and worked with NIAID's Office of Global Research to gain an understanding of research underway across the globe.



Anna K. Kopec, Ph.D., received her International First Level Degree (Bachelor of Science) 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, Mich. Her last research internship opened the doors to the graduate program in the lab of the toxicogenomics expert, Tim Zacharewski, Ph.D. 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 doctoral degree in biochemistry & molecular biology/environmental toxicology from Michigan State University (MSU) in 2010. Currently, as a Research Associate at MSU in the laboratory of James Luyendyk, Ph.D., she investigates the mechanisms by which coagulation protease signaling and fibrin clots participate in the progression of obesity-related diseases, including fatty liver and type 2 diabetes. In early 2012, she was voted a Co-chair of the MSU PDA and is currently working closely with Antonio Nunez, Ph.D., in a wide range of postdoc matters within the MSU postdoc community.



Lisa Kozlowski, Ph.D., received her doctoral degree in immunology from the University of Pennsylvania and did a postdoc at the Johns Hopkins School of Medicine, where she was an officer in their PDA. She then worked as Program Director at *Science's* Next Wave, which is now part of *ScienceCareers.org*. She moved on to become a Consultant, helping disciplinary societies and universities provide career workshops to their trainees. Since October 2003, she has directed the Office of Postdoctoral Affairs at Thomas Jefferson University (TJU). Her administrative accomplishments include implementing a required minimum salary and revising the annual performance evaluation. Her enhancements for postdoctoral fellows include providing professional development workshops, establishing ESL classes and co-organizing the annual Postdoctoral Research Symposium. On the regional level, Kozlowski is a past president of the Philadelphia chapter of AWIS. On the national level, she has been on the planning committee of the NPA Annual Meeting. She is also a past Chair of the Postdoctorate Leaders Section Committee of the Association of American Medical Colleges (AAMC) Graduate Research, Education, and Training (GREAT) Group.

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Jeffrey Margolis, Ph.D., brings over a decade of experience across the innovation pipeline to his role of Managing Director of the Illinois Science & Technology Coalition (ISTC). As Managing Director, he focuses on strategic planning and partnership building to support key ISTC initiatives

that harness research and innovation to drive economic development in the state of Illinois. Prior to joining the ISTC, he worked in the U.S. Department of State's Office of Science & Technology Cooperation developing innovation and entrepreneurship programs in emerging countries. As a life scientist, he performed translational research at Baxter International, Pfizer, and Lawrence Livermore National Laboratory. He has also served as founding Vice President for development for CollegeSpring, an education nonprofit serving low-income communities throughout California. He holds a doctoral degree from Stanford University in microbiology & immunology, and a bachelor's degree from Northwestern University in biology.



Katherine Martucci, Ph.D., is one of the 2014 Co-chairs of SURPAS. After obtaining a Bachelor of Science in physiology and neurobiology from the University of Connecticut, she obtained her doctoral degree from the Department of Neurobiology and Anatomy at Wake Forest School of Medicine. Currently, she is a Postdoctoral

Research Fellow in the Department of Anesthesiology, Pain and Perioperative Medicine, in the Division of Pain Medicine at Stanford University. She has over eight years of experience conducting psychophysical and neuroimaging research of chronic pain symptoms and conditions including complex regional pain syndrome, fibromyalgia and chronic pelvic pain. As Co-chair of the SURPAS, Gordon's primary goals are to 1) increase the level of interaction, camaraderie and collaboration among postdocs at Stanford and other institutions, and 2) together with the Stanford administration, improve the effectiveness of postdoctoral training as postdocs identify and attain their ideal future careers.



Benedicte Mengel Pers, Ph.D., Vice President of the Harvard School of Public Health (HSPH) PDA was educated at the Niels Bohr Institute at University of Copenhagen. Her doctorate is in computational biophysics, with a focus on small scale modeling of protein dynamics in

stress response. Since graduating in the summer of 2011, she has been a Postdoc in the lab of Gökhan Hotamisligil, Ph.D., in the Department of Genetics and Complex Diseases at HSPH. Her current research focuses on the disrupted calcium homeostasis in obesity and linking it to increased ER stress and insulin resistance. She is now learning experimental genetics to combine with computational modeling. She has been a council member of the HSPH PDA since she came to HSPH in August 2011 and has served at several key positions before her current position as Vice President.



Keith Micoli, Ph.D., is the Director of the Postdoctoral Program at New York University (NYU) School of Medicine, and received his doctoral degree from University of Alabama at Birmingham (UAB) in 2001. He remained at UAB until 2008, first as a Postdoc, then Instructor in the

Department of Pathology, and an Adjunct Assistant Professor at Samford University. Micoli's interest in postdoctoral training at a national level was developed by volunteering with the NPA, where he was Chair of the Policy Committee, Strategic Planning Committee, and a member of the Outreach, Membership, Finance, and Meeting Committees. He served on the NPA Board of Directors for four years and was Board chair from 2004-2006. During his tenure as Chair, the NPA successfully worked with the NIH to start the K99/R00 grant mechanism, and helped NIH and NSF develop a unified definition of a postdoc. He has worked with the AAMC /GREAT Postdoctorate Leaders Section since its inception, first as the NPA liaison and later as a member. He was one of the authors of the AAMC Compact between Postdoctoral Appointees and Their Mentors, and served on the GREAT Postdoc Leaders Group from 2010-2012. He left academic research to pursue a full-time position with NYU School of Medicine as Postdoctoral Program Director in 2008. Since that time, the program has developed numerous formal programs to foster postdoc training, including courses in grant writing, lab management and pedagogy. He has also expanded his role to include career development programs for graduate students, and in 2013 received one of the first NIH BEST grants. This grant is dedicated to providing broader career development resources, and NYU's grant focuses on career planning (IDPs) as a foundation, followed by general skill-building, and finishing with career-specific coursework. The program also includes a rigorous evaluation and participant tracking system, with the hope of providing evidence-based recommendations for future Ph.D. and postdoctoral training programs. Micoli's passion is encouraging postdocs and graduate students

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to take responsibility for their own careers, providing the resources they need to be successful, and creating a culture that embraces the diverse careers open to young Ph.D.s and M.D./Ph.D.s.



Sam Molyneux, Ph.D., is Co-founder of Sciencescape, a big data startup focused on the problem of publication overload in the sciences. Inspired by the challenges he faced as a Ph.D. student in cancer genomics, Sciencescape's all-star team of engineers and data scientists have built a vast and evolving social web application that organizes publications in the research ecosystem in real-time, to deliver and chart scientific discoveries as they happen and throughout history.

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Dyan Morgan, Ph.D., is the Program Coordinator at the KU Center for Undergraduate Research where she develops, implements, and evaluates student-focused programs. Morgan completed her Bachelor of Science in biology at KU where she studied embryonic myogenesis with Victoria Corbin, Ph.D., and was a Barry Goldwater Scholar. She completed her doctorate in cellular and molecular biology at the University of Wisconsin-Madison studying germline stem cells and cell fate decisions with Judith Kimble, Ph.D. As a graduate student, Morgan was supported by the NIH Molecular Biosciences Training Grant and was selected as a Howard Hughes Medical Institute teaching fellow. She continued her training as an NIH Institutional Research and Academic Career Development Awards (IRACDA) Postdoctoral Fellow conducting research on neural development with Erik Lundquist, Ph.D., at KU while teaching at Haskell Indian Nations University. She co-founded the KU PDA and is pleased to collaborate with them in supporting excellent undergraduate research mentoring.



