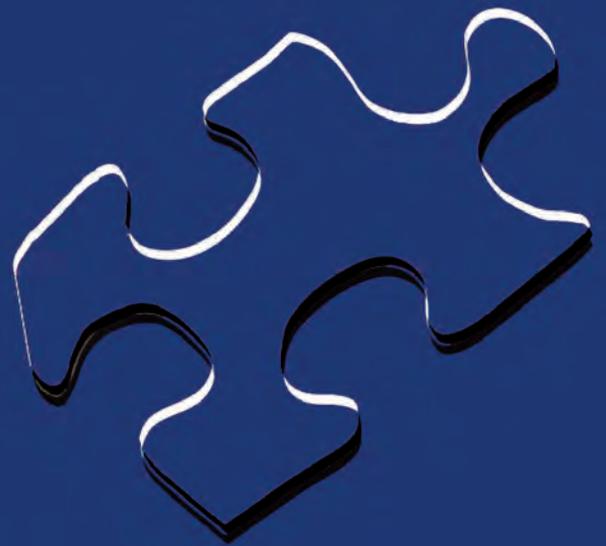




*April 21-23, 2006
Bethesda, Md.*

*National
Postdoctoral
Association*

Fourth Annual Meeting



AGENDA AT A GLANCE

Friday, April 21, 2006

TIME	ACTIVITY	LOCATION
12:00–1:00 PM	Pre-Meeting Registration	NIH Natcher, Lower Level Foyer
1:00 – 5:00 PM	Postdoc Association Leadership Session	Room F1/F2
	Postdoc Office Administrators Session	Room D
4:00 – 6:00 PM	Main Meeting Registration	Hyatt Regency Concourses Terrace
5:30 – 7:00 PM	Opening Reception	Hyatt Regency Concourses Terrace
7:30 PM	Optional Dine Around	Bethesda

Saturday, April 22, 2006

8:00 – 8:45 AM	Main Meeting Registration (available all day)	
	Continental Breakfast and Poster Set-Up	NIH Natcher, Lower Level Foyer
8:45 – 9:00 AM	Welcome and Overview	Auditorium
9:00 – 9:30 AM	Session I Plenary: The NPA's Agenda for Change	Auditorium
9:30–10:30 AM	Session II Plenary: Progress Report – Implementation of Policy Recommendations	Auditorium
10:30–10:50 AM	BREAK: <i>Sponsored by ScienceCareers.org</i>	Foyer
10:50 AM – 12:15 PM	Session III: Concurrent Leadership Development Workshops	
	Organizing a Lab Management & Leadership Program	Room E1
	Strategic Planning	Room G1/G2
	Postdoc Offices (PDO) and Postdoc Associations (PDA): How Collaboration Really Does Work!	Room F1/F2
	Perspectives in Diversity: Facts versus Fiction	Room E2
	How to Build a Professional Development Workshop Series for Postdocs	Room A
12:15 – 1:30 PM	Luncheon and Awards Ceremony	Cafeteria, Main Level
1:30 – 2:30 PM	Session IV: Role of Professional Societies in Postdoctoral Training	Auditorium
2:30 – 3:15 PM	Session V: Keynote Address – Rita Colwell	Auditorium
3:15 – 3:35 PM	BREAK	Foyer
3:35 – 5:00 PM	Session VI: Concurrent Leadership Development Workshops	
	Coaching for Leaders	Room E1
	Strategies for Providing and Obtaining Structured Mentoring	Room G1/G2
	Organizing Career Fairs & Career Development Events	Room F1/F2
	Assisting Postdoctoral Scholars in Crafting Individual Career Development Plans	Room A
	Alliances, Strategies, and Advocacy: Navigating Institutional Politics to Implement Change	Room E2
5:00 – 6:00 PM	Social Hour and Poster Session	Foyer
7:00 PM	Optional Dine Around	Bethesda

Sunday, April 23, 2006

7:30 – 8:30 AM	Continental Breakfast	Foyer
8:30 – 9:30 AM	Session VII Plenary: NPA Business Meeting	Auditorium
9:30 – 9:50 AM	BREAK	Foyer
9:50–11:05 AM	Session VIII Plenary: The Inter-Relationship Between Funding Agencies & Institutional Postdoctoral Policies	Auditorium
11:05 AM – 12:15 PM	Session IX: Topical Breakout Sessions	
	The NPA's Agenda for Change	Room E1
	Implementation of Policy Recommendations	Room F1/F2
	Role of Professional Societies in Postdoctoral Training	Room A
	The Inter-Relationship Between Funding Agencies and Institutional Postdoctoral Policies	Room G1/G2
12:15 – 1:00 PM	Session X: Meeting Summary & Closing	Auditorium



Table of Contents

Detailed Meeting Agenda	3
Acknowledgements	13
NPA Distinguished Service Award Recipient 2006.....	14
Speaker Bios.....	15
Annual Meeting Committee Roster	28
Travel Award Recipients	29
Committee Reports	31
Poster Abstracts.....	39
Executive Board Roster	47
NPA Sustaining Members 2005	48

AGENDA

Friday, April 21, 2006



**Location: Natcher Conference Center,
NIH Campus, Bethesda, MD**

12:00 – 1:00 pm
Pre-Meeting Registration

1:00 - 5:00 pm
Pre-Meeting Concurrent Sessions

I. Postdoc Association (PDA) Session

Session Aim: To provide a forum in which current and/or prospective PDA leaders can share information and successful strategies for addressing the needs of constituent postdocs, while learning more about the NPA's resources and services for postdoctoral associations.

1:00 – 2:00 pm
The Formation and Survival of a PDA

Overview: Christina Lewis, President, Postdoctoral Scholars Association, UC San Francisco; Member, NPA Board of Directors.

This session will highlight resources found in the NPA's PDA toolkit. Using a roundtable discussion format, participants will discuss such topics as methods for obtaining a budget, developing bylaws and constitutions, retaining/recruiting members, and developing new leaders.

2:15 – 3:15 pm
Developing a Vibrant Postdoc Association

Overview: Adam Mullick, President, Society of Fellows, The Scripps Research Institute

This session will utilize a roundtable format to discuss successful and/or innovative PDA programs, such as professional development events, networking activities, and research symposia. The purpose of this session is to provide helpful information on a variety of events allowing participants to organize similar events at their institutions.

3:30 – 5:00 pm
**Successful Strategies for Achieving
Institutional Change**

Overview: Keith Micoli, Founder, UAB Postdoc Association; Chair, NPA Board of Directors

This session will be an open forum to discuss and highlight successful strategies that PDA's have employed to bring about policy changes within their institutions. Participants will be invited to identify those issues of paramount concern for possible discussion at the forum.

II. Postdoc Office/Administrators Session

Session Aim: To provide a forum in which administrators and faculty can share information and successful strategies for addressing the needs of postdoctoral scholars, while learning more about the NPA's resources and services for postdoctoral offices.

1:00-2:00 pm
Addressing International Postdoc Issues

Sam Castaneda, Director, Visiting Scholar and Postdoc Affairs Program, UC Berkeley; and Chiara Gamberi, Vice-Chair, NPA International Postdoc Committee.

This workshop will focus on addressing the unique needs of international postdocs, highlighting information included in the NPA's International Postdoc Survival Guide. Discussion will focus on the ways administrators can use the survival guide and other resources to develop and implement programs and services to better meet the needs of international postdocs at their home institutions.

2:15-3:15 pm

Postdoc Compensation and Benefits

Mary Bradley, Director of Post Graduate Affairs, Washington University, St. Louis; Steve Johnson, Insurance Broker, Garnett-Powers & Associates; and Karen Nelson, Associate Dean of Graduate Academic Affairs, UC San Francisco.

This workshop will focus on institutions that have been successful in implementing system-wide, standardized compensation and benefits for both employee and non-employee postdocs, while highlighting the NPA's resources and recommendations on this topic.

3:30-5:00 pm

Developing a Model Postdoc Office

Facilitators: John LeViathan, Human Resources Manager and Postdoctoral Advisor, The J. David Gladstone Institutes and Member, NPA Board of Directors; and Philip Clifford, Associate Dean for Postdoctoral Education, Medical College of Wisconsin.

Panelists: Shannon Bayer, Group Administrator, Office for Postdoctoral Training and Career Development (OPTCD), Dana Farber Cancer Institute; Claudina Stevenson, Manager, Postdoctoral Training Program, Novartis Institutes for BioMedical Research, Inc.; Kevin Grigsby, Vice Dean of Faculty/Academic Affairs, Pennsylvania State University, at Hershey.

This session will focus on the various programs and services a Postdoctoral Office might offer to assist postdoctoral scholars. This session will use a panel discussion format to facilitate a lively discussion of strategies for developing programs and services that provide maximum benefit to postdoctoral scholars.

MAIN MEETING

LOCATION: Bethesda Hyatt Regency Hotel, Concourse Terrace

4:00 - 6:00 pm

Registration

5:30 – 7:00 pm

Opening Reception (open to all registrants)

7:30 pm

Optional Dine Around (sign up at reception)

Saturday, April 22, 2006

**LOCATION: Natcher Conference Center, NIH
Campus, Bethesda, MD**

8:00-8:45 am

**Registration
Poster Set-up
Continental Breakfast**

8:45-9:00 am

**Welcome and Overview
Richard Bodnar, Chair, NPA Annual Meeting
Committee**

9:00-9:30 am

**Plenary Session I- The NPA's Agenda for
Change**

Keith Micoli, Chair, NPA Board of Directors

This session will provide an overview of the NPA's policy agenda, focusing on those organizations and institutions that are in a position to affect broad and systemic changes in the postdoctoral training experience.

9:30-10:30 am

**Plenary Session II-Progress Report:
Implementation of Policy Recommendations
Sponsored by NIEHS**

*Moderator: Diane Klotz, Assistant to the Director,
Center for Rodent Genetics, National Institute of
Environmental Health Sciences (NIEHS), and
Interim Chair, NPA Policy Committee.*

*Panelists: Mike Autry, Research Associate, Univer-
sity of Minnesota Medical School, Minneapolis and
Board Member, NPA; Alyson Reed, Executive
Director, NPA.*

This session will report on progress to date in implementing recommendations issued by various national organizations, including the NPA. In particular, many research institutions have made considerable progress in developing new policies and practices pertaining to postdoctoral scholars. The NPA has been tracking these changes through peri-

odic updating of its Institutional Policy Database. Representatives of the NPA will report on how well various institutions are performing in implementing the NPA's Recommended Practices. The results of a recent conference on professionalizing the postdoctoral experience will be reported, including the plans of the various conference participants for implementing new policies and programs.

10:30-10:50 am

BREAK
Sponsored by Sciencecareers.org

10:50 am-12:15 pm

Leadership Development Session I
Concurrent sessions on varying topics with a focus on leadership skills.

**Organizing a Lab Management & Leadership
Program**

Sponsored by the Howard Hughes Medical
Institute

*Presenters: Samara Reck-Peterson, Director of
Postdoctoral Education, UC San Francisco; Joan
Lakoski, Assistant Vice Chancellor for Academic
Career Development, Founding and Executive
Director of the Office of Academic Career
Development, University of Pittsburgh Schools of
the Health Sciences, and Associate Dean for
Postdoctoral Education and Professor of
Pharmacology at the University of Pittsburgh
School of Medicine; Lisa Kozlowski, Assistant
Dean for Postdoctoral Affairs and Recruitment,
Thomas Jefferson University.*

Postdocs need strong lab management and leadership skills. This workshop will provide guidance to attendees on resources available to help postdocs gain these skills. Strategies for developing a lab management and leadership program will be discussed, including: dissemination and review of the HHMI/BWF Lab Management Guide; organizing a seminar series or intensive conference on this topic; and mentoring activities to foster partnerships between seasoned lab managers and postdocs in

training. The speakers will discuss the pros and cons of various teaching models, along with advice on the logistics of organizing these types of programs.

Strategic Planning

Timothy Coetzee, Director of Research Initiatives and Outreach, National Multiple Sclerosis Society

Members of the postdoctoral community, including research labs, postdoctoral associations and offices, and even individuals, can benefit from developing a strategic plan that will ensure their long-term viability and effectiveness. Strategic planning determines the goals of an organization, office, individual or other entity over the short and long term, strategies for achieving those goals and methods for assessing whether the goals were achieved. The way that a strategic plan is developed depends on the nature of the individual or organization's leadership style, culture of the organization, complexity of the organization's environment, size of the organization, expertise of planners, etc. There are a variety of perspectives, models and approaches used in strategic planning, including goals-based, issues-based, organic, and scenario planning. This workshop will explore all four models, weighing the advantages and disadvantages for various stakeholders within the postdoctoral community.

Postdoc Offices (PDO) and Postdoc Associations (PDA): How Collaboration Really Does Work!

Christine Des Jarlais, Assistant Dean for Postdoctoral Affairs and Graduate Outreach, University of California, San Francisco; Christina Lewis, President, Postdoctoral Scholars Association, University of California, San Francisco and Member, NPA Board of Directors; Sam Castañeda, Director, Visiting Scholar and Postdoc Affairs Program, University of California, Berkeley; Marianne Poxleitner, President, Berkeley Postdoctoral Association, University of California, Berkeley

This session will highlight how institutions that have postdoc offices as well as postdoc associations are better equipped to cut through the "red tape" and get things done—more efficiently and effectively. Presenters at this session will recount their experiences from both the PDO's and PDA's perspective. Learn how this collaborative relationship

really does help to better identify the more salient postdoc training needs for a community of postdocs at your institution. Through this interaction, limited resources can be spent on the programs that meet the customized needs of the groups of postdocs present at the time. Having the postdoc association vet the programmatic vision of the postdoc office allows limited postdoc funds to be used where postdoc themselves think it should be spent. As a secondary effect, better relationships develop between the postdoctoral community and the administrators who are responsible for them. Come and meet postdoc administrators who manage postdoc offices. They will be accompanied by the leaders of the postdoc associations at the same institutions. You will get a bird's eye view of how this really does work!

