National Postdoctoral Association

Sixth Annual Meeting
April 25-27, 2008
Boston, MA
# AGENDA AT A GLANCE

## PDA/PDO LEADERSHIP WORKSHOP

**Friday, April 25, 2008**

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<th>Time</th>
<th>Event</th>
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<tr>
<td>7:30–9:00 a.m.</td>
<td>PDA/PDO Leadership Workshop Registration</td>
<td>Main Lobby, Conference Center</td>
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<tr>
<td>9:00–10:45 a.m.</td>
<td>PDA Leadership Workshop</td>
<td>HIM Lecture Room (Pechet)</td>
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<td>9:00–10:45 a.m.</td>
<td>PDO Leadership Workshop</td>
<td>Rotunda</td>
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<tr>
<td>10:45–11:00 a.m.</td>
<td>Break</td>
<td>HIM Lecture Room/Rotunda</td>
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<td>11:00 a.m.—12:30 p.m.</td>
<td>PDA/PDO Joint Session</td>
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<td>12:30–1:00 p.m.</td>
<td>Lunch</td>
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<td>1:00–1:45 p.m.</td>
<td>PDA/PDO Joint Session</td>
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<td>Break</td>
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<td>1:55–4:30 p.m.</td>
<td>PDA Leadership Workshop</td>
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<td>PDO Leadership Workshop</td>
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## NPA 6TH ANNUAL MEETING

**Friday, April 25, 2008**

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**Saturday, April 26, 2008**

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<td>Main Lobby</td>
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<td>Welcome and Overview</td>
<td>Amphitheater</td>
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<tr>
<td>9:15–9:45 a.m.</td>
<td>Chair's Presentation</td>
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<tr>
<td>9:45–10:30 a.m.</td>
<td>Keynote Address</td>
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<td>10:30 a.m.–10:50 a.m.</td>
<td>BREAK</td>
<td>Main Lobby</td>
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<tr>
<td>10:50 a.m.–12:05 p.m.</td>
<td>Plenary Session</td>
<td>Amphitheater</td>
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<td>12:05–1:30 p.m.</td>
<td>Networking Luncheon</td>
<td>Cafe</td>
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<td>1:30–2:45 p.m.</td>
<td>Concurrent Workshops:</td>
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<tr>
<td></td>
<td><em>Creating a Dynamic Program on RCR Part I</em></td>
<td>HIM Lecture Room (Pechet) A</td>
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<td><em>Providing Career Development Resources</em></td>
<td>HIM Lecture Room (Pechet) B</td>
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<td><em>Mentoring Tools: A Toolbox of Ideas!</em></td>
<td>Rotunda A</td>
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<td><em>Navigating Your Career...Immigration Obstacles</em></td>
<td>Rotunda B</td>
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<td><em>Developing a New Fellows Orientations (PDO led)</em></td>
<td>HIM Bray</td>
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<td>2:45–3:00 p.m.</td>
<td>BREAK</td>
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<td><em>How to Assist Postdocs...Successful Fellowship</em></td>
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<td><em>Enhancing Postdoctoral Experience for Non US Postdocs</em></td>
<td>HIM Bray</td>
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<tr>
<td>4:15–5:00 p.m.</td>
<td>Committee Plenary</td>
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<td>Conference Lounge (2nd Fl)</td>
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<td>7:00 p.m.</td>
<td>Optional Dine Around</td>
<td>Various</td>
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<td>Breakfast</td>
<td>Main Lobby</td>
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<tr>
<td>8:00–9:00 a.m.</td>
<td>Business Meeting/Member Forum</td>
<td>Amphitheater</td>
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<tr>
<td>9:00–10:15 a.m.</td>
<td>Concurrent Workshops:</td>
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<td></td>
<td><em>Conducting Postdoctoral Surveys</em></td>
<td>HIM Lecture Room (Pechet) A</td>
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<td><em>Hiring and Managing Diverse Postdocs</em></td>
<td>HIM Lecture Room (Pechet) B</td>
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<td><em>NIH Pathway to Independence (K99/R00)</em></td>
<td>Rotunda A</td>
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<td><em>Smart PDAs</em></td>
<td>Rotunda B</td>
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<td><em>“Zen and the Art of Personal Conflict Maintenance”</em></td>
<td>HIM Bray</td>
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<tr>
<td>10:15–10:45 a.m.</td>
<td>BREAK</td>
<td>Main Lobby</td>
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<tr>
<td>10:45 a.m.–12:15 p.m.</td>
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Friday, April 25, 2008

7:30 - 9:00 AM
PDA and PDO Leadership Workshop
Registration

9:00 - 11:00 AM
Postdoc Association Leadership Workshop

SESSION 1: Building and Growth of a Postdoctoral Association (PDA)
MODERATORS: Joseph G. Marx, IRTA Fellow, NIAMS and Sara Georges, Postdoctoral Fellow, Rosetta Inpharmatics, LLC/Merck

Are you wondering what other PDAs are doing? Do you need data to support your PDA’s proposal for increased funding, space, and/or activities? This session will use a novel technology, called Beyond Question, an audience response system, to collect anonymous participant data on what works for PDAs and what doesn’t. We will alternate between polling participants and using the data to galvanize small group discussions to investigate how to build and maintain a vibrant PDA. The final part of this session will provide an opportunity for PDA leaders to poll session participants on issues relevant to their PDAs and return to their PDA with data to help guide their respective efforts. All data will be made available to all participants.