Antonio A. Nunez, Ph.D., received his doctorate in neuroscience from Florida State University in 1977 working in the laboratory of professor Fred Stephan, Ph.D. After postdoctoral work at the University of Massachusetts, Amherst, he joined the psychology/neuroscience faculty of Michigan State University 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 then was appointed Associate Dean for Academic Affairs and Postdoctoral Training in the Graduate School, which is his current position. He is a Fellow of the Association for Psychological Science. He is 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. Nunez' research is in the areas of behavioral neuroendocrinology and circadian rhythms; his research program is currently funded by the NSF.

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Nicole Perry is the Assistant Director at the Center for Undergraduate Research, where she focuses on supporting best mentoring practices on the KU Lawrence Campus and assisting instructors interested in incorporating research into their classes. Perry worked as the Program Coordinator for the Center for Undergraduate Research before accepting the Assistant Director position. Prior to working for the Center, she served as a Writing Consultant with KU's Writing Center and taught several different courses in the Sociology department. She is a doctoral candidate in the Sociology department, with areas of expertise in gender and historical sociology.



David Proctor, Ph.D., is an AAAS Science & Technology Policy Fellow in the Office of Cyberinfrastructure at the NSF where he assists in the management of research programs that support innovation in software infrastructure. Prior to becoming a fellow, Proctor was a Research Associate with the Committee on Science, Engineering, and Public Policy (COSEP) at the National Academies, where he was also a Christine Mirzayan Science and Technology Policy Fellow. He completed his postdoctoral research in structural biology at the University of Dundee in Scotland, where he helped to establish the UK Research Staff Association to provide a collective voice for U.K. researchers. He holds a doctorate in chemistry from the Pennsylvania State University and a Bachelor of Science in biology and chemistry from Lock Haven University of Pennsylvania.



Adam Regelman, M.D., Ph.D., holds an M.D./Ph.D. from Columbia University. He co-founded Quartzly.com, a free online suite of lab management tools, during his residency at Washington University. Quartzly serves as the infrastructure for thousands of labs around the world, facilitating lab inventory, order request, instrument and document management. It's now used by over 40,000 scientists from around the world.



Gerrit K. Roessler, Ph.D., is the Director of the German Academic International Network (GAIN) at the German Academic Exchange Service (DAAD) in New York City, where he manages a network of over 5,000 German scholars and researchers. GAIN helps German scientists maintain and build their international connections while they are working abroad, and facilitates their transatlantic mobility. GAIN is a joint initiative of the DAAD, the German Research Foundation (DFG), and the Alexander von Humboldt Foundation, and receives support from the German Federal Ministry of Research and Education. Roessler is also a Co-organizer for the Research-in-Germany North America division, the country's foremost consortium for international research marketing. He received his doctoral degree in German literature and culture from the University of Virginia in 2013 and an Erstes Staatsexamen in music and English from the University of Dortmund, Germany. He has previously worked as Assistant Adjunct Professor at Queens College, CUNY from 2011 to 2012 and has published on a variety of topics, including international careers and research policy.



Walter Schaffer, Ph.D., serves as Senior Scientific Advisor for Extramural Research at the NIH, and has played a key role in the implementation of recommendations set forth by the Biomedical Research Workforce Working Group.



Cynthia Simpson, M.Ed., assumed her position as Chief Business Development Officer upon promotion as Director, Programs and External Relations with AWIS. In her current position, Simpson is responsible for developing and overseeing all non-dues revenue for AWIS with particular emphasis on interacting with the association's corporate and institutional partners. She serves as the Project Manager for various grants AWIS has received from the Elsevier Foundation, the NSF, and Burroughs Wellcome Corporation. She has given over 70 talks on the topics of work-life satisfaction, mentoring, communications skills, and volunteer management to individuals in STEM. A graduate of Syracuse University with a bachelor's degree in business management and George Mason University with a master's degree in curriculum instruction and design, she has served on a number of committees devoted to education and training. Simpson is recognized



biomedical postdoctoral programs

The University of Pennsylvania has long been revered and respected for its belief in the importance of education and its pursuit of excellence. The office of Biomedical Postdoctoral Programs (BPP) continues to uphold this tradition by providing Biomedical Postdoctoral appointees with the highest quality training in and outside of the labs.

The Postdoctoral experience at The University of Pennsylvania is nothing short of unique. From its inception, BPP has been one of a kind. Biomedical Postdoctoral Programs was created by the top-administrators of the School of Medicine at PENN. They began with the School of Medicine 15 years ago and have expanded to include The School of Dental Medicine, The School of Veterinary Medicine and The School of Nursing as well as The Wistar Institute, Monell Chemical Senses Center, Howard Hughes Medical Institute and the Children's Hospital of Philadelphia.

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<http://www.med.upenn.edu/postdoc>



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as a Certified Association Executive by the American Society of Association Executives and is a member of Women in Engineering Programs and Advocates Network (WEPAN), the International Mentoring Association, and the Council of Engineering and Scientific Societies.



Melanie Sinche, M.A., presented an overview of data collection in the United States at last year's NPA Annual Meeting and is well-versed in the current data sets that exist for postdocs. She also served on the NPA committee charged with redesigning the NPA's Institutional Policy Database,

launched this fall. Finally, she serves as a board member for ORCID's Outreach Steering Committee.



Molly Starback, MSLS, is the founding Director of the Duke University Office of Postdoctoral Services. Opened in 2006, the office is the central resource for over 750 postdocs, serving both campus and School of Medicine appointees. Starback oversees postdoctoral policy and procedure, serves as the career adviser for postdoc-

toral appointees, and provides training in professional development and research ethics. In 2006, she created Post-doctoberfest, a yearly appreciation event at which awards are presented to the outstanding postdoc and outstanding postdoc mentor at Duke. She also established annual awards for postdoctoral professional development and helped create the Provost's Postdoctoral Scholars for Diversity Program. In addition to working with postdocs, she is an Academic Adviser for first- and second-year undergraduates at Duke. She is a member of the AAMC GREAT Group Postdoctorate Leaders Section Steering Committee and the Graduate Career Consortium, and has served as a member of the NPA membership committees and website taskforce. In 2008, she received the Duke Meritorious Service Presidential Award in recognition of her work on behalf of Duke postdocs.



Mahadeo Sukhai, Ph.D., is a Research Fellow in biomarker development and cancer diagnostics at the University Health Network in Toronto, Ontario, Canada. He was a founding member of the University of Toronto PDA in 2007, helping to design the association's constitution, and

serving as its inaugural secretary. He has served in several executive capacities, including president, with the National Educational Association of Disabled Students, Canadian non-governmental organizations (NGO) that supports the access and participation of students with disabilities in post-secondary education. Sukhai is the Chair of a Canadian national taskforce reviewing the experiences of graduate students with disabilities. He is currently in his fourth year on the NPA Board of Directors, is serving as Vice Chair of the Board and also led the organization and planning of the 2011 Annual Meeting as Chair of the NPA Meetings Committee.



Dara Wilson-Grant, MEd, NCC, LPCA represents more than 15 years of experience providing counseling and career management education to adults across a wide range of disciplines and career fields. She is currently the Associate Director of Postdoctoral Affairs at UNC Chapel Hill and Owner of Careers in Bloom. In her role

at UNC, Wilson-Grant provides individual career counseling and job search coaching to postdoctoral scholars. As a Consultant, she designs and presents customized career management workshops and seminars. Her workshops have been presented at national and international universities, government agencies, and research institutions. She holds a master's degree in counseling and is a National Certified Counselor and provisionally Licensed Professional Counselor.