How to Build a Professional Development Workshop Series for Postdocs

Chris Blagden, Research Scientist, New York University School of Medicine and Chair, NPA Outreach Committee; Melanie Sinche, Director of the Office of Postdoctoral Services, University of North Carolina at Chapel Hill (UNC).

Why reinvent the wheel just for the postdoctoral community at your institution? This session will demonstrate how existing resources that serve graduate students, staff, and faculty at your institution can be tapped for the purposes of meeting the professional development needs of the postdoctoral community. Since many institutions already have programs that prepare graduate students and others for various professional positions, adding postdocs to their radar is a logical idea. The only problem is to convince the "owner" of these programs that it is important for their offices to now share these career progression tools with the postdoctoral community. To this effect, the session will highlight creative ways for a postdoc administrator or postdoc association leader to identify career workshop topics; how to gain access to existing resources at your institution; and, how to convince a variety of administrators to expand the mission of their offices to include postdocs. In most situations, you will find that there is a genuine willingness on the part of administrators to expand their portfolio so as to embrace the postdoctoral community. The unexpected surprise for administrators is that they will further enhance the value of their offices while better meeting the overall mission of the institution.

Perspectives in Diversity: Facts versus Fiction

Cherie L. Butts, Postdoctoral Fellow, National Institute of Mental Health/NIH and Co-Chair, NPA Diversity Committee; Denise Hampton, Postdoctoral Fellow, National Institute of Allergy & Infectious Diseases/NIH; Arti Patel, Director of Global Health Development, Capital Technology Information Services, Inc.; Teresa Washington, Postdoctoral Fellow, National Institute of Child Health Development/NIH.

The goal of this workshop is to educate participants on issues related to building and fostering a diverse scientific workforce at the postdoctoral training level. This will be accomplished by identifying key resources related to diversity issues for postdoctoral scholars. In addition, the workshop will provide tools for individuals, program administrators and organizations to enhance postdoctoral diversity within their institutions. The workshop will begin with an overview of the current postdoctoral population in terms of diversity with a focus on both strengths and weaknesses. This will be followed by a facilitated discussion using a series of vignettes that will enable participants to practice skills integral to communicating effectively and building trust across gender, racial, and ethnic lines, and with persons that have disabilities. The workshop will wrap-up with an overview of the resources available through the National Postdoctoral Association related to diversity.

12:15-1:30 pm

Luncheon and Distinguished Service Award Presentation

1:30-2:30 pm

Plenary Session III: Role of Professional Societies in Postdoctoral Education Training

Sponsored by Sigma-Aldrich

Moderator: Crispin Taylor, Executive Director, American Society of Plant Biologists and Member, NPA Advisory Board.

Panelists: Jerry Bell, Senior Scientist, American Chemical Society and Martin Frank, Executive Director, American Physiological Society

Professional and disciplinary societies play a crucial role in setting standards, providing guidance, offer-

ing resources, advocating for positive change and fostering a sense of community. The NPA is partnering with professional societies to develop innovative programs to better meet the needs of postdoctoral scholars. This session will focus on strategies that disciplinary and professional societies are using to address the many issues facing postdocs. The moderator will provide an overview of recommended practices and data collected by the NPA on professional society programs and activities relating to postdoctoral training. Panelists will report on activities currently underway at their societies, while spotlighting areas where additional effort would benefit the postdoctoral community.

2:30-3:15 pm

Keynote Address

Rita Colwell, President, Biotechnology Institute, University of Maryland

3:15-3:35pm

BREAK

3:35-5:00 pm

Leadership Development Session II

Concurrent sessions on varying topics with a focus on leadership skills.

Organizing Career Fairs & Career Development Events

Moderator: Garth Fowler, Outreach Program Manager, Science and ScienceCareers.org

Speakers: Allison Pritchard, Marketing Manager, ScienceCareers.org; Claudina Stevenson, Manager, Postdoctoral Training Program, Novartis Institutes for BioMedical Research, Inc.; Laure Haak, Program Officer, COSEPUP, The National Academies

Organizing career fairs and specialized career development events for postdocs presents some unique challenges. The first part of the workshop will feature panelists who will collectively provide the resources and information necessary for postdoc associations, postdoc offices, and other interested parties to create and host these types of events. During the second half of the symposium, featured career panelists will provide an overview on an array of potential job opportunities and career paths. Panelists will advise participants on how to incorporate different career pathways into these

events, highlighting the type of work that they do, the training needed for that job, what a typical day is like, and how they got there. Participants will gain the skills and knowledge needed to organize a career fair at their home institutions, as well as how to focus on enhancing career development opportunities for all postdocs.

Coaching for Leaders

Richard Weibl, Director, AAAS Center on Careers

Leadership skills are essential for the viability, effectiveness, and sustainability of any organization, office, research lab or business entity. Effective leaders influence others to accomplish an objective and direct an organization in a way that makes it more cohesive and coherent, by applying their leadership attributes, such as beliefs, values, ethics, character, knowledge, and skills. As postdocs move into leadership roles within their labs, associations, or first independent positions, having a good coach will enhance their ability to succeed. Coaching emerging leaders can provide them with the skills necessary to help others expand their levels of responsibility and their capacity for initiative and action. Coaching can be provided by seasoned leaders, but also by colleagues and peers who are learning these skills through current experiences. The benefits of coaching include: empowering leaders to become more competent in generating and maintaining effective relationships, both professional and personal, resulting in increased levels of trust and accountability in the organization.

Assisting Postdoctoral Scholars in Crafting Individual Career Development Plans

Melanie Sinche, Director of the Office of Postdoctoral Services, University of North Carolina at Chapel Hill (UNC); Philip S. Clifford, Associate Dean for Postdoctoral Education, Medical College of Wisconsin.

Given today's fluid job market, it is critical for postdocs to reflect on and evaluate their own values, interests and skills, to learn about viable career options, and to set goals that will enable them to pursue careers of interest. This workshop will provide information on the approach taken by several agencies and institutions to assist postdocs with self-assessment, career exploration, and goal setting. The session will include a discussion and distribution of specific materials to facilitate this

process, as well as strategies for institutions wishing to bring this type of workshop to their local postdoc communities.

Strategies for Providing and Obtaining Structured Mentoring

Carol B. Muller, Founder & CEO, MentorNet

Postdocs need effective mentoring in order to succeed in achieving their professional goals. This workshop will provide guidance to postdocs on how to forge and maintain a mutually rewarding relationship with a mentor, while emphasizing the importance of the postdoc's role as a mentor to graduate students and peers. Administrators and faculty will learn about model programs and services that can help to foster effective mentoring relationships, including consideration of the multiple roles involved in many mentor-protégé relationships, the value of external and internal mentors and mentoring networks, e-mentoring, and other innovative tactics. Strategies for meeting the unique mentoring needs of various sub-populations, such as women, under-represented minorities and international postdocs, will be woven throughout the workshop.

Alliances, Strategies, and Advocacy: Navigating Institutional Politics to Implement Change

Moderator: Emil Chuck, Duke University

Panelists: Sharon Milgram, Professor of Cell and Developmental Biology, University of North Carolina at Chapel Hill; Roger Chalkley, Senior Associate Dean, Vanderbilt University School of Medicine.

To be a successful advocate, one must understand the operational culture of the working environment. By understanding institutional politics, advocates form alliances, leverage positions, and develop strategies to initiate and effect positive change. In this workshop, participants will gain insight into the psychology and complexity of institutional politics and how best to operate within this system (or in other research organizations) to generate support for their advocacy. Panelists who represent different institutional stakeholders (postdoctoral scholar, junior investigator, senior investigator, and administrator) will reflect upon and discuss their perspectives of "institutional politics" and the strategies

they used to make a recommendation into a new program or policy that addresses each stakeholder's roles, authorities, and concerns. As an example, panelists will engage their perspectives and advocacy strategies to implement Individual Development Plans at their institutions. Panelists will discuss both successful and unsuccessful strategies in developing "buy-in" to the plan. During the workshop, attendees will provide their own insights to successful and unsuccessful strategies with other issues, and develop a practical framework (and institutional presence) for implementing effective advocacy strategies at their own institutions.

5:00-6:00 pm

Poster Session (see abstracts beginning on page 39)

7:00 pm

Optional Dine Around (Bethesda)

Sign-up sheets in registration area.



Sunday, April 23, 2006

**LOCATION: Natcher Conference Center, NIH
Campus, Bethesda, MD**

7:30-8:30 am
Breakfast

8:30-9:30 am
NPA Business Meeting

Keith Micoli, Chair, Presiding

AGENDA

Consideration of Proposed Bylaw Amendments
Q&A on Annual Reports
Member Forum

9:30-9:50 am
BREAK

9:50-11:05 am
**Plenary Session IV—The Inter-Relationship
between Funding Agencies and Institutional
Postdoctoral Policies**

*Moderator: Michael S. Teitelbaum, Vice President,
The Alfred P. Sloan Foundation*

*Panelists: Jim Lightbourne, Senior Advisor, Office
of Integrative Activities, Office of the Director,
National Science Foundation; Walter Schaffer,
Senior Scientific Advisor for Extramural Research,
National Institutes of Health; Victor Darley-
Ussmar, Professor of Pathology and Associate
Dean for Post-Doctoral Education, University
of Alabama, Birmingham; Sharon Milgram,
Professor of Cell and Developmental Biology,
University of North Carolina at Chapel Hill.*

Many national agencies and organizations have issued policy recommendations calling on funding agencies to play a larger role in addressing the needs of postdoctoral scholars. In particular, calls have been made for the funding agencies to provide incentives and support for policy and programmatic changes at the institutional level. As more and more research institutions develop policies to meet

the unique needs of postdocs, the two major federal funding agencies, NIH and NSF, have yet to formulate any comprehensive national policies governing the training of postdoctoral scholars funded through *research* grants to principal investigators. This session will focus on the complex relationship between research funding agencies and the individuals and institutions that receive those funds. Should the principal funding agencies seek to influence the training experience for postdocs by modifying their research programs? Would institutions welcome this influence or reject it as an undue burden? Panelists representing both funding agencies and institutional recipients will address this issue.

11:05 am-12:15 pm
Topical Breakout Sessions

The purpose of these sessions is to discuss how the information and discussions that occurred during the four plenary sessions can be brought back and implemented at the attendee's home institutions/organizations. Each breakout group will determine how the information discussed at a particular plenary session can be utilized and implemented through local, regional or national action. The breakout session participants will record their recommendations and present them to the entire audience during the meeting summary.

The NPA's Agenda for Change

*Moderator: Derek Scholes, Science Policy Fellow,
NHGRI/ASHG*

Implementation of Policy Recommendations

*Moderator: John LeViathan, Human Resources
Manager and Postdoctoral Advisor, The J. David
Gladstone Institutes and Member, NPA Board of
Directors*

The Role of Professional Societies in Postdoctoral Training

*Moderator: Amy Chang, Department of Education,
American Society for Microbiology*

**The Inter-Relationship Between Funding
Agencies and Institutional Postdoctoral
Policies**

*Moderator: Diane Klotz, Assistant to the Director of
the Center for Rodent Genetics at the National
Institute of Environmental Health Sciences (NIEHS)
and Member, NPA Board of Directors.*

12:15-12:45 pm

**Meeting Summary: Reports from the Topical
Breakout Sessions**

12:45-1:00 pm

Concluding Remarks

Keith Micoli, Chair, NPA Board of Directors





Acknowledgements

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

MEETING SPONSORS

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Research Foundation

Crispin Taylor, PhD, Executive Director, American
Society of Plant Biologists

The NPA Distinguished Service Award 2006

Laurel L. Haak, PhD, is the recipient of the 2006 NPA Distinguished Service Award. Dr. Haak is being honored for her sustained contribution to improving the postdoctoral training experience. Throughout her career, Dr. Haak has demonstrated compassion, commitment, and leadership toward the needs of young scientists. As a postdoc, she contributed to organizing young scientist committees for the Biophysical Society, the American Society for Cell Biology, and the Society for Neuroscience. More importantly, her current position as a Program Officer at the National Academies allows her to play an instrumental role for postdocs by organizing studies and conferences, such as the Second COSEPUP Convocation on Enhancing the Postdoctoral Experience.

As the editor of AAAS' Postdoc Network (PDN), this web portal established itself as the community for young scientists to educate and to empower themselves in the struggle for respect within the highly competitive scientific enterprise. Dr. Haak led through her distinguished accomplishments that gave this nascent community direction and opportunity. First, her articles tackled the incredibly arcane and obscure issues surrounding postdoctoral policy. In particular, her seminal three-part series on "Postdocs and the Law" is required reading for any postdoctoral association leader and institutional postdoc office. Dr. Haak clearly explained the patchwork of rules that frustrate many postdocs. A second major accomplishment was Dr. Haak's organization of the PDN's national

meetings. The annual conferences were critical for shaping postdocs' enthusiasm and talent into a competent and productive network for action. Most notably, during the second PDN meeting, a group of young postdoctoral leaders came together to set the stage for the founding of the NPA. Dr. Haak provided an important complementary role to the NPA Boards during the early days of the Association. Working without fanfare she was an essential, catalytic networker providing advice and making contacts for the young leaders of the NPA. For all of these accomplishments, and many others too numerous to mention here, Dr. Haak is the 2006 recipient of the NPA Distinguished Service Award.