9:00 - 11:00 AM
Postdoc Office Leadership Workshop

This day-long program devoted to Postdoctoral Offices (PDOs) is designed to provide an interactive forum for administrators and other institutional leaders with responsibilities for oversight of postdoctoral activities at their respective institutions, including a PDO. The program has been specifically designed to 1) encourage professional networking among individuals with similar PDO responsibilities, 2) provide for the exchange of best practices and innovative solutions for supporting and sustaining a PDO, and 3) contribute to building a community among the individuals responsible for PDOs that is a safe and collegial environment to discuss difficulties and barriers while being solution oriented. Interactive sessions are designed to maximize dialogue and discussion among participants.

SESSION 1: Making Your PDO Work for You

A panel of experienced leaders of PDOs from diverse institutional organizations, ranging from small schools to big public universities, will share the history of their PDO, including issues encountered during the initial set up phase, reporting structures, funding, and current issues for sustaining their success. These presentations will be followed by a highly interactive session featuring small group discussion among all participants to identify issues facing the PDO leader – why is it hard to get going, current issues and how to build a sustainable PDO that fits the unique culture of each institution.

11:00 AM - 12:30 PM
PDA/PDO Joint Session

In 2000, the National Academy of Science and its Committee on Science, Engineering, and Public Policy (COSEPUP) published a report on “Enhancing the Postdoctoral Experience for Scientists and Engineers”. The report identified ten action items designed to improve postdoctoral training. The NPA was formed shortly thereafter to help implement these action items. This forum is divided into two equivalent concurrent sessions of mixed PDO and PDA leaders to re-evaluate COSEPUP’s ten action items and the NPA’s recom-
mendations for postdoctoral policies and practices. While actions at the higher levels of institutional administration and funding agencies have been the primary focus of previous discussions, the roles of PDOs and PDAs have been substantial driving forces influencing their implementation. Therefore, after a brief presentation to set the stage, an interactive discussion on the current progress of selected recommendations will focus on the successes, challenges, and new issues identified by PDO/PDAs advocating and implementing these recommendations.

Several questions will be addressed during session:

How have PDO/PDAs done?

What have been the roadblocks and how have they been overcome?

How have PDAs and PDOs worked together to accomplish these goals?

Which of the COSEPUP recommendations remain to be accomplished?

Unmet challenges and updated revisions to the recommendations based on reports from the “trenches” will be generated to serve as a guide for the future efforts of the PDO and PDA community.

12:30 - 1:00 PM
Box Lunch

1:00 - 1:45 PM
PDA/PDO Joint Session (Continued)

1:45 - 1:55 PM Break

1:55 - 4:30 PM
Postdoc Office Leadership Workshop

SESSION 2: Positioning Your PDO for Success: Being the Postdoctoral Advocate

Prior to the annual meeting, a call for PDO leaders to present one of their most successful best practices in a unique “data blitz” format—each presenter will have no more than 3 minutes to share their approach with the audience. Immediately following these short presentations, participants will have the opportunity to join a table discussion with several of the presenters, to learn more in depth about the program/series/workshop/event/model that was shared. Each table will have the opportunity to summarize some of their shared innovations at the close of this session, with the goal of producing a web-based summary of innovations for the postdoctoral advocate.

5:00 - 6:30 PM
Opening Reception, Raffle and Distinguished Service Award Ceremony
Sponsored by the Harvard School of Public Health

7:00 PM
Optional Dine Around
Saturday, April 26, 2008

8:00 - 9:00 AM
Main Meeting Registration & Continental Breakfast

9:00 - 9:15 AM
Welcome and Overview
Brenda Timmons, Chair, NPA Meetings Committee

9:15 - 9:45 AM
NPA Progress Report: Year in Review/Year Ahead
Crystal Icenhour, Chair, NPA Board of Directors

This session will provide an overview of the NPA’s major accomplishments in 2007, while looking ahead to the major goals and objectives established for the association in 2008. Attendees will learn about significant policy changes, new resources developed, ongoing programs and services provided, and organizational growth over the past year. As the NPA moves into its sixth year of operations, the Chair of the Board will discuss the major elements of the NPA’s strategic, business and annual operating plans that promise to have significant impact on the postdoctoral community.