POSTER ABSTRACTS

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

Identifying and Developing Effective Trainee Programs: A Professional Society Approach

American Physiological Society

Melinda E. Lowy* and Marsha Lakes Matyas

National societies offer many programs and awards to meet the needs of their trainee members. However, societies are not always fully aware of what trainee needs are and so programs may not actually meet those needs. In 2003, the American Physiological Society (APS) constituted a Trainee Advisory Committee (TAC) composed of trainees from graduate through early career stages to be advisory to council. TAC conducted three surveys (2004, 2007 and 2010) to identify broad needs of trainees overall and at the different levels. In response to those data, APS has developed programs to better meet the needs of its trainee members. Programs developed focus on three areas: 1) offering targeted professional development activities, 2) improving communication with trainees, and 3) engaging trainees in APS. Targeted opportunities include professional skills training courses in writing and reviewing, networking, writing and presenting posters, publication ethics and effective teaching (under development). Three symposia on careers, mentoring and other trainee issues are presented each year at the annual meeting and recorded as multimedia presentations for web placement for greater availability. MentorNet and other mentoring activities are also offered throughout the year. To improve communication, a trainee listserv and Facebook page were created, along with targeted e-mails to new trainee members. Engagement of trainees occurred by adding trainee members to most APS committees. Many of the 12 specialized sections in APS also created trainee committees to assist them in planning activities. The TAC continuously reviews its programs and re-surveys trainees to stay current on their varied needs.

Best Practices for Establishing and Sustaining a Postdoctoral Mentoring Program

Argonne National Laboratory, Postdoctoral Society

Diego Fazi, Laura Zamboni, Perry Motsegood, Martin Betge, Siaolin Liao, Prasanna Balaprakash, Milind Malshe and Kristene Henne*

Argonne National Laboratory is home to 300+ postdoctoral researchers in fields spanning all of the science, technology, engineering and mathematics (STEM) disciplines. The average postdoc tenure at Argonne is two years, which is a short window of time in which they produce meaningful research, plan for, and move on to the next career step. Historically, roughly a third of our postdocs are retained at Argonne or another Department of Energy National Laboratory as staff scientists and engineers, a third transition to academia, and a third pursue careers in industry. To broaden the spectrum of scientific and career perspectives as

well as the resources postdocs can tap into we established in 2011 a postdoctoral mentoring program. The program provides each postdoc with a formal mentor, which in addition to the research supervisor, guides the postdoc through his/her time at Argonne. This paper will walk through the initial steps in planning the program such as needs assessment and logistical planning, implementation strategy and incentivizing good mentoring practices through establishing an awards program, and postdoctoral community building activities. Finally, we will offer some lessons learned and best practices we have gathered in researching strategies for implementing institutional mentoring programs that provide structure while allowing flexibility in a remarkably discipline-diverse environment.

The Postdoctoral Association @ Buck

Buck Institute for Research on Aging

Marco Demaria*, Chong He, Colleen Dewey, Matthew Laye, Amit Khanna, Suzanne Angeli and Karen Ring

The Buck Institute for Research on Aging is located in Novato, CA, 25 miles north of the Golden Gate Bridge, and is the only independent institute in the United States devoted solely to research on aging and age-related disease. The Buck Institute currently hosts 67 postdocs from more than 20 countries. To better assist the growing postdoc population, last year we have created a postdoctoral association (PDA) run on a volunteer basis. The PDA has a core of people with different roles, which meets every month to discuss problems and to plan future directions. We have also created smaller "working groups," where every member takes an active role to develop new strategies and ideas. Moreover, we asked every lab to designate a postdoc representative for easy and quick feedback with the core.

The general goals of the Buck PDA are to:

- Provide representation and liaison between postdocs, administration and faculty;
- Promote academic and non-academic career opportunities;
- Prepare postdocs for their future careers, through workshops and panel discussions;
- Improve the scientific environment planning formal research seminars that give postdoc researchers an incredible opportunity to meet with leaders in the life sciences;
- Increase internal collaborations; and
- Create networks with other institutes.

Importantly, the essence of the PDA is to provide a voice and forum through which ideas and opinions can be shared and disseminated. We believe that discussion, transparency and collaboration will help the scientific and personal growth of everyone at the Buck Institute.

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Crafting a Diversity Personal Statement for Faculty Applications

DiverseScholar

Alberto I. Roca*

Postdocs are the candidate pool for faculty positions especially at research universities. Postdoctoral training typically emphasizes discipline-specific technical skills. However, guidelines such as the National Postdoctoral Association (NPA) Core Competencies recommend complementary preparation in other aspects such as writing communication skills. Here we present how to craft a specific written deliverable - a diversity personal statement for faculty positions. Historically undergraduate institutions such as community colleges requested such statements. However, some research universities, such as the University of California, San Diego, are beginning to ask for such narratives reflecting that diversity, equity and inclusion are part of these institutions' mission. In particular, the University of California (UC) system now has a requirement of diversity accomplishments being documented in tenure promotion dossiers. We will suggest two strategies for writing diversity statements for faculty job applications: 1) testimonials describing the author's potential as a role model for students, and 2) lessons learned from experiences implementing a diversity intervention (mentoring, service, research, etc). We will review online resources that are being developed to educate applicants about diversity statements. We also suggest that postdocs could publish a diversity testimonial or news/policy article in niche publications such as *DiverseScholar.org* to demonstrate dissemination efforts. Finally, we will share resources for postdocs to use to promote themselves to faculty recruiters and search committees. Attendees will learn about the faculty search role that the following administrative diversity stakeholders can serve: chief diversity officer, associate provost for Diversity and Equal Employment Opportunity/Affirmative Action officer.

MGPA Travel Awards: A PDA Recruitment Tool and Career Development Opportunity for Postdocs

Massachusetts General Hospital, Harvard Medical School

Ahmed S. Mady, Margit V. Szabari*, Leonora Balaj, Amir H. Golnabi and Ann M. Skoczinski

The Mass General Postdoc Association (MGPA) was founded in 2006. Three to four leaders are elected annually; they work with a planning committee of four to ten additional postdocs on events and initiatives for the 1,100 postdocs at Massachusetts General Hospital (MGH). Like many PDAs, the MGPA struggles with recruiting busy postdocs to leadership positions. In response to this challenge, the MGPA travel awards were initiated as a tool to encourage active participation in the association.

Each travel award provides up to \$1,000 for attendance at a scientific conference that will advance the postdoc's career. Each awardee is responsible for organizing a career development event, with the help of the MGPA executive board. The specific selection criteria are: 1) Current and proposed involvement with the MGPA, 2) quality and originality of proposed event, 3) CV/professional achievements 4) conference impact and other funds available, and 5) PI's letter of support. The review panel includes two to three elected board members, an advisor from the MGH Office for Research Career Development, and if needed an additional member of the planning committee.

Since May 2012, six MGPA travel awards have been given to MGH postdocs in three rounds of applications (12 - 16 applicants per round). Three awardees later accepted leadership positions on the MGPA executive board, and two have become highly active planning committee members (and potential future leaders). Moreover, attendance at planning committee meetings has more than doubled in this time period.

In conclusion, the MGPA travel awards contribute to postdoc career advancement and enhance MGPA member recruitment.