About the award....

Each year, the NPA offers a Distinguished Service Award to an individual or entity that has demonstrated a profound, sustained, or leadership contribution to improving the postdoctoral training experience. Nominations are welcomed from the public, including NPA members. A formal call for nominations is issued each Fall. The first recipient of the NPA Distinguished Service Award in 2004 was Dr. Ruth Kirshstein. The second recipient of the NPA Distinguished Service Award in 2005 was the Committee on Science, Engineering, and Public Policy (COSEPUP) of the National Academies.

SPEAKER BIOS



J. Michael Autry, PhD, was recently elected to the NPA Board of Directors for a two year term (2006-2007), after serving on the NPA Policy Committee last year (2005). Dr. Autry is a Research Associate at the University of Minnesota Medical School in Minneapolis, in the Department of Biochemistry, Molecular Biology & Biophysics. During his postdoctoral training at U of MN (1999-2003), Mike served as an AHA Fellow (2 yrs), NIH Trainee (1 yr), and C. Walton Lillehei Scholar (1 yr), working with mentor David D. Thomas, PhD, on the structural dynamics of calcium transport proteins from skeletal muscle. Mike earned his PhD in Medical Biophysics from Indiana University School of Medicine in Indianapolis, with a minor in Biochemistry. During his graduate training at IU, he was twice awarded the Paul A. Nicoll AHA Predoctoral Fellowship for his research on the molecular biology of calcium regulation in the heart, working with mentor Larry R. Jones, MD/PhD, at the Krannert Institute of Cardiology. Mike earned his BS in Physics from the University of Notre Dame in South Bend IN, with a minor of Physics-in-Medicine. Mike is past-president of the University of Minnesota Postdoctoral Association, and is currently serving on the Research Infrastructure Task Force, as part of a Strategic Positioning Initiative intended to boost U of MN into the top three public research universities.

Shannon Bayer is the Group Administrator for the Office for Postdoctoral Training and Career Development (OPTCD) at Dana-Farber Cancer Institute. She has been with the office for over two years helping develop training curriculum and performing salary and benefits analysis. Trainings include the tools needed for job searches and success in the laboratory as both a postdoctoral researcher and as an independent investigator. Her Bachelor's of Science is in Biology from the University of Vermont and she is currently working on her JD at Suffolk Law School.

Jerry A. Bell is Senior Scientist, since 1999, in the Education Division of the American Chemical Society. He taught at the University of California-Riverside for five years and for 25 years at Simmons College, before joining the American Association for the Advancement of Science as Director for Science, Mathematics, and Technology Education Programs in the Education and Human Resources Directorate in 1992. His major professional interests have focused on science (chemical) education at all levels, especially the use of hands-on approaches to teaching and learning. In his pres-

ent position, he is Chief Editor for the ACS textbook, *Chemistry*, and directs the Office of Graduate Education.

Chris Blagden is a member of the National Postdoctoral Association's Executive Board. He is currently a Research Scientist at New York University School of Medicine, in the Molecular Neurobiology Program, studying regulation of adult skeletal muscle by electrical activity during disease and injury. Chris is a postdoctoral council member of the Postdoctoral Office (PDO) at NYU SoM, and a key figure in the formation of the Postdoctoral Association (PDA) there. He is currently Chair of the NPA's Outreach and Board Development Committees. Chris has been involved with the Outreach Committee since its inception, working to provide assistance to institutional PDOs and PDAs around the country. He has been involved in formulation of hypotheses for the Sigma Xi National Postdoc Survey, development of the NPA's PDO/PDA toolkits, and he has coordinated the development and implementation of the NPA's Team Visit Program, an initiative designed to allow the NPA to directly assist institutions, upon request, to develop areas of their postdoctoral programs. Chris is also one of the founder members of the Future Science Educators at NYU SoM, a postdoc-driven forum which encourages both graduate students and postdocs to attend professional development workshops on various aspects of good science teaching, maintains contacts with surrounding schools and institutions about teaching opportunities, and outreaches to local institutions and programs to provide hands-on teaching experiences for our life science trainees.

Richard Bodnar, Ph.D., is currently Research Assistant Professor, Department of Pathology, University of Pittsburgh and Research Biologist at the Veterans Affairs Hospital, Pittsburgh. His research interests include identifying the signaling pathways mediated by the CXC receptor 3 in endothelial cells and the role of angiogenesis in dermal/epidermal communication during wound healing. Dr. Bodnar received his Ph.D. in Pharmacology from the University of Illinois at Chicago. After receiving his Ph.D., Dr. Bodnar joined the lab of Alan Wells at the University of Pittsburgh. He was awarded a NRSA postdoctoral fellowship from NHLBI and currently holds a VA MREP grant. Dr. Bodnar is currently serving as the Junior Co-Chair of the University of Pittsburgh Postdoctoral Association and as the Chair of the NPA Annual Meeting Committee.

Mary Brenan Bradley is the Director of the Office of Post Graduate Affairs in the Division of Biology & Biomedical Sciences at Washington University in St. Louis. Ms. Bradley joined Washington University when the Office of Post Graduate Affairs (OPGA) was created in November 2002. Washington University's Postdoctoral Policy went into effect July 1, 2004 and OPGA provides policy oversight as well as resources & professional development training for postdoctoral appointees, primarily at the School of Medicine. Visit <http://dbbs.wustl.edu/postdoc> for more information. Ms. Bradley is a native of St. Louis but has also lived in Washington, DC and Park City, UT. She has a bachelor's degree in International Relations from The American University and will obtain her Master of Liberal Arts at Washington University in May 2006.

Dr. Cherie L. Butts is currently working as a postdoctoral fellow at the National Institute of Mental Health/NIH in the Section on Neuroendocrine Immunology & Behavior under the advisement of Dr. Esther M. Sternberg, Section Chief. She obtained her undergraduate and master's degrees from Johns Hopkins University and her doctorate degree from the University of Texas at Houston Health Science Center. Dr. Butts' research focuses on describing the interaction between steroid hormones and the immune system in an effort to understand how this modulates immune responses. Her current project focuses on the role of sex hormones in initiation or severity of disease. She expects to use the knowledge gained from this experience to study the role hormones may play in development of endocrine cancers and the potential relationship between autoimmune disorders and cancer. Her career goals include obtaining a faculty position at a major research institution and developing programs to help students in disadvantaged communities understand the importance of studying science.

Sam Castañeda graduated with a B.A. in Sociology from San Francisco State University and has worked for the University of California—at the Berkeley and Los Angeles campuses—for more than 20 years. During that time, Sam was responsible for creating innovative programs that provide support to international students and scholars. Concurrently, Sam also held leadership positions with the California chapter of NAFSA: Association of International Educators. At the national level, Sam is currently organizing a SIG (special interest group) within NAFSA for postdocs. As director of

Berkeley's Visiting Scholar and Postdoc Affairs Program, Sam is responsible for enhancing the postdoctoral experience through a variety of programs and curricula. Examples of postdoc endeavors on the Berkeley campus that Sam developed include the establishment of the first postdoc office in the University of California system; the creation of a campus postdoc ombudsman; and, the formation of a postdoc oversight team—which brings together a variety of campus officials who have responsibility for the welfare of postdocs because of their specialty. On the academic side, Sam created and teaches Speech Improvement for International Postdocs and Effective Communication (for Postdocs). Additionally, Sam developed the Postdoc Career Workshop Series, which offers an array of seminars that provide tips and tools for postdoc professional development. Other examples of support programs that Sam launched include Postdoc Pizza Parlor—a forum for campus senior academic and administrative officials to meet and interface with postdocs; New Postdoc Orientation—a required information program for new postdocs, complete with a luncheon and campus tour; and, a fee structure plan that provides full funding of postdoctoral administrative and support programs. Sam is a currently a member of a University of California System-wide committee that seeks ways to provide all postdocs with health and welfare benefits and protections. As an advisory board member to the National Postdoctoral (NPA) Association, Sam is responsible for developing the Quick Guide to Visas for International Postdocs, one of the first NPA publications printed. Since the inception of the NPA, Sam also continues to serve on both the Annual Meeting Committee as well as the International Postdoc Committee.

Roger Chalkley, D.Phil., as Senior Associate Dean at Vanderbilt University School of Medicine, is responsible for the overview of the activities of the office of Biomedical Research Education and Training. These responsibilities include oversight of the IGP, the MD/PhD Program, Postdoctoral Affairs, Graduate Student Affairs as well as Minority Activities and supporting Training Grant applications. Dr. Chalkley was educated at Pembroke College (Oxford) in Chemistry and did his postdoctoral research in gene regulation and chromatin structure in the laboratory of James Bonner at CalTech. After almost 20 years in the Biochemistry Department at the University of Iowa School of Medicine, he moved to Vanderbilt in 1986. He has published almost 200 papers in chromatin research. Dr. Chalkley has had an active interest in

graduate education for many years and was involved in the establishment of the IGP where he served as Director for the last 8 years. He has been a hardcore runner for 40 years and is a (self-described) competent, rock climber.

Amy L. Chang joined the American Society for Microbiology (ASM) in 1980. Since 1990 she has served the ASM Education Board. Under her leadership, the Board sponsors for educators and faculty the (i) annual Conference for Undergraduate Educators (www.asmcue.org); (ii) annual summer institute for faculty interested in honing up skills for microbiology education research (Scholars-in-Residence); (iii) peer-reviewed journal on research in microbiology education called Microbiology Education; (iv) website of curriculum guidelines and resources, visual resources, and reviews at www.MicrobeLibrary.org; (v) quarterly peer-reviewed publication Focus on Microbiology Education which includes effective teaching strategies, best practices and other topics. The Board sponsors for students (i) 70 national research fellowships for students; (ii) the Annual Biomedical Research Conference for Undergraduate Minority Students (ABRCMS) www.abrcms.org where 2600 undergraduate students present research; (iii) annual ASM Kadner Institute for Graduate Students and Post-doctorate Scientists in Preparation of Careers in Microbiology (www.asm-gap.org) where graduate students learn about careers, effective teaching strategies, grantsmanship, and scientific presentations, and (iv) the ASM and American Physiological Society's Course on Professional Skills Development for Post-docs and Graduate Students: Writing and Reviewing for Scientific Publications. Between 1990 and 1993, Chang served as the executive secretary for the Coalition for Education in the Life Sciences (CELS), a national coalition for undergraduate biology education reform.

Emil Chuck received his B.S.E. in biomedical engineering from Duke University in 1993 and his Ph.D. in cell biology from Case Western Reserve University in 1998. Studying the electrophysiological development of the embryonic heart using high-resolution optical mapping and fluorescence microscopy, he completed postdoctoral fellowships at Metro Health Medical Center (Cleveland), Duke University Medical Center, and Mount Sinai Medical Center; these fellowships were supported by individual and international awards from the North American Society for Pacing and Electrophysiology (now Heart Rhythm Society), the

National Institutes of Health, and the Novartis Foundation (London). While completing his post-doctoral studies, Dr. Chuck has been an advocate for young academics facing work-life-balance challenges since being a founding member of the Case Postdoctoral Researchers Association (1999) and the Duke Postdoctoral Association (2001). With over a decade of experience with graduate student government and university student organizations, he currently volunteers as Special Events Director for Parents@Duke — an alliance of students, post-docs, staff, faculty, and administrators who want to improve the institutional climate for those with family concerns. Over the last four years, Parents@Duke has successfully advocated for paid family leave for employees and faculty, a community-based childcare partnership, and the integration of lactation and family-friendly facilities in university building plans. Furthermore, with Duke University administrators and postdoctoral advocates, Dr. Chuck administered the Sigma Xi post-doctoral survey and compiled preliminary results on differences in the intra-institutional postdoctoral environment at Duke among 130 responding scholars. Completing his Certificate in Non-Profit Management from Duke, Dr. Chuck has ten years of experience with community, statewide, and national non-profit educational and arts organizations as a founder, executive director, board member, volunteer coordinator, and program director. A Science Next Wave campus representative and frequent poster for the ScienceCareers forum, Dr. Chuck is a charter member of the NPA and participates on its Diversity Committee. Recently, Dr. Chuck was recognized as an Outstanding Young North Carolinian for the Durham Chapter of the North Carolina Jaycees for his community activism.

Philip Clifford is Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin. He has participated in discussions on postdoctoral training as a member of the Advisory Board of the National Postdoctoral Association, the AAMC GREAT Group Committee on Postdoctoral Issues, and FASEB's Committee on Training and Careers. In 2005, he was given a Postdoc Advocacy Award at the Midwest Regional Postdoctoral Symposium for his efforts in advocating Individual Development Plans. Dr. Clifford heads an active research program investigating the physiological mechanisms regulating skeletal muscle blood flow during exercise. His research laboratory has been funded by the NIH since 1988. He is a fellow of the American

Heart Association and the American College of Sports Medicine and serves on the editorial boards of several physiological journals. He is also a consultant in the medical device industry.

Dr. Timothy Coetzee is the National Multiple Sclerosis Society's Director of Research Initiatives and Outreach. In this capacity, Dr. Coetzee is responsible for the Society's international research initiative on nervous system repair and protection in MS. In addition, Dr. Coetzee oversees the Society's programs to recruit and train young physicians and scientists in MS research. Dr. Coetzee received his Ph.D. in molecular biology from Albany Medical College in 1993 and has been involved with MS research since then. He was a research fellow in the laboratory of Society-grantee, Dr. Brian Popko at the University of North Carolina at Chapel Hill., and was also the recipient of one of the Society's Advanced Postdoctoral Fellowship Awards. After completing his training with Dr. Popko, Dr. Coetzee joined the faculty of the Department of Neuroscience at the University of Connecticut School of Medicine where he conducted research that applied new technologies to understand how myelin is formed in the nervous system. He is the author of a number of research publications on the structure and function of myelin. Dr. Coetzee joined the Society Home Office staff in the fall of 2000.

Dr. Rita Colwell is Distinguished University Professor both at the University of Maryland at College Park and Johns Hopkins University Bloomberg School of Public Health and Chairman of Canon US Life Sciences, Inc. Her interests are focused on global infectious diseases, water, and health, and she is currently developing an international network to address emerging infectious diseases and water issues, including safe drinking water for both the developed and developing world. Dr. Colwell served as the 11th Director of the National Science Foundation, 1998-2004. In her capacity as NSF Director, she served as Co-chair of the Committee on Science of the National Science and Technology Council. Dr. Colwell has held many advisory positions in the U.S. Government, non-profit science policy organizations, and private foundations, as well as in the international scientific research community. She is a nationally-respected scientist and educator, and has authored or co-authored 16 books and more than 700 scientific publications. She produced the award-winning film, *Invisible Seas*, and has served on editorial boards of numerous scientific journals. Dr. Colwell has also been awarded 46 honorary degrees from institu-

tions of higher education, including her Alma Mater, Purdue University. One of her major interests include K-12 science and mathematics education, graduate science and engineering education and the increased participation of women and minorities in science and engineering. Before going to NSF, Dr. Colwell was President of the University of Maryland Biotechnology Institute and Professor of Microbiology and Biotechnology at the University Maryland. She was also a member of the National Science Board from 1984 to 1990. Born in Beverly, Massachusetts, Dr. Colwell holds a B.S. in Bacteriology and an M.S. in Genetics, from Purdue University, and a Ph.D. in Oceanography from the University of Washington.

Christine D. Des Jarlais, EdD, is the Assistant Dean for Postdoctoral Affairs and Graduate Outreach at the University of California, San Francisco. Dr. Des Jarlais earned her bachelor's degree in Psychology from Smith College, a Master's degree in Psychology from Pepperdine University, and her doctorate in Higher Education Administration from the University of Hawaii at Manoa (UHM). She lived in Hawaii for 25 years and worked as the Director of Cooperative Education at Hawaii Pacific University and as a Program Officer in the UHM Executive Vice Chancellor's Office handling faculty matters such as promotion and tenure, faculty mentoring, and post-tenure review. She is the first Assistant Dean for Postdoctoral Affairs and Graduate Outreach at UCSF, her position having been established in 2001. The UCSF Office of Postdoctoral Affairs coordinates the appointment, compensation, and other employment-related concerns for postdoctoral scholars; provides leadership in advancing postdoctoral education on campus; collaborates with San Francisco State University in a program to provide mentored teaching experiences for UCSF postdoctoral scholars; has developed, in collaboration with the Graduate Council, a policy and guidelines for faculty mentoring of postdoctoral scholars; provides advice and counseling to postdocs and faculty regarding postdoc matters; administers grievance policies pertaining to postdoctoral scholars; and serves on the UC system-wide committee developing and implementing the UC System-wide Postdoctoral Scholars Benefits Plan. Dr. Des Jarlais works closely and collaboratively with the Postdoctoral Scholars Association at UCSF. She has a keen interest in developing mentoring programs and providing guidance and support to both mentors and mentees.

Garth A. Fowler received his Ph.D. in Psychology and Behavioral Neuroscience from the University of Washington's School of Medicine and Department of Psychology in 2001. As a postdoctoral Fellow, he researched visual attention, decision-making and motor planning at the Systems Neurobiology Laboratory at The Salk Institute for Biological Structures in San Diego, CA. In June of 2006 Garth joined Science and ScienceCareers.org as the Outreach Program Manager. He currently travels the country presenting career development workshops and seminars for young scientist. These programs address preparing to continue in academic and institutional research, improving grant and academic writing skills, marketing your training and experience for industry work, and investigating non-traditional scientific careers, such as science policy, non-profit and NGO work, and science writing.

Martin Frank received his Ph.D. in Physiology and Biophysics from the University of Illinois, Urbana, in 1973 working under Dr. William W. Sleator. He served as a research associate in the Cellular Physiology Laboratory, Michigan Cancer Foundation, Detroit, and in the Department of Pharmacology and Toxicology, Michigan State University, East Lansing. In 1975, he joined the Department of Physiology, George Washington University School of Medicine, Washington, DC, as an assistant professor. From 1978-1985, he served as the Executive Secretary, Physiology Study Section, Division of Research Grants, National Institutes of Health, Bethesda, MD. From 1983-1985, he was a Member, Senior Executive Service Candidate Development Program, Department of Health and Human Services, Washington, D.C. As part of the program, he served as a policy analyst in the Office of the Assistant Secretary of Health, DHHS. In 1985, he accepted his current position as Executive Director of the American Physiological Society, Bethesda, MD. He also serves as the coordinator of the Washington DC Principles Coalition for Free Access to Science.

Chiara Gamberi graduated in Italy with a B. S. in Molecular Biology from the University of Pavia. She completed her graduate studies in Verona (I) where she characterized evolutionary conserved RNA-binding proteins. She was then a postdoc at the European Molecular Biology Laboratory in Heidelberg (Germany) and the University of Texas at Austin. She is now a Research Associate at McGill University (Canada) where she is studying RNA-protein interactions and translational control

during the development of the model system *Drosophila melanogaster*. She has been vice-chair of the International Postdoctoral Committee since 2003.

R. Kevin Grigsby, DSW, is Vice Dean for Faculty and Administrative Affairs and Professor in the Department of Neural and Behavioral Sciences at Penn State College of Medicine in Hershey, Pennsylvania. Dr. Grigsby has an extensive history of program planning, implementation, and evaluation in the area of innovative home and community based health and mental health services. His practice experience has been primarily in under served rural and inner city areas. Areas of practice expertise include children at imminent risk of out-of-home placement, perinatal intervention with substance abusing women, children and adolescents in shelter care, home-based services to parents and children with HIV related illnesses, and the use of advanced telecommunications technology in health services delivery. During the past five years, the focus of Dr. Grigsby's work has shifted to organizational development in academic health centers. The use of teams and other nontraditional organizational models in higher education settings is an area of active study. Developing a future-oriented perspective in academic leaders and the alignment of resources with missions are other areas of inquiry. Dr. Grigsby remains active in promoting effective interpersonal communication within academic health centers and in implementing conflict resolution/management strategies at the department and institutional levels.

Laurel L. Haak is a program officer for the National Academies Committee on Science, Engineering, and Public Policy. She received a BS and an MS in biology from Stanford University. She was the recipient of a predoctoral National Institutes of Health (NIH) National Research Service Award and received a PhD in neuroscience in 1997 from Stanford University Medical School, where her research focused on calcium signaling and circadian rhythms. She was awarded a National Research Council research associateship to work at NIH on intracellular calcium dynamics in oligodendrocytes. From 2002 to 2003, she was editor of Science's Next Wave Postdoc Network at the American Association for the Advancement of Science. While a postdoctoral scholar, she was editor of the Women in Neuroscience newsletter and served as president of the organization from 2003 to 2004. She is an ex officio member of the Society for Neuroscience Committee on Women in Neuro-

science, has served on the Biophysics Society Early Careers Committee, and was an adviser for the National Postdoctoral Association.

Dr. Denise Hampton received her Bachelor of Science degree in Biology from the University of North Carolina at Chapel Hill in 1995. After working as an intern at GlaxoWellcome Pharmaceuticals in Research Triangle Park, North Carolina for one year, she began her thesis research on messenger RNA export and telomeres in *Drosophila melanogaster* in the Microbiology department at the University of Virginia and received her Ph.D. in 2004. She came to the National Institute of Allergy and Infectious Disease (NIAID) at the National Institutes of Health (NIH) and began a postdoctoral fellowship in the Laboratory of Allergic Diseases. Her current research project involves the investigation of the Regulator of G Protein signaling 16 (RGS 16) in T lymphocyte responses.

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

Diane M. Klotz, Ph.D., is Assistant to the Director of the Center for Rodent Genetics at the National Institute of Environmental Health Sciences (NIEHS). Prior to accepting her current position, Diane was a postdoctoral fellow at the NIEHS in the Laboratory of Molecular Carcinogenesis where her research focused on the role of steroid hormones and growth factors in normal and diseased female uterine and mammary gland physiology. Diane has been a member of the NPA Policy Committee since 2004, and acting chair of the committee since September 2005. She was recently elected to the NPA Executive Board and currently serves as Vice Chair of the Executive Board.

Lisa Kozlowski is Assistant Dean for Postdoctoral Affairs and Recruitment at Thomas Jefferson University. She received her BS in Biology from Northeastern University (Boston). She continued her scientific interests at The University of Pennsylvania, where she obtained a Ph.D. in Immunology in 1997. Following this, she did a 3 year postdoc at the Johns Hopkins School of Medicine, working on the prevention of rejection of pancreatic islet cell transplants in the Pediatric Surgery Department. During her postdoc, she was involved with the Johns Hopkins Postdoctoral Association as an officer, dealing with postdoctoral issues on both local and national levels. From Hopkins, she went to a position as Program Director at Science's Next Wave (www.nextwave.org), the weekly on-line publication devoted to career development of graduate students, postdocs, and junior faculty, which is now part of ScienceCareers.org. As Program Director, Lisa was responsible for promotion and outreach of Next Wave in the US and Canada. She then moved on to become an independent consultant, helping organizations, such as the New York Academy of Sciences and Johns Hopkins University, provide career and professional development workshops to science graduate students and postdocs. She is currently running the Office of Postdoctoral Affairs at Thomas Jefferson University in Philadelphia and is helping to increase their recruitment efforts for both their graduate and postdoctoral programs.

Joan M. Lakoski, Ph.D., is Assistant Vice Chancellor for Academic Career Development and the Founding and Executive Director of the Office of Academic Career Development at the University of Pittsburgh Schools of the Health Sciences, and Associate Dean for Postdoctoral Education and Professor of Pharmacology at the University of Pittsburgh School of Medicine. Dr. Lakoski received her doctoral degree from the University of Iowa, completed postdoctoral training in the Department of Psychiatry at the Yale University School of Medicine and has held faculty positions at the University of Texas Medical Branch in Galveston and the Pennsylvania State College of Medicine, including Interim Chair of the Department of Pharmacology at Penn State. She maintains an active research program investigating the neuropharmacology of aging, is a member of the graduate faculty at the University of Pittsburgh and serves on numerous study section review panels. She has been the recipient of an NIH Research Career Development Award, an Independent Investigator Award from the National Alliance of

Research on Schizophrenia, an Administrative Fellowship at The Pennsylvania State University and was a Fellow of the Committee on Institutional Cooperation Academic Leadership Program. Dr. Lakoski serves as Co-Director of the Multidisciplinary Clinical Research Career Development Program at the University of Pittsburgh which is a Roadmap Initiative Award from the National Institutes of Health. She serves as Chair of the Ethics Advisory Committee of the Endocrine Society, member of the AAMC Faculty Affairs Program Planning Committee, Secretary of the International Union of Pharmacology Committee on Teaching, and as an AAMC Women's Liaison Officer and member of the AAMC GREAT Group Postdoctoral Committee for the University of Pittsburgh School of Medicine. Her administrative responsibilities encompass oversight and development of comprehensive career development services, including mentoring programs for professional students, postdoctoral fellows, residents, clinical fellows and faculty to "empowering the health science professional" at the University of Pittsburgh.

John R. LeViathan, M.A., is currently the Human Resources Manager and Postdoctoral Advisor for The J. David Gladstone Institutes, an independent, not-for-profit biomedical research institution affiliated with the University of California, San Francisco (UCSF), devoted to research into cardiovascular disease, HIV/AIDS, and Alzheimer's disease and other neurological. Mr. LeViathan has over 15 years of human resources experience, with a focus in employee relations, benefit administration, HRIS, and training and development. He also oversees the Office of Postdoctoral and Graduate Affairs at Gladstone, serving as the primary contact with the fellows on issues such as employee relations, advisement, mentoring, conflict resolution, and career development. Mr. LeViathan was elected to the National Postdoctoral Association's Executive Board in 2004. In addition to his current seat on the Board, Mr. LeViathan also serves as the Electoral Officer and Chair of the Oversight Committee. He also serves on the Annual Meeting Committee, the Board Development Committee, and the Diversity Committee. Mr. LeViathan received his Masters in Speech Communications and Bachelors in International Relations from San Francisco State University. He is a member of the American Association for the Advancement of Science, the Northern California Human Resources Association, the National Postdoctoral Association, and the Society for Human Resources Management.