Promoting Postdoctoral Scholars in Working Toward Their Career Development Goals at McGill University: The Role of Association of Postdoctoral Fellows

McGill University

Mohammad Hajizadeh* and Emma Vincent

The Association of Postdoctoral Fellows (APF) represents more than 650 current postdoctoral fellows (PDFs) at McGill. As a volunteer-driven association, the APF is to keep postdocs informed of relevant information, in addition to advocacy work and acting as a voice of PDFs within the McGill community. Throughout the last year, we have taken several steps to support our community towards their professional and career developments goals. The APF actively participates in regular postdoc task force meetings with McGill's senior administrators. In these meetings we discuss some of the main issues concern our community while highlighting the importance and contribution of PDFs to the overall academic achievement of the university. We have also organized several workshops (e.g., "How to Apply for Postdoc Fellowships" and "Strategies for a Successful Postdoc") to improve the transition of postdocs to regular career positions in academic and non-academic disciplines. Moreover, we organize monthly social event to build a sense of community among the postdocs. We use all our events to hear from our community members, and take the necessary steps and actions to improve postdoc life and work at McGill. Based on the suggestions from our community members we design and plan our future programs and

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workshops. Due in part to our advocacy work, McGill is now actively involved with the administrators of the Université de Montréal and Concordia University to celebrate National Postdoc Appreciation Week (NPAW) next year. We believe that lobbying with the university administrators and designing relevant workshops for PDFs leads to a fulfilling and positive postdoctoral experience.

The 2013 Canadian Postdoc Survey

McGill University; Western University; Simon Fraser University
T. Christopher Corkery*, Kalin Panev and Silvia L. Vilches

The Canadian Association of Postdoctoral Scholars / l'Association canadienne des stagiaires post-doctoraux (CAPS-ACSP) will present results from the 2013 Survey of Canadian Postdoctoral Scholars, conducted in collaboration with Mitacs between March and April 2013.

The 2013 survey report gives a comprehensive and up-to-date view of Canadian postdocs, capturing the experiences of 1,830 individuals working at 130 universities, hospitals, government laboratories and private companies across Canada and abroad. This impressive response amounts to roughly 20 percent of all Canadian postdocs.

Canadian postdocs work in diverse research fields and have diverse backgrounds. Half of the survey respondents completed their highest academic degree outside Canada. Men and women are nearly equally represented (53 percent and 47 percent, respectively). The average Canadian postdoc is in his or her early thirties, and married or in a common-law relationship. One in three also has dependent children.

Based on the survey results, CAPS-ACSP believes that addressing the issues of postdoctoral compensation, status and career development is essential to supporting the continuing research excellence in Canada.

The Fellows Committee at NIH: Bridging Clinical and Basic Research Fellows

National Institutes of Health, Office of Intramural Training & Education

Tara L. Burke*, Lucie Low and Kenneth E. Remy

The Fellows Committee (FelCom) at the National Institutes of Health (NIH) is a comprehensive organization designed to assist the training of fellows in the intramural program of the NIH. The organization represents over 3,300 fellows spread over 23 institutes with intramural research programs. FelCom is unique to most postdoc organizations since it serves both basic research postdocs and clinical fellow populations. Each institute is required to send one basic and one clinical representative to FelCom, ensuring an equal representation of the fellows on campus. With over 50 active members of FelCom, we have the capacity to have a large impact on campus. Our work is divided into

seven subcommittees and 13 liaison positions to develop programs for and communication amongst fellows and NIH leadership. Our subcommittees include topics such as career development, service and outreach, visiting fellows and many more. Additionally, our elected liaisons have a voice on high-level NIH-wide committees. Additional liaisons ensure that news and programs offered by national organizations, such as the NPA are available to NIH fellows. We feel FelCom serves as an excellent model for other institutions with both basic and clinical scientists seeking to create postdoc organization sustainability representation and influence at their institution.

Independent Evaluation of a Postdoctoral Training Program at the National Cancer Institute: Findings from the Qualitative Study

¹National Cancer Institute, Cancer Prevention Fellowship Program, Division of Cancer Prevention; ²Westat Incorporated
Jessica Faupel-Badger*¹, David E. Nelson¹, Kimberley Raue², Sophia Tsakraklides² and Atsushi Miyaoka²

Background. The National Cancer Institute's Cancer Prevention Fellowship (NCI-CPFP) is a structured postdoctoral training program designed to train early career scientists from multiple disciplines to become independent researchers and leaders. In 2012, the NCI-CPFP began a process to independently evaluate the fellowship, with a special emphasis on career outcomes for the more than 200 program alumni.

Methods. At the outset of this evaluation, a qualitative study of a subset of alumni (n=27) from different cohorts who completed the fellowship from 1990 - 2009; alumni currently employed by research institutions, government and also other career sectors, such as non-profit, were equally represented. In-depth semi-structured interviews lasting approximately 30 minutes were conducted by telephone by an independent researcher on the topics of career preparation, mentorship, professional identity, current employment and recommendations for program improvement.

Results. Most alumni reported the fellowship provided skills, experiences and networking directly relevant to their current work. Benefits most frequently cited were 1) independence and freedom to select mentors and lead research projects, and 2) broadening of perspectives and research skills. Difficulties with individual mentors were identified by a handful of alumni, and improving recruiting and enhancing networking opportunities with current fellows were named as areas for improvement.

Conclusions. These qualitative results have provided valuable information to the NCI-CPFP leadership. The evaluation will continue with a quantitative study to assess career outcomes for all fellowship alumni compared with those for

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two other populations (control groups). Authors will share data collection instruments with interested conference attendees.

Promoting Women with Children to Stay in Academic Career

Northwestern University; Orenburg State Medical Academy
Polina Pine* and Ludmila Pine

Postdoctoral training is a short-term temporary position, which is required by most institutions as one of the necessary steps for tenure-track position. Women are usually underrepresented postdoc trainees especially in the STEM field. Percentage of women having children is even smaller. Majority of postdoctoral fellows are international scientists with a diverse cultural and national background, which has to be considered. We present data analysis of a diverse population of women in different stages of their career, examples of international support for women scientists with children and resources for financial support. We report and compare a cultural diversity based on data examples from the United States, Israel, and Russia.

The ORCID iD: Optimizing Discoverability of Research and Scholarship

ORCID

Rebecca Bryant*

ORCID is an open, non-profit, community-driven organization that provides a unique and persistent identifier to researchers and scholars, connecting them with their activities through integration in key research workflows. The ORCID iD is being widely integrated into grant submission systems (such as the NIH SciENcv platform) and manuscript submission systems, and universities and research institutes are creating ORCID iDs for their postdocs, faculty and graduate students. ORCID is unique in its ability to reach across disciplines, research sectors and national boundaries, and in its cooperation with other identifier systems.

The ORCID iD is free for researchers and eliminates name ambiguities, ensures accurate attribution, and improves the discoverability of research and scholarly works. ORCID connects researchers with all kinds of works, including publications, datasets, and other identifiers, and provides search and link tools to link to existing works and embed the identifier on new works so that researchers don't have to spend time updating their records. Integration with ORCID benefits all researchers by reducing the repetitive data entry associated with the increasing diversity of research information systems with which researchers interact, and the ORCID iD stays with a researcher, connecting them with their research activities throughout their career.

Penn State Postdoctoral Society (PSPS): Increasing Participation of Postdocs and Contributing to the Society Through Community Outreach

Penn State University

Prasad Krishnan*, Marcia Shu-Wei Su, Hamideh Etemadnia, Carla Contemori, Zhenguo Zhang, Francelys Medina, Kartick Pramanik and Hua Tian

PSPS has been in existence at the Pennsylvania State University for the past six years. The focus of the current executive council is to improve the participation of postdocs in our events and try to contribute to the society we live in.

To improve the participation of the postdoc scholars we specifically targeted new postdocs at Penn State and had a welcome "coffee hour" to get them introduced to PSPS and fellow postdocs. We organized events like hiking, bar night and local sightseeing for the new scholars. These events have evinced interest in them to participate in further PSPS activities, and a few postdocs have volunteered to help us in organizing future events.

To contribute to the society we live in, PSPS decided to start participating in outreach programs in neighboring schools. We partnered with experienced Graduate Women In Science (GWIS) group at Penn State and participated in the outreach programs in State College. These events were held for elementary school children. The demonstrations on "slime making" and "density gradient" were seen with rapt attention by the children and their parents, who appreciated our efforts. This gave visibility to our society also outside the academic environment. Postdoc scholars received certificates for participating in the outreach event. These programs help postdocs to improve their skills like team working and communication. PSPS will participate in the future outreach events with more scientific demonstrations designed by postdocs.

We celebrated NPAW at our campus with a variety of events. The Office of Postdoctoral Affairs (OPA) organized the annual poster competition and a panel discussion on mentoring for postdocs. PSPS kicked off the events with a picnic, which was supported by postdoc office budget. We also organized coffee hour, bar night, bowling night and hiking. All these events had a good participation and were covered in the campus daily.

Monitoring and Engaging Postdocs in Society Activities

Penn State College of Medicine

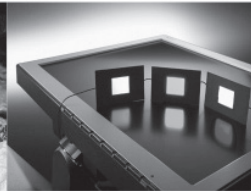
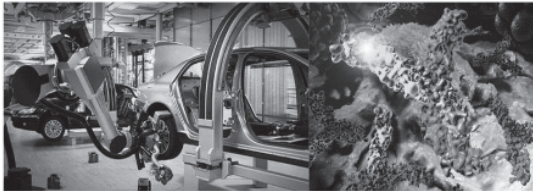
Khai C. Ang*, Mary Leone, Ann Ouyang and Jianming Hu

Postdoctoral society is vital in helping postdoc trainees to network, grow and advance in their career. The Penn State Hershey Postdoctoral Society (PSHPS) and Office of Postdoctoral Affairs (OPA) have developed a yearly postdoc development workshop series and social events. The workshop series provides postdocs with valuable information on



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 - ▶ FASEB Science Research Conferences
 - ▶ Compact for Faculty Diversity's Institute on Teaching and Mentoring
 - ▶ FASEB's Leadership Development and Grantsmanship Training Programs
 - ▶ ABRCMS and other select non-FASEB societies scientific meetings
- Special training seminars and workshops – such as “Write Winning Grant Proposals”; “Writing for Biomedical Publication Seminars” – sponsored at scientific meetings, during the summer sessions, and on the campuses of minority institutions
- Focused career development programs and activities for biomedical researchers and students – sponsored by FASEB MARC during the Experimental Biology, ABRF and ASHG meetings

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a variety of topics that include time management, career planning, negotiation, CV writing, grant writing and scientific writing. Social events such as monthly “meet & greet” and yearly “data & dine” are also planned to encourage communication, exchanges of ideas and networking among postdocs. Postdoc feedback is currently used to develop the workshop series and understand the needs of postdocs. During each workshop, postdocs are given a workshop evaluation form that evaluates both the workshop topic and speaker(s), and to provide suggestions for proposing and selecting future workshops. Seventy percent of postdocs at Penn State College of Medicine are foreign nationals, and social events are created to provide a platform for collaboration and networking among postdocs and also to share their findings. While the number of postdocs has been decreasing in recent the years, we have managed to keep the number of postdocs participating at our events consistent. We also have created an endowment to help to fund our events. Future goals for postdoc professional development workshop series are to include workshops to expose and highlight non-academic career tracks, “Responsible Conduct of Research” training series and an English program to help international postdocs with their scientific writing and presentation.

Society of Toxicology’s Postdoctoral Assembly: Leadership, Scientific and Career

Society of Toxicology

Colleen E. McLoughlin*, Ebany J. Martinez-Finley, Katie Paul, Karin Streifel, Kellie Balster, Rhiannon Hardwick 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 Postdoctoral Assembly currently has representatives on all key SOT committees and component groups, providing many leadership opportunities. The Postdoctoral Assembly of SOT serves postdoctoral scholars throughout the year through a variety of programs and events. An annual survey is taken to best assess and address these needs.

Programs hosted by the Postdoctoral Assembly meet the challenge of a geographically diverse membership through webinars and celebration of NPAW with congratulatory messages to postdocs from SOT leadership, and blog entries on aspects of the postdoc experience. This year’s webinar was “Exploring Alternative Career Paths in Toxicology.”

SOT’s Annual Meeting provides abundant opportunities for postdocs to network and enhance knowledge and skills. The Postdoctoral Assembly hosts trainee sessions with plenary speakers, and poster tours for trainees, as well as a scientific symposium with student and postdoc research

presentations. During the Annual Meeting, the Postdoctoral Assembly 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.

Stanford Leaders in Communication

Stanford University

Antoine de Morrée* and Christopher Lipp

Stanford Leaders in Communication (SLIC) teaches communication skills required to succeed in professional development. To be successful, postdoctoral scholars must learn to sell their ideas and skills to journal editors, funding agencies and hiring committees. However, many lack the skills to stand out amongst the competition and have difficulties finding jobs as businesses tend to undervalue postdoctoral training.

SLIC teaches postdoctoral scholars the skills to position their ideas more competitively and succeed. In weekly practice, students gather from different schools and stages (past, present and future postdoctoral scholars) to train and mentor each other, and grow into influential communicators able to articulate their ideas and persuade audiences. Content is developed specifically for the club based on published scientific research and includes specific techniques to communicate effectively and workshops by field experts and faculty from different schools. Every postdoctoral scholar has something valuable to communicate, be it work, ideas or skills. SLIC gives its members tools to expose the value of their message and ensure it gets heard, instead of overlooked.

Stanford Postdocs Maintain Postdoc Visibility Beyond National Postdoctoral Appreciation Week

Stanford University

Catherine A. Gordon* and Antoine de Morree

NPAW is a chance for the nation to show appreciation for postdocs. More and more institutions use this time to host events for postdocs to increase their awareness and recognize their contributions. While this great, it stands in stark contrast with the remaining 51 weeks, where events are fewer and postdocs disappear into the background. The Stanford University Postdoctoral Association (SURPAS) represents the 2,000 postdoctoral scholars at Stanford. This year, SURPAS used NPAW to start a number of initiatives that will give visibility to postdocs throughout the year. An art committee organized an exhibit of postdoc art in the lobby of a research building. A teaching committee started a collaboration with the California Academy of Sciences to

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co-host a museum sleepover event where postdocs taught science to regular visitors. A tailgate committee hosted a tailgate party at a Stanford football game, which resulted in a sports committee that hosted its first postdoc tennis tournament. The week was completed with tours around Stanford and a postdoc BBQ that was co-hosted by a happy hour committee. While NPAW puts postdocs in the spotlight in many different ways, these committees will keep the spotlight on postdocs during the year.