Christina Lewis is postdoctoral scholar at the Lung Biology Center of the University of California, San Francisco, where her current research involves the use functional genomics for the investigating the pathogenesis of asthma. Dr. Lewis also holds a lecturer appointment in the UCSF Dept. of Anatomy, where she is an instructor for the Medical School. Dr. Lewis earned her doctorate in physiology from Colorado State University in Ft. Collins, CO, and conducted her doctorate research at the National Jewish Medical & Research Center in Denver, CO. Dr. Lewis is currently the President of the Postdoctoral Scholar's Association at UCSF, and a newly elected member of the Executive Board of the National Postdoctoral Association. During her time at UCSF, Dr. Lewis has served in numerous roles which include postdoctoral representation to the UCSF Strategic Planning Board, Steering Committee for Evaluation of Professional and Career Development Programming, Steering Committee for the Preparing Future Faculty pilot program, Chancellor's Advisory Committee on the Status of Women, Graduate Council, facilitator and participant for Women in Life Sciences Postdoctoral Peer Mentoring Group, and newsletter committee for the San Francisco chapter of the Association for Women in Science. Dr. Lewis is also a current member and the former Chair of the University of California system-wide Council of Postdoctoral Scholars, whose mission is to foster communication among UC postdocs, administration and faculty, to facilitate working together with the UC administration and faculty to ensure equitable treatment of postdocs, and to facilitate a productive climate for postdoctoral training on the individual UC campuses.

James Lightbourne received his PhD in Mathematics at North Carolina State University in 1976. His areas of research have been in partial differential equations, initially partial differential equations in abstract spaces and later work in multi-phase flow models. He joined the faculty at Pan American University in 1976 and at West Virginia University in 1979. Subsequently, he held a Visiting Research Position at the Mathematics Research Center of the University of Wisconsin-Madison. He served as Director of Graduate Studies of the WVU Department of Mathematics and became Chair of the Department in 1988. In 1991, he took a leave of absence from WVU to assume a rotator position in the NSF Division of Undergraduate Education to manage the NSF Calculus Program. In 1992, he accepted a permanent position at NSF as a Section Head in the

Division. He has also served as the Director of the Division of Graduate Education, and Senior Advisor for the NSF Directorate for Education and Human Resources (concurrently served as Acting Director of the Division of Elementary, Secondary, and Informal Education). He currently is Senior Advisor in the Office of Integrative Activities within the Office of the Director.

Keith Micoli received his BA in biology from New College of Florida in 1993, and his Ph.D. from UAB in Cellular and Molecular Pathology in 2001. His research until 2005 focused on HIV pathogenesis and the mechanism of cell-virus fusion, and has now shifted to study osteoporosis and the development of osteoclasts. Keith was an attendee at the first NPA meeting in Berkeley and worked on the Policy committee before being elected to the Executive Board in 2004. He has served as Executive Board Chair since January 2005, and was elected to a second board term this year as well as a second term as Chair. To occupy any remaining free time, he coached his oldest son's basketball team this year, leading them to a first-place finish.

Sharon Milgram is currently a Professor of Cell and Developmental Biology at the University of North Carolina at Chapel Hill. Her research focuses on the trafficking of proteins in polarized cells and on the identification of scaffolding proteins that coordinate signaling complexes important for polarized cell function. Dr. Milgram has mentored over 30 undergraduate students, 10 Ph.D. students, and five postdoctoral fellows in her lab. Dr. Milgram is the faculty advisor to the UNC Office of Postdoctoral Services and UNC postdoctoral Association. In addition, she serves as the Director of the Interdisciplinary Biomedical Sciences graduate program and the Director of three federally funded training grants.

Carol B. Muller, Ph.D., is the founder and CEO of MentorNet (www.MentorNet.net), the E-Mentoring Network for Diversity in Engineering and Science, a nonprofit organization, and consulting associate professor of mechanical engineering at Stanford University. An educator and social entrepreneur, she has spent more than 25 years in higher education, including work in academic administration, strategic planning and budget development, external relations, faculty recruitment, admissions, educational program development, implementation, and evaluation, and facilities program planning and development. A longstanding interest in gender equity in education and employment, coupled with

professional work in engineering and science education beginning in 1987, prompted her to develop a number of new initiatives to tap the full range of human resources in scientific and technical pursuits. Both the Women in Science Project at Dartmouth, developed when she served as associate dean for Thayer School of Engineering, and MentorNet have been awarded the Presidential Award for Excellence in Science, Mathematics and Engineering Mentoring. Dr. Muller has authored numerous papers, is frequently an invited speaker, has received grants for her work from private foundations, corporations, and the federal government, a variety of awards, and serves on a number of boards. She earned her A.B. in Philosophy/English from Dartmouth College; and her A.M. and Ph.D. in Administration & Policy Analysis, Stanford University.

Adam E. Mullick, PhD is a Postdoctoral Fellow at The Scripps Research Institute (TSRI) and current president of their postdoctoral association, The Society of Fellows (SOF). At TSRI, he is in the Department of Immunology studying the role of Toll-like receptors and innate immunity in atherosclerosis. He completed his PhD at the University of California Davis in 2003 on the subject of the pro- and anti-atherogenic effects of lipoproteins in the arterial wall. For this work and his contributions during graduate school, Dr. Mullick was awarded both the Loren D. Carlson Graduate Student Prize in Physiology for scholarly achievement and promise in teaching and research and the Max Kleiber Graduate Research Dissertation Prize for a distinguished doctoral thesis in metabolism and/or nutrition. As president of the SOF, Dr. Mullick leads this vibrant postdoctoral association that is one of the oldest in the country, being founded 44 years ago. Also unique as a postdoctoral association is its comfortable operating budget, which allows for sponsorship of many diverse events for the TSRI postdoctoral scientists and graduate students. In fact, the SOF operates as one of the main postdoctoral societies in the San Diego region and is active in promoting the welfare of all San Diego postdoctoral scientists. In addition to his work with the SOF, Dr. Mullick is an active member of the UC Council of Postdoctoral Scholars (CPS). Recently, he hosted their quarterly meeting at TSRI and continues to contribute to broadening the scope of the CPS beyond University of California postdoctoral scholars. Additionally, he was the Chair of the 2005 NPA Annual Meeting local subcommittee, where he organized the career symposium.

Karen Nelson is currently Assistant Dean of Graduate Studies at the University of California, San Francisco. She has twenty five years of higher education administrative experience, working at UC San Francisco, UC Berkeley, and UC Santa Barbara. She oversees graduate admissions, fellowships, graduate degree progression, and assists faculty with the development of new academic programs. Ms. Nelson received her bachelor's and master's degrees at Kent State University in Ohio. For the past five years, Ms. Nelson has been involved in the development of new administrative policies for postdoctoral scholars and the implementation of a system-wide postdoc health insurance benefits plan. She is currently the chairperson of the University of California Postdoc Work Group, which was formed by the UC Council of Graduate Deans to address issues related to postdoctoral scholar appointments, mentoring and training, and compensation and benefits.

Dr. Arti Patel is currently the Director of Global Health Development at CTIS, Inc. in Rockville, Maryland, where her work is focused on leveraging information technology solutions to build global health capacity. She received her undergraduate and graduate degrees from the University of North Carolina at Chapel Hill. Her doctoral research focused on understanding the genetic and epigenetic alterations that contribute to the development of mouse lung tumors. Dr. Patel also holds a Master's degree in Public Health from the Johns Hopkins Bloomberg School of Public Health. Most recently, Dr. Patel was a fellow in the Cancer Prevention Fellowship Program in the Division of Cancer Prevention at the National Cancer Institute. Additionally, Dr. Patel has been an advocate for improving postdoctoral training since graduate school. She along with a group of proactive individuals was involved in starting the Trainees' Assembly at the National Institutes of Environmental Health Sciences in 1997. She was also involved in starting the National Cancer Institute's Center for Cancer Research Fellows and Young Investigator's Association in 2000. As Chairperson for both of these organizations and the American Association for Cancer Research Associate Member Council, Dr. Patel has instrumental in bringing together key stakeholders to work together towards the common goal of improving postdoctoral training. She has also served on the Fellows Committee (FELCOM) at the National Institutes of Health and was on the advisory board of the Postdoc Network (PDN). Dr. Patel was a

member of the Steering Committee that conceived and wrote the proposal that was submitted to the Alfred P. Sloan Foundation for the creation of the National Postdoctoral Association (NPA) in 2003. She served on the Executive Committee through 2005 and continues to serve on the Diversity Committee.

Marianne Poxleitner received her BS and MS from Colorado State University and a PhD in Molecular Plant Sciences from Washington State University. She is currently a postdoctoral scientist at UC Berkeley in the Molecular and Cell Biology department. Her research investigates the evolution of meiosis and DNA damage repair using the basal eukaryote *Giardia lamblia* as a model organism. She is currently the president of the Berkeley Postdoctoral Association.

Allison Pritchard is the Recruitment Marketing Manager for Science Magazine and its careers website, ScienceCareers.org. In addition to managing the marketing of the journal and the website ScienceCareers.org to both users and advertisers, she has been organizing career fairs hosted by Science and ScienceCareers.org for 8 years. These events bring together employers from academia, industry, and government to meet scientists from all disciplines and degree levels. Science Career Fairs typically attract about 400 scientists and 20 exhibitors and are held in hotels and convention centers.

Samara Reck-Peterson, Ph.D. is the Director of Postdoctoral Education and a postdoctoral fellow at the University of California, San Francisco. She received her B.A. in Biology from Carleton College and her Ph.D. in Cell Biology from Yale University in 2000. As the Director of Postdoctoral Education her mission is to create educational and training opportunities for postdoctoral scholars at UCSF to better prepare them for careers as successful independent scientists. In December, 2005 she co-organized the first UCSF course on Scientific Leadership and Management skills. She also launched a fellowship program designed to encourage and support creative and independent research initiated by postdoctoral fellows and hosts an annual postdoc award, "The Dean's Postdoctoral Prize Lecture" to honor one UCSF postdoctoral fellow each year. She is currently developing an internship program to give UCSF postdocs experience in science policy at the state and national level. Her research interests are the molecular mechanisms responsible for cell division and cell motility. She is

currently using biophysical and cell biological techniques to understand how the microtubule molecular motor, cytoplasmic dynein, functions in these processes.

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

Wally Schaffer currently serves as the Senior Scientific Advisor for Extramural Research, National Institutes of Health. Prior to his move to the immediate office of the Deputy Director for Extramural Research, Dr. Schaffer served as Acting Director of the Office of Extramural Programs. He has also served as the NIH Research Training Officer for the NIH and Deputy Director of the Division of Program Analysis in the Alcohol Drug Abuse and Mental Health Administration. He has been a Scientific Review Administrator and a Senior Staff Fellow for the National Institute of Alcohol Abuse and Alcoholism. He joined the NIH in 1978 after earning a Ph.D. in Biochemistry at the University of Texas Health Science Center at San Antonio and a B.S. in Chemistry (1974) from the University of Washington. His research interests include hormonal influence on age-related changes and the regulation of oxidative metabolism in brain.

Derek T. Scholes, Ph.D. is the 2005-2006 recipient of the Genetics and Public Policy Fellowship co-sponsored by the National Human Genome Research Institute (NHGRI) and the American Society of Human Genetics (ASHG). Until recently, he worked in the Policy Branch of the Office of the Director at NHGRI, and is now a staff member for Senator Edward Kennedy in the U.S. Senate

Health, Education, Labor and Pensions Committee. Dr. Scholes has been a member of the NPA since 2003. He served on its Executive Board from October 2003 to December 2005, and was Vice Chair for 2005. He also chaired the International Postdoctoral Committee (IPC) from November 2003 until August 2005. Currently, he is a member of the IPC and the Policy Committee. Dr. Scholes also chairs the ASHG Ad Hoc Postdoctoral Committee. Dr. Scholes completed his postdoctoral training studying yeast genetics at the Wadsworth Center, Albany, NY. He has a BSc (Hons) and Ph.D. in genetics from the University of Liverpool, U.K.

Melanie Sinche has served as Director of the Office of Postdoctoral Services at the University of North Carolina at Chapel Hill (UNC) since the office was created in October 2001. In this role, Ms. Sinche offers individual counseling sessions and group seminars on career-related issues for postdocs. Ms. Sinche has also assisted in developing a university postdoc policy, established a postdoc orientation program, developed an online employment survey for outgoing postdocs, and provided services to faculty, including training programs on effective mentoring. Prior to serving postdocs, Ms. Sinche worked closely with graduate students as Assistant Director of University Career Services at UNC. She has also served as a recruiter for a diversity recruiting firm. In addition to current her role at UNC, Ms. Sinche has served as a guest speaker on postdoc issues and career development topics at national meetings, government agencies, and universities across the country. Ms. Sinche earned a Bachelor's degree from Colgate University and a Master's degree from the University of Michigan. In August 2004, she completed a second Master's degree in counseling at North Carolina State University and earned the National Certified Counselor (NCC) credential.

Dr. Claudina Stevenson obtained her PhD in Biochemistry and Molecular Biology from LSU Health Sciences Center, New Orleans, LA, where she studied the molecular evolution of Alu. During her postdoctoral research experience at NIH, she studied multidrug resistance due to over-expression of an ABC Transporter called P-glycoprotein (P-gp), also referred to as MDR1 or ABCB1. Dr. Stevenson focused on ABC Transporter multidrug resistance mechanisms in Breast Cancer at the Dana-Farber Cancer Institute, where she was in Instructor in Medicine at Harvard Medical School. During her tenure at the Dana-Farber Cancer Institute, she was also Director of the Office for Postdoctoral

Training and Career Development. In the Novartis Institutes for BioMedical Research, Dr. Stevenson manages the postdoctoral training program, which includes recruiting Presidential Postdoctoral Fellow Candidates, coordinating the NIBR Postdoctoral Retreat, and supporting postdoctoral fellow initiatives. Dr. Stevenson is a Founding Member of the National Postdoctoral Association.