Stanford Postdocs Create a Successful Multidisciplinary Postdoctoral Research Symposium

Stanford University

Catherine A. Gordon* and Antoine de Morree

Stanford University employs approximately 2,000 postdoctoral scholars who work in seven different schools and diverse fields of research. Since 2010, SURPAS has organized an annual symposium to highlight the scientific achievements of its postdocs. This event, though well received, is often skewed toward medical school postdocs who form two-thirds of the postdoctoral population. In 2013, SURPAS created a symposium that equally appealed to postdocs in and outside of the school of medicine. This half day event was themed "Empowering Future Leaders" and attracted applicants and registrants from all seven schools. Selected oral presenters were given two sessions of speech coaching to enable them to transmit their work and ideas in the absence of technical jargon. Furthermore, resources of interest to postdocs were offered during the poster session, which included opportunities from the career center and information about a variety of postdoc-run groups. The result was Stanford's first ever postdoctoral symposium where postdocs from humanities and education to engineering and medicine were discussing their science with each other. This shows that a successful multidisciplinary scientific event is possible with the right preparation.

Postdoctoral Survey Results: Satisfaction with Mentoring and Confidence in Attaining Specified Career Goals

University of Chicago

Sean McConnell*, Erica Westerman, Laurie Risner and Nancy Schwartz

The University of Chicago (UChicago) PDA conducted a survey of UChicago postdocs in 2013. Questions addressed a variety of topics surrounding the postdoctoral experience. Responses to questions focused on mentoring were found to be strongly associated with postdoc satisfaction and confidence. Specifically, frequency of meeting with the advisor to discuss the research project, frequency of meeting with the advisor to discuss career goals, level of advi-

sor's support of career goals, and how well training is felt to prepare postdoc for career goals were all highly correlated with postdoc satisfaction with mentoring. Confidence in attaining primary long-term career plans was associated with the specific choice of career plans, whether those plans had changed during the postdoc's tenure, how well training is felt to prepare postdoc for career goals, and how supportive the advisor is of the postdoc's career plan. Based on this information, postdocs could benefit from meeting at least weekly to discuss their project, as well as meeting at least yearly to discuss career goals and progress towards meeting them. Recent initiatives at UChicago have addressed the mentoring and career development of postdocs. These include encouraging postdocs to create Individual Development Plans (IDPs), for instance using the myIDP tool. In addition, a new annual reappointment process was instituted for postdocs, providing excellent opportunities to discuss short term research goals and long term career goals with the advisor. In summary, we find that open communication about career plans and working together towards them are associated with increased postdoc satisfaction and confidence.

The Importance of Gender Equality in Postdoctoral Mentoring: Gender Inequality in Mentor Attention Correlates with Gender Inequality in Postdoctoral Researcher Confidence and Future Career Plans

University of Chicago

Erica Westerman*, Sean McConnell, Laurie Risner and Nancy Schwartz

Despite constituting 50 percent of the Ph.D. graduates and over 40 percent of the postdoctoral researchers in the biological and biomedical sciences, women continue to be underrepresented at the assistant professor level. Theories concerning the cause of this underrepresentation are controversial, and range from innate biases against women during the hiring process to the idea that more women than men are dropping out of the sciences after the postdoctoral stage to facilitate family formation. Using data from biannual postdoctoral surveys conducted at the University of Chicago, we found an additional factor that may contribute to the decline in women continuing between the postdoctoral and assistant professor stages in the academic career path: women, on average, receive less attention from their principle investigators (PIs) than their male counterparts. This reduction in attention corresponds to reduced levels of satisfaction with mentoring, reduced

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feelings of preparedness for the job market, and reduced likelihood of having an academic research position as their primary career plan relative to men. These data suggest that the gender biases associated with PI mentoring of recent college graduates continue to be expressed by PIs when interacting with Ph.D. scientists, with negative consequences. We propose enhanced efforts to increase contact time and quality of mentoring for female postdoctoral researchers may increase female self perception of preparedness for academic positions, and consequently increase the likelihood that equal percentages of male and female postdoctoral researchers will plan on initiating academic careers as assistant professors.

Crafting a Comprehensive Conflict Resolution Policy for Postdoctoral Scholars and Fellows

University of Chicago, Biological Sciences Division Postdoctoral Association

Irene Gallego Romero*, Abigail Stayart, Daniel Spiess, Laurie Risner and Nancy Schwartz

Workplace grievances involving postdocs are unfortunately not uncommon, with over 16 percent of postdoctoral respondents in the University of Chicago's 2011 Postdoctoral Survey reporting experiencing one or more in the past year. Furthermore, in the event that a grievance was formally or informally addressed, over 60 percent of respondents felt that the outcome was insufficient and/or broadly unsuccessful. Elsewhere, the majority of reported conflicts involve unfavorable work or academic environments, disputed research authorship and intellectual credit or outright abuse of power. Although official conflict resolution policies are available to the graduate student population, as well as to faculty members and other staff, all of these exclude postdoctoral researchers. In collaboration with the University of Chicago Provost's Office, the Biological Sciences Division Postdoctoral Association (BSD-PDA) and the Office of Postdoctoral Affairs are developing a conflict resolution policy tailored to the unique needs of the postdoctoral population. Our policy will guarantee access to hearings outside of the originating department and will provide opportunities for appeal at successive levels of the university academic and administrative structure, with the ultimate goal of an unbiased adjudication. Following successful implementation in the BSD, the Provost's Office aims to extend the policy to all other divisions within the university, thereby ensuring universal workplace protection to this vulnerable and valuable segment of the university community.

Opening a Postdoctoral Office — Our Learning Experience

University of Colorado Boulder

Alina Handorean*, Michele Cash and Nikta Amiri

During the last couple of years it became evident that for a R01 research institution with a cohort of postdoctoral researchers on campus (around 500 at University of Colorado Boulder), there is a need for an operational postdoctoral office along with the current activities of the existing PDA. From visiting other R01 institutions with an existing and mature postdoctoral office and from other sources of documentation, we will present what we learned from each institution's experience regarding the opening of a similar office. Also, there will be a summary of our findings in terms of what will work the best for our university. The poster is designed to be an informal guide to help other institutions that are willing to start a similar process navigating through the complex mechanisms associated with this endeavor.

Establishing a Professional Development Certificate Program at Illinois

University of Illinois at Urbana-Champaign

Mark Zulauf* and Alexis Thompson

The Postdoctoral Affairs Office conceptualized two certificate programs to enhance professional development: one that could be completed in 6 - 9 months, and an advanced certificate that could be completed in 6 - 12 months. These programs have been designed to assist postdocs' pursuit of training experiences that address one or more of the NPA's Core Competencies by providing easily accessible and timely events. While the postdoc appointment provides additional research training, the certificate programs are designed to augment fundamental skill sets that will help the postdoc to become a more effective leader of a research team, business enterprise or classroom. A challenge to engaging postdocs in the certificate programs is the intense focus on their research responsibilities, which makes it difficult to break away from the lab for a supplemental training activity. We address this challenge in several ways. First, all new postdocs are offered an orientation program at which our certificate programs are introduced as a way to develop, inform and refine an individual development plan. We then support these certificate programs by programming an ongoing series of breakaway events that support professional development in areas such as communication and grant writing, scientific management and teaching. Tracking engagement and outcomes are the next steps in improving our program offerings.

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The Midwest Postdoctoral Forum (MWPDF), an Innovative Model for Regional Collaboration Among Postdoctoral Communities

¹University of Kansas Medical Centers; ²Argonne National Lab; ³University of Nebraska-Lincoln; ⁴University of Iowa; ⁵Mayo Clinic College of Medicine; ⁶Wright State University; ⁷Iowa State University; ⁸Ames National Lab

Allison J.R.¹, Aoun B.², Bryan N.³, Diaz G.³, Fagan R.L.⁴, Fazi D.², Gander P.E.⁴, Greising S. M.⁵, Grobe N.6, Linte C. A.⁵, Safayi S.^{*7&8}, Sonner P.⁶, Zamanian M.^{7&8} and Wilson N.¹

Scarcity of networking among regional postdoctoral communities in the Midwest encouraged us to form a regional forum to: 1) bring individual postdoctoral communities and perspectives together to form a platform for efficient and innovative regional cooperation, and 2) promote communication among regional postdoctoral communities by facilitating collaboration in social and professional areas, especially where the resources of individual institutions are limited. The Midwest Postdoctoral Forum (MWPDF) was formed in June 2013 in Ames, IA, at a brainstorming meeting among official representatives of regional PDAs, including but not limited to eight institutions from Iowa, Illinois, Kansas, Minnesota, Nebraska and Ohio. MWPDF's bylaws were outlined and approved by the member institutions. No dues are required for membership, and the forum's activities are implemented based on resources shared among members. The forum's board consists of individual representatives officially appointed by member PDAs with the

goal of providing leadership and continuity to the MWPDF. The board meets regularly via e-conference, at regional events or at the NPA Annual Meeting. The MWPDF has been used as a platform to share: 1) experiences: e.g., adapting successfully implemented policies used by individual members at other member institutes; 2) information: e.g., circulating announcements regarding local/regional events; and 3) resources: e.g., opening local events to postdoctoral communities from member institutes, or sharing the costs among neighbor institutes by hosting concurrent career development workshops. This forum could serve as a pioneering model for other regions, ensuring enhanced networking and career development opportunities for postdoctoral communities.

Postdoctoral Career Development: More Than Just an IDP. Postdoctoral Career Development and Progress Assessment at the University of Pittsburgh Health Sciences

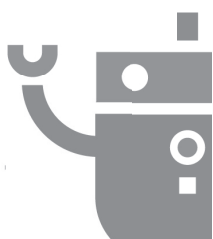
University of Pittsburgh

Darlene F. Zellers*

The NIH now strongly recommends that all trainees complete IDPs, confirming that these instruments are critical to a postdoc's career development. However, any plan requires establishment of accountability and feedback that insures the plan is implemented and remains a dynamic process. Whereas traditional student or employment processes critique one's performance relative to established criteria, a postdoctoral training experience is judged by the degree of progress one makes towards his or her career goals. We capitalized upon this premise - that a postdoc's progress towards independence is predicated upon his or her career goals - by integrating a career development plan as a required component of a postdoc's annual review process. Since 2011, we have implemented a postdoctoral career development and progress assessment process that integrates a career development plan, a postdoctoral self-assessment, and a faculty mentor's annual assessment of a postdoc's progress towards his or her eventual career goals. There are five required components to the career development plan: research activities, publication plans and activities, presentation opportunities, general transferable professional development, and career specific professional development. These same components are the basis upon which a faculty mentor assesses his or her postdoc's progress. Additional performance factors were integrated to provide detailed feedback on key elements universal to successful postdoc progress. Our experiences demonstrate that integrating the development of a postdoctoral career development plan with an annual postdoctoral progress assessment instills transparency in postdoctoral training and fosters accountability in postdoctoral career development.

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A Decade of UPPDA Core Missions: The Path to a Vibrant and Sustainable PDA

University of Pittsburgh

Landon W. Locke*, Aparna Rao, Tiffany A. Katz, Natasha Baker, Sundar Subramanian, Tammy Dennis and Steve Wendell

Over the past decade, the University of Pittsburgh Postdoctoral Association (UPPDA) has been constantly striving to improve the postdoctoral experience at the University of Pittsburgh. For this purpose, the UPPDA has four core missions, one in each of the following areas: networking/social, institutional representation, career development programs and education/awareness. The efforts of the UPPDA over the past decade have contributed to the ranking of the University of Pittsburgh as “one of the best places to work as a postdoc.” In this study, we will aim to analyze the core aspects of UPPDA missions over the past 10 years, and its contribution to the development of a vibrant postdoctoral community. We will present an insight into the major initiatives undertaken under each core mission and track its evolution over the past decade. Specifically, we will delve into our “landmark” events within each initiative and discuss the progression of these events since their inception. We will discuss our experiences with these initiatives, including our efforts to making them a success and the outcome of these efforts (both negative and positive). Finally, we will offer insights on contributing factors influencing the outcomes of these initiatives and future steps we’ve planned to address any shortcomings. Overall, we believe that this study will be instrumental in detailing the issues faced (and overcome) in order to give rise to a vibrant and sustainable PDA.

A Recipe for a Successful Postdoctoral Research Symposium

University of Virginia

Mariette Barbier* and F. Heath Damron

Obtaining a Ph.D. is one important step in a scientist’s career. Now, more than ever, postdoctoral training is the next step that will preclude transition to a professional career. Many Ph.D.s focus their attention during their postdoctoral training on improving their technical and problem solving skills but often fail to acquire the important skillsets necessary for their development as professionals. Unfortunately, few institutions provide adequate non-lab-oriented training to their postdocs. At University of Virginia (UVa), little infrastructure was established for the postdoctoral community. A group of motivated postdocs came together in early 2013 to create an association that would provide postdocs at UVa a platform to communicate, network and acquire professional training. As our first step in forming a PDA, we organized an inaugural university-wide Postdoc Research Symposium. This event included oral and poster presenta-

tions, invited speakers, and a networking session with professional and grant funding agencies. A panel of scientists participated in a panel discussion called “A Day in the Life of...” to illustrate what their professional lives are like and what skills are most important for them. Former NPA Board chair, Crystal Icenhour, Ph.D., a scientist-entrepreneur and president of Phthisis Diagnostics, gave an inspiring keynote address to the postdoctoral scientists of UVa. The symposium provided a catalyst which has since been used to form the UVa PDA. Sharing our experiences in the organization of this event provides a blueprint that postdocs at other institutions can use to help establish their own postdoctoral research symposiums and associations.

Vanderbilt University Medical Center Postdoctoral Association

Vanderbilt University Medical Center

Katie L. Jameson, Lindsey C. Morris*, Holly A. Cyphert, Barbara J. Natalizio and Daniel W. Trott

The Vanderbilt University Medical Center Postdoctoral Association (VUMC-PDA) serves postdoctoral fellows in both basic science and clinical departments at Vanderbilt by providing career development resources, offering opportunities to enhance communication and networking skills and influencing postdoctoral policies. The VUMC-PDA partners with the Biomedical Research, Education, and Training (BRET) office, the Office of Research, the Medical Alumni Association, and the Graduate Student Council at Vanderbilt to accomplish these tasks. Career development activities include the Ph.D. Career Connections seminar series, featuring panelists who have selected non-academic careers, and an annual career symposium. Additionally, the PDA holds monthly meetings where speakers ranging from research assistant professors to local biotechnology representatives are invited to address a range of career development topics. To help facilitate networking and communication, the PDA organizes networking events that address a wide range of important topics, including information relevant for international students, work-life balance and managing the laboratory environment. The PDA also works closely with the BRET office to advocate for enhancement of postdoctoral benefits. New this year, the VUMC-PDA is instituting chalk talk practice sessions designed to help prepare postdocs for faculty interviews. Because our organization represents a diverse group, reaching numerous departments and more than 500 trainees, we encourage involvement by recruiting departmental representatives that help reach out to the large postdoctoral community. Furthermore, social activities and happy hours are held to promote communication. By focusing on multiple aspects of career development and acquisition of leadership skills, the VUMC-PDA promotes the development of well-rounded, experienced postdoctoral fellows.