Crispin Taylor was born in the UK in 1963, and immigrated to the US in 1985 after receiving a bachelor's degree in microbiology from the University of Surrey. After a 3-year stint as a laboratory technician, he moved on to a PhD in genetics at the Michigan State University – Department of Energy – Plant Research Laboratory, graduating in 1993. A short postdoc at the University of North Carolina at Chapel Hill ensued before Taylor took a leap from gels to journals to assume his first away-from-the-bench position as news and reviews editor at *The Plant Cell*, which is published by the American Society of Plant Biologists (ASPB). Two years later – at about the time the journal went online – Taylor became managing editor of *The Plant Cell*, a job he held for another two years. After a mini-sabbatical Taylor moved from ASPB to *Science's Next Wave*, AAAS's potent online resource for early career scientists, where a confluence of circumstances saw him directing the website a few years later. In 2004 Taylor moved back to ASPB and his current position as executive director of this 5,000-member professional society, where, among other things, he is working with the Society's leadership to develop services designed to meet the needs of early career plant biologists.

Michael S. Teitelbaum is Vice President of the Alfred P. Sloan Foundation in New York. He was educated at Reed College and at Oxford University. At Oxford, where he was a Rhodes Scholar, he earned the doctorate in demography. To date his career has spanned academe, government, and the non-profit sectors. He has been a faculty member at Princeton University and Oxford University; the Director of the Select Committee on Population, U.S. House of Representatives; Vice Chair and Acting Chair of the influential bipartisan U.S. Commission on Immigration Reform; President, Board member or Trustee of a number of scientific

research organizations; advisor to several U.S. Government agencies; consultant to international organizations such as the World Bank and the German Marshall Fund of the United States; and a foundation executive. He has been elected Fellow of the American Association for the Advancement of Science, First Vice President of the Population Association of America, and a member of the Council on Foreign Relations. Dr. Teitelbaum's publications include ten books, and a large number of articles in scientific and popular journals.

Teresa Washington is a Postdoctoral (IRTA) Fellow at the National Institutes of Health/NICHD/LGRD where she is investigating the role of Thyroid Hormone (T3) in the intestine during metamorphosis of the *Xenopus laevis* tadpole. The goal of this research is to locate specific genes and coactivators that regulate this process. In May of 2004, Teresa received her Ph.D. in Environmental Science from Jackson State University in Jackson, Mississippi. Her thesis work investigated "The Cellular and Molecular Mechanisms of Iprodione Toxicity in Human Liver Carcinoma (HepG2) Cells." This project was important because iprodione was classified as a B2 carcinogen by EPA and it was also the number one pesticide residue found in Gerber, Heinz and Beech-Nut baby foods. Some of her hobbies include cooking, reading, and singing. Teresa also enjoys assisting with her different organizational affiliations such as NPA and NIH-Black Scientist Association.

Ric Weibl is the Director of the AAAS Center on Careers. From January 2003 until May of this year, Ric Weibl served with the U.S. Peace Corps in South Africa as an education and community development volunteer, based in rural North West Province. Before the Peace Corps, Weibl served as U.S. editor for *Science's Next Wave* and as editor at *Next Wave's* Postdoc Network. From November 1996 to June 2001, he served as manager for the national Preparing Future Faculty program at the Association of American Colleges and Universities and the Council of Graduate Schools. Earlier, he served in research and administrative positions at Marquette University, Antioch College, The Ohio State University, The University of Georgia, and Longwood College.

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The travel awards program is sponsored by: Garnett-Powers & Associates; The J. David Gladstone Institute; and Leavy and Frank, LLC, an Immigration Law Firm.

NPA COMMITTEES ANNUAL REPORTS 2005



Diversity Committee

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

The Diversity Committee seeks to:

- Serve as a national resource for groups under-represented in the postdoctoral community, which include but are not limited to women, persons with disabilities, and individuals from certain ethnic/racial groups, geographic areas and scientific/ scholarly disciplines,
- Enhance the postdoctoral experience of these groups by advocating for common interests with a national voice,
- Educate individuals and institutions about the need for diversity-focused initiatives and a diverse scientific workforce,
- Increase diversity within the NPA to reflect the postdoctoral community that it serves,
- Promote networking opportunities between and among all individuals engaged in scholarly research, especially diverse groups, and
- Develop innovative programs for the NPA that will advance the professional and personal development of all its members.

Current Diversity Committee initiatives include:

- Creation and maintenance of a website that provides up-to-date information on Committee initiatives and links to sites that address diversity issues
- Co-sponsorship of the Howard University-University of Texas at El Paso (HUTEP) Postdoc Preparation Institute (2004, 2005)
- Partnership with the Disciplinary Societies and Education Associations to host a conference to develop approaches to increase diversity in the sciences (2005)
- Facilitation of diversity session at the Sigma Xi Postdoc Forum (2006)
- Communication of efforts as published in Nature (2006)
- Facilitation of sessions at the Compact for Faculty Diversity Institute on Teaching and Mentoring (2005)
- Formation of task-specific working groups
- Development of collaborations with interested parties and funding agencies

We invite you to assist with the efforts of the Diversity Committee and provide input on its initiatives. For more information and a list of current committee members, visit the website at www.nationalpostdoc.org. We look forward to hearing from you!

International Postdoc Committee

International postdocs comprise more than half the postdoctoral population in the United States, and as such represent a core constituency of the NPA. In addition to the common woes faced by all postdoctoral researchers, international postdocs face an additional set of challenges; such as visa issues, obtaining driver's licences, credit cards, bank accounts, social security numbers, and in some cases language barriers and culture shock.

To best represent this group, the International Postdoc Committee was set up within the NPA. The IPC's role is two-fold: to be a valuable resource for international postdocs, and to advocate for changes on the national level to improve their conditions and promote their welfare. In 2005 the committee chair was passed from Derek Scholes to Jonathan Gitlin.

The most recent significant work of the IPC has been the *Survival Guide for International Postdocs*. Rising out of suggestions made at the 2004 NPA meeting, it was decided to create an online resource to provide prospective and existing international postdocs with a wealth of information on all aspects of being a foreign postdoc living and working in the US.

Over the past year, the *Survival Guide* has been refined and expanded to include personal testimonies and reference lists of national professional organizations and their contact information. The visa guide has also been updated to reflect the procedural changes made by the Departments of State and Homeland Security. One of the most significant differences between US and international postdocs is the requirement for the latter to have a visa. In the current political climate, the rules and regula-

tions surrounding these visas is in a state of flux, and this was highlighted as a real cause for concern within the scientific establishment (see the reports of the National Science Board's Science and Engineering Indicators 2006). High profile cases such as those surrounding the Indian scientist Goverdhan Mehta, a renowned researcher who was denied a visa despite multiple previous visits to the US, illustrate the confusion that can be faced by those applying for J-1 and H1-B visas.

A new project plans to create a similar resource of international postdocs, addressing the issue of funding. Most of the funding opportunities available to postdoctoral researchers in the US require either US citizenship or permanent residency for eligibility. Despite international postdocs being the majority, they are therefore not able to compete for the same grants or fellowships. Therefore the IPC intends to create an online resource containing information on funding and grants that those researchers working on J-1 or H1-B visas are eligible for. We feel that this resource would make an excellent companion to the *Survival Guide*, in aiding those international postdocs already living and working in the US to make the most of the opportunities available to them.

The *Survival Guide for International Postdocs* can be found from clicking on a link from the NPA home page (www.nationalpostdoc.org). You can read more about the advocacy work of the IPC and read IPC News within the IPC pages in the "Committees" section of the website. To join the IPC, to request information, or to send an anecdote, comments or suggestions about the *Survival Guide*, please contact IPC Chair Jonathan Gitlin (jgitlin@nationalpostdoc.org).

Membership Committee

The Membership Committee worked throughout 2005 to recruit members, primarily in the Sustaining Member category.

Sustaining Members: The Membership Committee continued to focus our efforts on the institutional membership outreach program, which is targeted at postdoctoral offices and associations. By the end of 2005, the NPA had a total of 91 sustaining members, an increase of 64% in one year. New sustaining memberships totaled 34 for 2005. We were able to obtain renewals of current sustaining members from 94% (49/52). The 3 sustaining members that did not renew were from institutions where the PDO and PDA both had memberships, thus did not believe they needed duplicate memberships.

Individual Members: We maintained our efforts to recruit individual memberships in 2005; as a result, we gained 338 new individual memberships - an increase of 67% of new individual members compared to 2004. Our total number of active individual memberships was 415 at the end of 2005, a 63% increase over 2004.

Joint NPA/AAAS Membership: The NPA agreement with AAAS continued for 2005. By the end of 2005, this agreement yielded 172 new NPA members and 59 NPA member renewals (these members are included in the above figures for individual members).

Building the Membership Base: To evaluate the NPA's membership efforts, the committee conducted a survey of our Sustaining Members to gain perspective on their needs and the quality of NPA's services. Nearly all Sustaining Members were pleased with NPA and its offerings.

Future Endeavors for 2006: The Membership Committee will work on several projects for 2006, including continuing the Sustaining Membership Drive, generating "Testimonial Statements" from existing Sustaining Members for use in marketing materials, and developing new Membership Benefits to encourage new members to join (and renew) in all levels of NPA membership. Additionally, a new Membership Structure will be implemented in early 2006, which is described below:

- **Affiliate (Non-voting) Members:** individuals affiliated with sustaining member institutions may join for free and receive the following benefits: access to members-only content on the website, service on NPA committees, subscription to E-alerts and The POSTDOCKET. Affiliate members must complete an online application form to obtain benefits;
- **Full Voting Members:**
Individuals: no change to current benefits, cost, eligibility or enrollment

Sustaining (Institutional) Members: postdoc offices, associations or any other administrative entity, with one membership per institution; maintain current PDO pricing based on number of postdocs: \$500 (<500); \$1000 (>500); Provide all current benefits plus limited member benefits for all individuals at that institution; must provide official IP address for use by non-voting members.

Society, Corporate, Foundation and Friends: no change to current benefits, cost, eligibility or enrollment

Outreach Committee

The Outreach Committee was formed in order to support institutions in their efforts to provide resources for structural oversight, career and professional development for their postdoctoral scholars. During 2005, this Committee has taken a multi-faceted approach to assisting Postdoc Associations (PDAs), Postdoc Offices (PDOs), and other institutional administrators with achieving their goals for their postdoctoral communities.

We are pleased to announce the posting on the NPA website of a preliminary version of the PDO toolkit, which is part of an ongoing collaborative partnership with the AAMC GREAT group. The purpose of this resource is to assist with the formation and growth of Postdoc Offices, and is intended to serve both our postdoc and administrator constituents. This toolkit contains useful information such as creating a standardized appointment process, developing a postdoc database, and providing career development programming for postdocs.

The Outreach Committee continues to provide direct assistance to NPA members by several means, and we place a high priority on the evaluation of the services that we provide in order to better serve the membership. In response to questions from our members concerning aspects of PDA formation and growth, we are in the process of review-

ing and updating aspects of the PDA toolkit to reflect the changing needs of our constituents. In addition, we continue to provide professional development resources by maintaining the wealth of information that can be found in the “Postdocs” and “Administrators/Faculty” sections of the newly-restructured NPA website. In 2006, we will be adding a resource section for graduate students. We have also conducted two Team Visits since the last Annual Meeting, one at the request of Case Western Reserve University’s PDO, and another to assist the University of Missouri (Columbia) PDA. We are currently evaluating these resources in order to determine their effectiveness in providing assistance to sustaining member institutions.

We have also initiated a new project for 2006. The NPA Speaker’s Bureau will be an online resource for PDAs and PDOs that will contain suggested topics for professional and career development programs, including contact information for potential experts on those topics. Recommendations for topics and experts are currently being sought.

To learn more about the Outreach Committee and its current activities, please visit the website: http://www.nationalpostdoc.org/committees/outreach_committee/

¹Please refer to the article by Rachel Begley in *The POSTDOCKET*, Fall 2005, vol. 3, issue 4, page 3.

Policy Committee

The objectives of the Policy Committee of the NPA are to implement the NPA Strategic Plan by (1) advocating for improvements in institutional and national policies affecting postdocs and (2) serving as a resource to the NPA Board of Directors, member committees, and NPA membership on policy issues. To this end, the Policy Committee engages in the following broad activities (2005 projects are detailed):

Development of Policy Recommendations and Postdoctoral Resource Documents: In February 2005, the NPA published the “NPA Recommendations for Postdoctoral Policies and Practices” to serve as a guide for institutional leaders, postdoctoral scholars, and others interested in postdoctoral training issues. In June 2005, the NPA produced the “Postdoctoral Scholars Factsheet” based on the belief that to develop a clear vision for the postdoctoral training period, it is important to have a standardized and commonly accepted definition of a postdoctoral scholar. This fact sheet was developed as a living document to be updated and amended as necessary to provide NPA members and other stakeholders in the postdoctoral experience with the latest facts on postdoctoral training. Both documents can be viewed on the NPA website at www.nationalpostdoc.org.

Drafting of Position Statements and Responses: The NPA Policy Committee routinely drafts position statements on issues seminal to the postdoctoral enterprise that have not been formally addressed by the NPA. In addition, the Policy Committee keeps abreast of pertinent reports or requests for comments issued by stakeholder agencies and institutions, and it responds to various reports/requests when viewed as important to implementing the NPA Strategic Plan. In 2005, the

Policy Committee issued statements on Unions and Multiple PIs on research grants, commented on reports from the National Academies of Science, and responded to requests for input from the White House Office of Science and Technology Policy, the National Institutes of Health, and the National Science Foundation. All reports can be found through the Policy Committee page on the NPA website.

Institutional Policy Database: The Policy Committee continues to develop this database, which is a catalogue of postdoctoral-specific policies and benefits at research institutions across the U.S., designed to serve as an informational resource on postdoctoral practices for postdocs choosing an institution, as well as institutions seeking to develop new or update existing policies and practices. The database is updated regularly with publicly available information and can be located on the NPA website at www.nationalpostdoc.org.

Policy Updates: The Policy Committee serves as a resource for the NPA Board of Directors, Advisory Board, and other committees by disseminating a monthly “Policy Update” that contains recent policy items and events of importance to stakeholders in the postdoctoral experience and the scientific enterprise. Archived issues of the “Policy Update” can be viewed through the NPA website Policy Committee page.

For more information on Policy Committee membership contact Diane Klotz at dklotz@nationalpostdoc.org.

Publications Committee

Enhancing the public face of the NPA

The Publications Committee is dedicated to increasing awareness of issues facing the postdoctoral community by providing easy access to NPA resources. Agencies, institutions and individuals alike will have encountered the work of the Publications Committee through exposure to news releases, NPA-authored articles, reports and the NPA website.

Three primary publications serve overlapping goals for diverse audiences.

- **E-alert:** a regular, timely publication highlighting breaking news.
- **POSTDOCKET:** an in-depth, edited newsletter recruiting individual opinion with growing sponsorship. Available as a quarterly periodical the POSTDOCKET provides a snapshot of key issues in an accessible and easily distributed format.
- **Website:** a comprehensive and rapidly growing resource comprising membership committee-driven and edited content.

The NPA's web site has been newly designed to meet the expansive needs of its broad user community. The Publications Committee has spent much of the last year focused on redeveloping the site to provide more streamlined access to critical information, including development of areas designed specifically for different target audiences. The value of resources within the site is demonstrated by our high visitor rates and the changes made will further facilitate navigation within the site. We encourage new and existing members to browse the site and provide us with feedback so that we may continue to facilitate communication between the association, members, institutions, agencies and the wider community.

The last year has seen the appointment of new POSTDOCKET Editors. Karen Christopherson took on an interim editorial position last year fol-

lowing the departure of Melinda Butsch-Kovacic. She worked with Venkataraman Sriram who succeeded as the Editor upon the appointment of Livia Puljak as Associate Editor. Each of our editors and article authors have made outstanding contributions to the last four editions which have covered topics ranging from NPA initiatives, postdoctoral events and institutional practices, policy changes, career development, mentoring and international visa issues.

Our collaborative project with Sigma Xi on producing targeted articles based upon data from their postdoctoral survey is nearing completion. We recently recruited Dr Enrico Marcelli, Assistant Professor of Economics, University of Massachusetts Boston, to assist the NPA in complex analyses of this large data set. We look forward to submitting NPA-authored papers later this year. NPA members will be kept up to date through the website and E-Alerts.

Finally, the significant progress the Publications Committee has enjoyed over the past twelve months is directly attributable to our active members. We are pleased to have been joined by Richard Bodnar, Karen Christopherson, Heather Gorby, Michelle Hamlet, Rachel Keating, Melissa Pasquinelli, Livia Puljakm, Balaji Ramathan and Venkataraman Sriram in the last year. We are also extremely grateful to our continuing members, whose details can be found at the Publications Committee website: www.nationalpostdoc.org/committees/publications_committee

Amber E Budden
Brian W Bailey
PubCom Committee Chairs

Poster Session Abstracts



Second Generation Postdoctoral Association: Challenges and Solutions

*Imogen Hurley
The University of Chicago Biological Sciences
Division Postdoctoral Association*

The University of Chicago Biological Sciences Division Postdoctoral Association (BSD-PDA) was founded in 1999. The achievements of the founding postdocs were significant and include: minimum postdoc salaries; a supplementary stipend for postdoctoral fellows' benefits; postdoc survey; postdoc seminars and workshops. However, after an initial highly productive period, there was a lull in association activity when the founding members moved on to other positions. Last year, we re-launched the BSD-PDA. The University of Chicago has many excellent services and initiatives for postdocs that we believed were under-utilized. Following our re-launch, we redesigned the association website and created a weekly email bulletin to directly and effectively inform postdocs, faculty and administrators of postdoc policy and resources. At this time, we also began a series of weekly seminars to promote postdoc training and career counseling, while encouraging professional and social interaction among postdocs.

Achieving Transformational Change for Postdoctoral Development at the University of Pittsburgh

Steven Wendell, Richard Bodnar, Kenosha Hobson, Mary Beth Bawden, and Joan M. Lakoski, University of Pittsburgh, Office of Academic Career Development, University of Pittsburgh Postdoctoral Association, Schools of the Health Sciences, Pittsburgh, PA.

The advances made in realizing substantive changes in the postdoctoral experience have brought challenges to the implementation of new services and policies as recently outlined in the article "A 10-Step Plan for Better Postdoc Training." The Office of Academic Career Development (OACD) has addressed these challenges through the delivery of a variety of professional development services, administrative representation, strategic partnerships, and implementation of the University of Pittsburgh guidelines for postdoctoral associates and scholars. The needs of a diverse postdoctoral community have been met by workshops on professional development, career options,

National Institutes of Health (NIH) K Career Development Awards, issues facing women in science, and an orientation session for new postdocs. In order to address the needs of all stakeholders, including faculty and prospective postdocs, new services are being developed, such as a University of Pittsburgh postdoctoral position posting Web site. Another important strategy is the development of a partnership with the University of Pittsburgh Postdoctoral Association (UPPDA), which will host the first annual Data and Dine event for University of Pitt postdocs. OACD continues to partner with regional partners and national organizations like the National Postdoctoral Association (NPA) through activities such as the first regional symposium and by sharing best practices with other postdoctoral leaders through numerous publications and national meetings. Our founders achieved many of the National Postdoctoral Association recommendations. We now face the new challenge of ensuring that these progressive policies are implemented effectively and enabling postdocs to take advantage of institutional improvements. We are currently producing concise and user-friendly documents for postdocs about their rights and benefits, as well as liaising with university administrators on behalf of postdocs. In the future, we will re-survey postdocs to assess their current needs and our ability to address them. Ultimately, we hope to develop strategies to sustain our renewed momentum by recruiting the next generation of BSD-PDA leaders.

UPPDA Data and Dine: Promoting the Professional Growth of Postdocs at the University of Pittsburgh

Brian Reese§, Richard Bodnar§, Steven Wendell, Mary Beth Bawden*, Darlene Zellars*, Joan M. Lakoski*, and Kenosha Hobson§. University of Pittsburgh, University of Pittsburgh Postdoctoral Association§, Office of Academic Career Development*, Schools of the Health Sciences, Pittsburgh, PA*

The University of Pittsburgh Postdoctoral Association (UPPDA) stands as the voice for the diverse community of postdocs at the University of Pittsburgh (Pitt) and as a networking and informational avenue since its establishment in 2002. The approximate 700-member UPPDA is governed by an elected Executive Board, which acts as the liaison between postdocs and the administration. The

UPPDA Executive Board works closely with the administration to meet the needs and concerns of the UPPDA body through such issues as regulating the benefits for postdoctoral associates and scholars, working with the administration in developing the postdoctoral guidelines for Pitt and establishing a base salary for all postdocs. The UPPDA has sought to enhance the professional growth of all postdocs at the University of Pittsburgh through collaborative programs sponsored by the Office of Academic Career Development where Dr. Joan Lakoski is the Vice-Chancellor of Academic Career Development and the Associate Dean of Postdoctoral Services. This year, the UPPDA will host its inaugural Data and Dine Symposium with the support of Dr. Lakoski, the Provost's Office and the Dean of the School of Medicine. The Data and Dine Symposium is an event to promote the interaction between postdocs, faculty and administrators. Its purpose is to enhance the interaction of the diverse postdoctoral community at the University of Pittsburgh. This symposium is designed to allow a variety of disciplines to be showcased simultaneously. Data and Dine will be an avenue for postdocs to promote their research and induce collaborations between Postdocs and Faculty.

A Vibrant Postdoc World: Enriching Postdoc Life through Scientific Programs, Career Development, and Social Initiatives

Kirsten Brukamp, Frank H. Wilkinson, Luana Atherly, Paul Neeson, Ying Xu, Janice Young, Tiangang Zhuang, Mikolaj A. Pawlak*, Samuel L. Murphy**
University of Pennsylvania, Philadelphia, PA
**equal contribution as senior and presenting authors*

The Biomedical Postdoctoral Council (BPC) at the University of Pennsylvania understands as its core missions are postdoc career development, academic interaction, social support, and policy work. BPC has numerous standing committees on new postdoc orientation, foreign national support, diversity, social activities, sports, and internet-based information services. Regarding BPC's scientific mission, the Penn Editors' Club (PEC) and the Postdoc Seminar Series have emerged as valuable enrichments of the postdoc world, in addition to the annual Postdoc Symposium, which is co-sponsored by the Biomedical Postdoctoral Programs (BPP) office. The highly frequented Postdoc Symposium usually

consists of two poster and four oral sessions, which have drawn up to about one hundred postdocs as presenters for four years. Postdoc seminar topics cover a wide range of perspectives with academic and industrial speakers, including updates on technology, career transitioning, teaching effectiveness, and short postdoc research talks. Services provided by PEC members include the review of manuscript drafts, which postdocs submit after obtaining consent from their principal investigators. Supplementing the continuous work in subcommittees, stand-alone BPC initiatives with widespread interest recently were the organization of tax and immigration seminars, the distribution of professional business cards, and the negotiation of access to credit cards for new foreign national postdocs and to dental insurance, in addition to the BPP-guaranteed health insurance. In summary, a rather small volunteer network of enthusiastic and active postdocs can make a difference for the postdoc community at large and lead to valuable improvements of postdoc life.

Biomedical Postdoctoral Programs (BPP) and the Pursuit of Excellence

Kryste Ferguson, Tara Bevin O'Connor*, Mary Anne Timmins, and Yvonne Paterson Biomedical Postdoctoral Programs, University of Pennsylvania*

Biomedical Postdoctoral Programs is dedicated to providing support to both mentors and Postdoctoral Appointees so that the latter can focus on research training and professional development. To do this, we have established mandatory compensation levels and university policies for Postdoctoral Appointees that clearly state the rights and obligations of postdocs and their mentors. We strive to make the postdoctoral appointment process clear and straightforward for administrators and faculty and as seamless as possible for Postdoctoral Appointees. BPP has established both mandatory and optional elements to our training program to aid postdocs in their professional development. We have also developed many optional elements to enhance the postdoc experience: workshops on research success skills, informative seminars, and an on-line writing course tailored to the specific needs of biomedical postdocs. We are in the process of developing additional programming on professional development, with topics including public speaking and presentation skills and a pronunciation course for non-native English speakers. As the

scientific community becomes increasingly competitive, we strive to provide our Postdoctoral Appointees with the necessary skills to achieve their professional goals. BPP offers comprehensive career development programs; a Career Workshop Series to provide postdocs with the necessary job search skills, one-on-one career advice and resume preparation, and an Annual Biomedical Career Fair to provide postdocs an opportunity to network with representatives from big pharmaceutical and biotechnology companies and research institutes. BPP also co-sponsors an Annual Biomedical Postdoctoral Research Symposium where postdocs are able to present their research to the biomedical community at Penn.

The Research Fellow Association of the Dana-Farber Cancer Institute

Zuzana Storchova, Stuart Milstein, Marie Guillet, Jordi Barretina, Manoj Bhasin, Denis Dupuy, Marc Lafleur, Victoria Moore, Maria Nieto and Anna Schinzel
The Dana Farber Cancer Institute, Boston, MA

The Research Fellow Association (RFA) of the Dana-Farber Cancer Institute (DFCI) was established in February 2005. The main goals of our association are to unify and represent the interests of postdoctoral fellows and graduate students at DFCI. Our organization currently represents more than 400 trainees. We are actively supported by the DFCI Office of Postdoctoral Training and Career Development (OPTCD), which was established in spring of 2004. The OPTCD works in conjunction with the RFA to organize events and represent our interests to the faculty and administration at DFCI. Though young, the RFA has been gaining a great deal of momentum. We established and ratified our by-laws in September 2005 and organized our First Annual Postdoc Retreat, with more than 100 participants. During this Retreat, we provided several workshops on topics covering grant writing and career option for postdocs. We also had a series of short talks and a poster session in which postdocs could share their work. We have established a web site focused on postdoc affairs and have organized several social events where our postdocs can get together and meet each other in relaxed environment. Together with OPTCD, we have begun the long and ambitious process of salary and benefits standardization for postdocs and graduate students at DFCI. A standardized NIH starting salary for

new postdocs has already been implemented and we are in process of equalizing salaries and benefits for all postdocs and graduate students. The DFCI RFA enjoys a great deal support from the executive leadership. With that in mind, we can confidently continue with our ambitious agenda. We are planning another postdoc retreat for 2006 and have begun to fundraise independently of the OPTCD so that we can continue to pursue our goal of improving postdoc life at DFCI.

How can we find good mentors? A proposal for discussion.