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Creating and Sustaining a Postdoctoral Association at an Urban Research University: Lessons from the Wayne State University Postdoctoral Association (WSU-PDA)

Wayne State University

Rajeshwari R.Valiathan*, Kingsley Osuala, Kelly Bosse, Erin Wakeling, Meritxell Jodar-Bifet, Soumava Santra, Carlos Redondo, Shan Qiao, Xiangqun Ye and David Cepeda

Wayne State University (WSU), located in Detroit, is the third largest research institution in Michigan, and employs 200+ postdoctoral scholars across its 13 schools and colleges, over a 203-acre campus. Several challenges face the institution of an effective PDA in such a setting. For example, the physical separation of departments and schools makes it difficult to conduct meetings and events at a location that is convenient to all postdocs. Also, catering to the professional development needs of postdocs from diverse technical fields is demanding. Moreover, as WSU is an urban institution, most WSU postdocs live and commute from outside the city. This limits the participation in activities during/after work hours. In spite of these challenges, the WSU-PDA was successfully created in the spring of 2013, to promote the professional and career development of postdocs at WSU. Within six months of its inception, the WSU-PDA accrued 120 members, developed teaching and grant-writing

workshops, published a quarterly newsletter, raised funds for its activities, organized the first Postdoc Appreciation Week at WSU, and hosted an Annual Postdoc Symposium featuring speakers from academia, industry, science writing, entrepreneurship, and a keynote address by Philip Clifford, Ph.D., co-creator of myIDP. Postdocs and faculty members also received recognition at the symposium through several postdoc awards and a Postdoc Mentor of the Year Award, respectively. These activities have revived the postdoctoral community at WSU. Future WSU-PDA activities will sustain this momentum and serve as examples to implement at other urban research universities.

Establishing a Funded Budget for the Postdoctoral Association of Western: Processes and Lessons Learned

Western University

Timothy A. Burkhardt*, Jiro Inoue, Kalin Penev and Natalie St. Amour

Since 2010, one of the top goals of the PDA at Western (PAW) has been obtaining a funded budget that would facilitate our core priorities: fostering a strong postdoctoral community at Western and addressing the needs and concerns of our individual members. We achieved this goal in 2013.

An imperative first step in obtaining a funded budget for PAW was establishing a strong working relationship with the postdoctoral services coordinator (PSC) from the School of Graduate and Postdoctoral Studies (SGPS). This relationship was strengthened by actively engaging with the PCS on policy issues and participating in the planning of SGPS sponsored. This resulted in PAW being tasked with demonstrating that independent funding was a necessity and was accomplished by holding a series of separate PAW-only-organized and unfunded events, and drafting two shadow budgets in the course of two years. PAW also established a budget committee that carefully reviewed the shadow budgets and eliminated items that were redundant with the budget of the SPGS while simultaneously providing conservative cost estimates. These processes allowed us to secure 5,000 CAD in funding from the SGPS for our inaugural 2013/2014 budget (30 percent social outreach, 60 percent travel and 10 percent institutional affiliations). To ensure that transparency and responsible spending are maintained, PAW established a vice president of finance and produced our first semi-annual budgetary review. Work has already commenced on our 2014/2015 budget where we will advocate for increased funding that will allow us to better represent our postdoctoral community.



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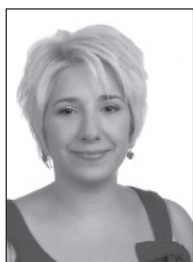
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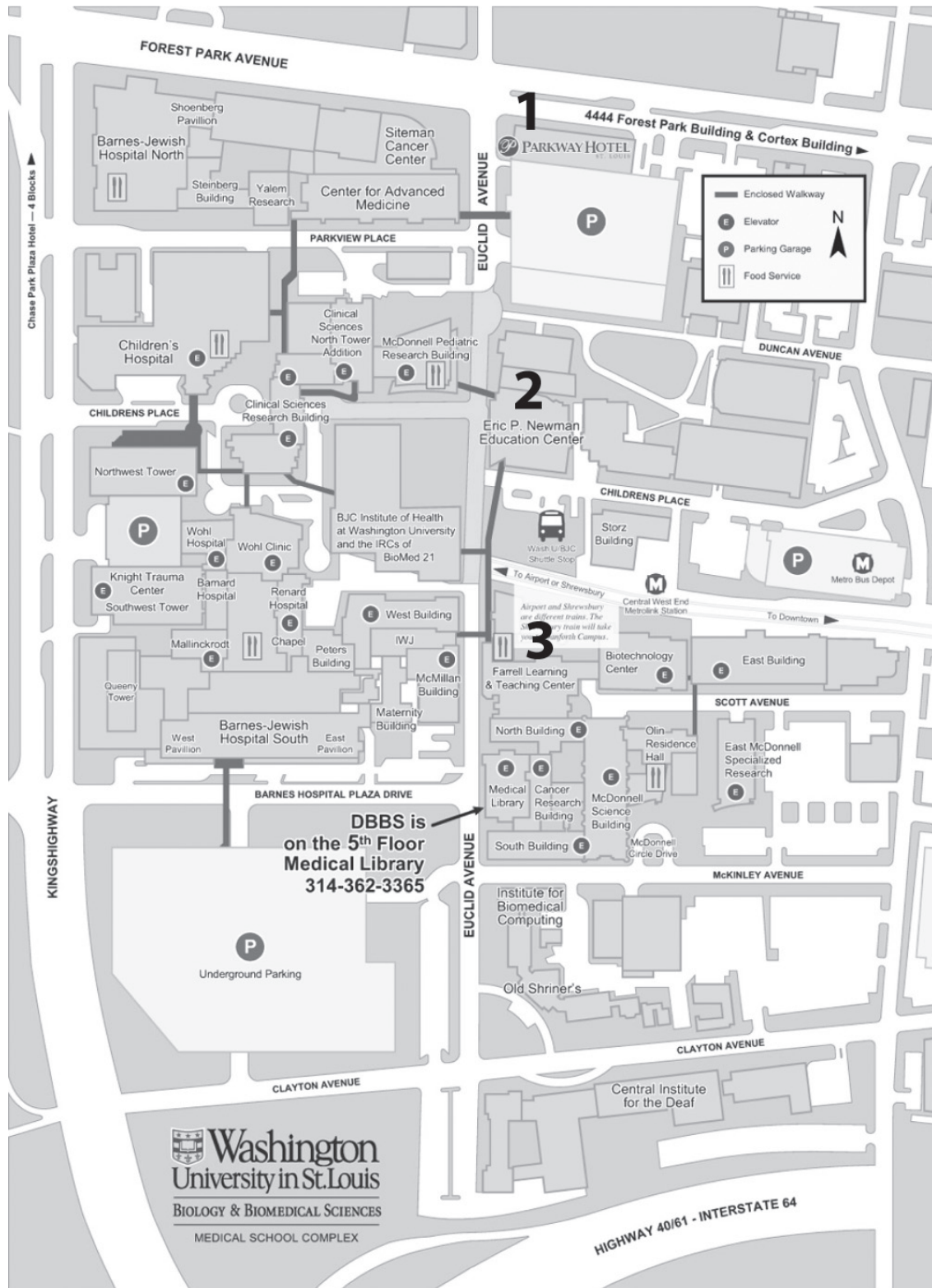
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