Millan Patel
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A well mentored research experience is critical to encourage diversity, retain talented postdocs and maximize scientific productivity but there are currently no structured or easy ways to identify scientists who show excellence in mentorship. Information on mentorship ability is usually gathered from the mentor's publication record, brief personal interactions with the mentor, word-of-mouth reputation and by consultation with current mentors for their recommendations. However, in today's global marketplace for scientific talent none of these methods is comprehensive, reliable or universally accessible. To fill this gap, MentorSearch.org seeks to establish an online, freely accessible database of mentor strengths using feedback from each mentor's former students and postdocs to help prospective trainees make better and more informed mentor choices. This proposal is designed for the life sciences but can be adapted easily to other discipline.

Identification of Pertinent Local Postdoctoral Issues and Subsequent Development of an Action Plan

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Postdocs require both traditional student services as well as employee benefits. To determine these needs we participated in the 2004 Sigma Xi Postdoc survey. Although it provided useful data, more information was required to elicit issues specific to

our postdocs. Therefore, JPA administered its own survey in summer 2005 to gather these specific data to develop effective strategies to improve the postdoctoral experience at Jefferson. Written survey was mailed to all postdocs. 59 (38%) anonymous responses were received. 83% were Non-US citizens, 17% were U.S. citizens. Top 5 issues were: salary, benefits, pre-arrival and post-arrival information, vacation rollover and library resources. Postdoc wanted more information on policies, housing, banking, taxes, library resources, and professional development. 54% worked 40-50 hours a week, 46% said they worked 50+ hours weekly. 51% attended at least one scientific meeting during their postdoc training and 34% attended less than one per year. 74% did not have university gym membership, 77% of those said they would purchase one if offered at 50% discount. A tactical plan was developed to address these issues; a comprehensive website is being developed to improve information dissemination. Salary and benefits issues are being addressed by the OPA. Postdoc policy is being modified to provide vacation rollover. A 2 for 1 gym membership drive was offered in January 2006, which is on going. A Postdoc Research Symposium is planned for May 15, 2006 to provide postdocs the opportunity to showcase their research. JPA plans to administer the survey on an annual basis.

Postdoctoral Association at the University of Texas Southwestern Medical Center at Dallas: A Very Successful First Year.

*Anna-Marie Fairhurst * PhD, Livia Puljak MD#
Vice-president and #president of the Postdoctoral Association at the University of Texas Southwestern Medical Center at Dallas

The Postdoctoral Association (PDA) at the University of Texas Southwestern Medical Center at Dallas (UT Southwestern) was founded in April of 2005 by postdocs who attended NPA 2005 Annual Meeting. They returned motivated to change the postdoctoral world at UT. In less than a year this association has managed to create a sense of community and start multiple well-received projects. The PDA at UT Southwestern is now an advocate for 600 postdocs and has representatives in all departments. The PDA has identified four priorities and successfully addressed each of them: (1) Enabling social and scientific interaction: The PDA created web site and mailing list for all the postdocs. Monthly social events are organized off campus with the help of corporate sponsors. (2)

Promoting effective training and career development: The PDA organizes career seminars for transition from postdoctoral to faculty appointment and allocates significant part of its budget to travel awards. (3) Representing postdocs towards administration: After the PDA organized a postdoctoral survey and created its bylaws, it was recognized as official organization and awarded a budget from the University. The PDA has been equal partner in organizing Postdoctoral Poster Session and a source of postdoctoral representatives for decision making bodies. (4) Easing transition for new, particularly international postdocs: The PDA created a "Postdoctoral Survival Guide" with comprehensive information for new postdocs. The PDA at the UT Southwestern has been well received by postdocs, faculty and administrators and sharing information about its successful evolution may inspire creation of new postdoctoral associations.

Postdoctoral Education at the University of Nebraska Medical Center, Omaha, Nebraska

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The University of Nebraska Medical Center (UNMC) is the premier research and education center in biomedical sciences in Nebraska, under the University of Nebraska. It is located in Omaha (population, 400,000), rated as one of the top 10 US cities for quality of living due to low living expenses, and excellent educational, recreational, and cultural opportunities. UNMC has one of the strongest and rapidly growing biomedical research program in the country, excelling in the areas of cancer biology, cardiovascular diseases, neuroscience, genetics, bio-terrorism preparedness, transplant and stem cell therapy and advanced biomedical technology. These areas of research are complemented by world-class centers for transplantation (Lied Transplantation Center), cancer (Eppley Cancer Center) and genetics (Center for Human Molecular Genetics) and newly established, federally funded centers for cell signaling, neurovirology/neurodegeneration and neurosensory systems. UNMC has 150 postdocs, the majority of them are from China, India, Japan and other foreign countries. In 2004, UNMC established a Postdoctoral Education Office under Academic Affairs and Graduate Studies to facilitate and address issues related to postdoctoral

education on the campus. The office focuses on two broad issues; the training and job issues (structured oversight of mentoring and training, transferable skill training) and the quality of life issues (salary, benefit and support). Towards these issues, we are formalizing an annual evaluation of education and training, providing grant-writing workshops and improving scientific writing skills. Some of the difficulties we are facing is the lack of motivation for active participation in the Postdoctoral Scholar Association.

The SACNAS Postdoc Committee as a model for diversifying the science workforce

Manuel Torres (University of Georgia), Nancy Aguilar-Roca, Alessandra L. Barrera, Michelle Juarez, Juana Ines Rudati, Ivonne Vidal Pizarro, David Vigerust, Lidia Ceballos Yoshida, and Alberto Roca (University of California, Irvine)

SACNAS has over 30 years of experience championing the advancement of Hispanic and Native American students towards the completion of a graduate education in science. The Society's members are drawn from the entire science academy from K-12 educators, undergraduates, graduate students, postdocs, professors, and career scientists. The annual conference attracts over 2000 participants for science presentations, career development workshops, and networking with recruiters. All activities are directed toward the ultimate goal of diversifying the science academy through a unique mentoring environment.

SACNAS postdoctoral members recognized that minorities can be vulnerable to isolation and neglect during their postdoctoral training. In response, a Postdoc Committee was formed to extend the successful SACNAS model to the career development needs of postdoctoral scientists. The Committee's inaugural event was the Minority Postdoc Summit at the 2004 annual conference. In addition, the Committee has organized postdoctoral career development workshops, a postdoc exhibition booth, and a postdoc reception for young scientists to network with recruiters. Significantly, the conference participants have included over 1000 undergraduates and 300 graduate students mostly drawn from underrepresented minority populations. Thus, there are growing numbers young minority scientists to mentor.

The Committee's activities are complemented by our website (www.minoritypostdoc.org) where events, articles, and resource lists are publicized. Furthermore, peer-to-peer mentoring is enabled by our web-based discussion boards and networking conference calls. Throughout these efforts, the Postdoc Committee has collaborated with other organizations such as the Diversity Committee of the NPA. Finally, we acknowledge funding from the Alfred P. Sloan Foundation.

Science Alliance

*Lori M. Conlan, Ph.D.
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The Science Alliance for Graduate Students and Postdocs is an international consortium of ~20 universities, teaching hospitals, and independent research facilities that have formed a partnership with the New York Academy of Sciences. Currently, there are over 5000 members from around the world. Our mission is to provide career and professional development mentoring for graduate students and postdocs in the sciences and engineering, through a series of live events and a dedicated web portal. The website also has eBriefings, enabling our worldwide membership to "listen in" and explore multimedia presentations of our conferences, symposia, and meetings they could not attend. In this way, the Science Alliance members have the unique opportunity to network with their peers across institutions and with key leaders in industry and academia.

The Postdoctoral Training Environment: From Survey to Satisfaction

Emil Chuck, Duke University, Durham, North Carolina

According to the latest Sigma Xi postdoctoral survey report, the formation of institutional offices and implementation of career development plans are correlated with a satisfactory postdoctoral experience. But very little has been discussed with evaluating an improvement in the scientific training environment. Using the free-response answers from the Sigma Xi Postdoctoral Survey, I categorized the comments for "dissatisfaction" and "satisfaction" using Herzberg's motivation-hygiene theory. From these results, innovative ideas to signifi-

cantly improve an institution's postdoctoral experience can be created and successfully advocated. Furthermore, applying these principles (and using student organizations advisor model training as an example) to evaluating career plans and performance reviews can significantly assist in improving the mentor-trainee relationship and strengthen postdoctoral association and office involvement with its constituencies.

The UC-Irvine Biomedical Trainee Network: extending the NSF ADVANCE model toward pre- and post-doctoral trainees

Linda E. Hammond, Nancy Aguilar-Roca, Mimi Belcher, Suzie Bohlson, Rayna Gonzales, Sabrina Ho, Candace Hsieh and Frances Leslie; University of California, Irvine.

The UC-Irvine ADVANCE program has had a significant impact on recruitment of UCI female faculty, as shown recently in American Association for the Advancement of Science and Eastern Sociological Society meetings (Frehill et al. 2006). Under the guidance of Dr. Frances Leslie, the ADVANCE objectives were extended to include pre- and post-doctoral trainees at UC-Irvine. In 2003, a committee called the Biomedical Trainee Network (BMTN), was formed of graduate students and postdocs to organize and implement new career development activities for young scientists interested in academic careers. There are ~350 postdocs at UC-Irvine, with 70% in biological or biomedical sciences. Topics of past panel discussions include grant writing skills, finding and obtaining academic positions, career choices for Ph.D. biologists, mentoring skills, and balancing family and career. In addition, on-campus luncheons serve as social opportunities for young scientists to network outside their local department. While some ADVANCE program events targeted female scientists, recent BMTN activities have attracted both female and male attendees. Such cross-pollination of participants facilitates the education of the greater science community regarding issues of balancing work/family responsibilities and discrimination in the workplace. Workshop evaluations demonstrate that BMTN events have: reached a wide audience of graduate students and post-docs; have provided high-quality career mentoring in general; and have provided information about career-related issues that attendees would not have heard otherwise. An awareness of BMTN accomplishments reaches beyond the local UC-Irvine campus through our

interactions with the California-wide Council of Postdoctoral Scholars. For more information see: <http://advance.uci.edu>.

Evolution of the University of Minnesota Postdoctoral Association

*Allen MY Cheong, Andy Arsham, Mike Autry, Launa Lynch, Barbara VanDrasek, Richard Walsh, Hatice Bilgic, Suzanne M Shontz, Kendra Hyland, and Esam El-Fakahany
University of Minnesota, MN*

The University of Minnesota Postdoctoral Association (UMN-PDA) was formed as an advisory panel in the fall of 2002 and serves as a liaison between postdocs and the Office of Postdoctoral Affairs. Our mission is to improve the quality of the postdoctoral experience and to facilitate the long-term success of our members. This year has been a fruitful one as we have provided new services in different areas: 1) establishing networking channels for postdocs from diverse units within the university through annual social events, our first town hall meeting, and a monthly brown bag lunch series; 2) building a regional postdoc community through hosting the first Upper Midwest Postdoctoral Symposium at the University of Minnesota with more than 150 participants from 11 institutions (academic, private, government, and non-profit), in addition to 36 speakers on postdoctoral training practices, professional and career planning, and opportunities for academic and government employment; 3) advocating for postdoc-friendly policy changes by stressing the crucial role of postdocs at the U of MN in the context of the University-wide strategic restructuring currently underway. Policy recommendations have been submitted to both Metrics and Measurement Task Force and University Strategic positioning committee; 4) submitting our first official annual budget proposal including funds for socials, symposia, career development workshops and NPA meeting attendance. From its beginning as an advisory panel, our roles have grown to include establishing local and regional networking opportunities for postdocs; formulating and promoting postdoctoral policies and programming in an attempt to increase their opportunities.

The Art of Doing Better Science

*John C. Galland and Jade McCutcheon,
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California, Davis*

Millions of dollars are wasted annually as a result of research mismanagement. More importantly, mismanagement can prevent or delay important discoveries and damage otherwise promising careers. Research mismanagement usually is not due to a deficiency of technical skills, but is more often attributable to the lack of innovative, interpersonal, and managerial skills that are necessary to create and sustain a productive and responsible research program.

First of its kind, the Laboratory Management™ Institute (LMI) at the University of California, Davis is a national resource that provides comprehensive leadership and management training for bench and field scientists to help ensure research innovation, productivity, and quality, while enhancing the safety and well-being of research subjects, personnel, and the environment. What is particularly unique about the Institute's educational programs is an innovative training system called LabAct™ for scientists to rehearse behavior that can be effective in preventing and resolving communication, management, and ethical issues they may face in their laboratories.

Programs of LMI include an annual 42 contact-hour program in Laboratory Leadership and Management for Postdoctoral Scholars. Postdoctoral Scholars are admitted to the program through a competitive process and receive the training without cost to them. In addition, LMI offers a Certificate Program in Laboratory Leadership and Management for scientists at any point in their career and for administrative leaders of scientists. Participants can receive 14 hours of academic extension credit. Additional LMI programs are available at LMI, on-site, and soon on-line for academia, industry, and government.

Strategic Planning to Build a Better Postdoctoral Association

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University of California, San Francisco*

A postdoctoral association faces new issues and challenges every year. To address these challenges and build a stronger postdoctoral association, the Postdoctoral Scholar's Association (PSA) at UCSF conducted a strategic planning workshop to identify its Strengths, Weaknesses, Opportunities, and Threats (SWOT). The chief principles of SWOT analysis will be outlined. As an example of SWOT analysis applied to a postdoctoral association, we will detail the Strengths, Weakness, Opportunities, and Threats faced by the PSA at UCSF. Additionally, we will present strategies to harness PSA's strengths, minimize its weaknesses, take advantage of opportunities, and diminish its threats. Insights from our PSA SWOT analysis may be of interest to other postdoctoral associations around the nation that face similar challenges.

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