9:45 - 10:30 AM
Keynote Address
John H. Marburger, III, Science Adviser to the President and Director of the Office of Science and Technology Policy

10:30 - 10:50 AM
BREAK
Sponsored by ScienceCareers

10:50 AM - 12:05 PM
Plenary Session - Mentoring: The Role of the Federal Government
Cora B. Marrett, Assistant Director, Directorate for Education and Human Resources (EHR), National Science Foundation (NSF); Lucia Mokres, Chair, NPA Policy Committee; and Walter T. Schaffer, Ph.D., Senior Scientific Advisor for Extramural Research, National Institutes of Health

In today’s world, mentoring plays a critical role in preparing the next generation of postdoctoral scholars for successful careers. Therefore, having effective mentors or mentoring programs is essential for trainees to be competitive in today’s international scientific arena. Renewed national attention on mentoring is evidenced by the America COMPETES legislation and the increased value placed on mentoring by organizations such as the NSF and NIH. This forum brings together representatives from the NIH, NSF and the NPA to discuss steps that are being taken to further enhance mentorship and ensure high-quality training for all postdocs. In this session, panelists will highlight key policies and programs in place or being developed to foster mentoring. In addition, panelists will discuss some of the mechanisms used to implement these evolving policies and programs. The session will serve as an opportunity for dialog among funding agencies institutions and the postdoctoral community on implementation of these policies and programs.

12:05 - 1:30 PM
Networking Luncheon
Sponsored by the University of Alabama, Birmingham

1:30 - 2:45 PM
Concurrent Workshop Sessions I

Providing Career Development Resources
Philip Clifford, Ph.D, Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin

The 2001 National Academy of Sciences report “Enhancing the Postdoctoral Experience” lists ten action points for advisers, institutions, funding organizations, and disciplinary societies. One of the action items is to “provide substantive career guidance” for postdoctoral fellows. The amount of emphasis on career development varies widely from institution to institution. What career development resources should institutions provide for postdoctoral fellows? How can institutions provide such resources in an environment of limited resources? This workshop will explore the various means of providing such information with the goal that each institution develops a strategy that fits its needs, staff, and financial constraints.
Mentoring Works: A Toolbox of Ideas!
Shine Chang, Ph.D., Director for the Cancer Prevention Research Training Program at The University of Texas M. D. Anderson Cancer Center and Associate Professor of Epidemiology; and Janis Apted, M.L.S., Executive Director of Faculty Development at the University of Texas M.D. Anderson Cancer Center.

Ideally, every trainee has a rich and successful relationship with his or her mentor. Unfortunately, this is not always the case. Even for the best mentoring relationships, situations arise that leave trainees unsatisfied. In this session, we will identify the most common problems of mentoring relationships and provide strategies for improving them using specific cases described by participants as examples. We will also describe how institutions can implement or strengthen mentoring programs to ensure a greater likelihood of success. Maintaining proactive attitudes is vital for trainees to find the range of mentors they will need throughout their careers. A realistic approach to finding mentors on one’s own (apart from the mentors who may be assigned) requires a clear perception of what one’s needs are, a tolerance for rejection, and an approach to potential mentors that allows them to see how they can be of specific help. The mentee’s responsibility will be covered in detail with scenarios provided that allow for skill development within the session. For institutions, offering mentor and mentee training can help support a culture of mentoring along with other appropriate rewards and recognition of mentoring efforts.

Navigating Your Career Through Immigration Obstacles
MODERATOR: Parker Emerson, Assistant Director Harvard International Office
SPEAKERS: Elizabeth Goss, Attorney, Tocci, Goss & Lee PC; James Leck, Associate Director The International Students & Scholars Office at Boston University; and Adam Green, Attorney Law Offices of Adam Green

This workshop will offer strategies for minimizing stressful situations caused by visa and immigration obstacles in the career of the international postdoc. The workshop will be divided into three topics according to the immigration issues: the J visa, other scholar visas (H-1b, O-1, E-3, F-1 OPT), and US Permanent Residency. Each presenter will begin by describing the flexibility (or inflexibility) of the visa type as defined by federal regulation. Next the presenter will offer strategies for minimizing immigration obstacles with that particular visa. Each presenter will conclude by offering examples (short case study) of how to navigate immigration obstacles when changing employers or terms of employment. These could include issues such as leave of absence (medical and personal), changes in funding sources, global mobility and emergency travel, and entering industry or permanent academic job markets.

Examples of specific topics included in the session are:
Who qualifies for a “green card”?
How to plan for and obtain a “waiver of the two-year home residence requirement”.
Utilizing the new J-1 five year regulations.
Time frames needed to change employers while on an H-1b visa, or while a green card is pending.

Thoughts on Developing a New Fellows’ Orientation for Postdocs (PDO-led)
Fern Remedi-Brown, M.Ed., Coordinator, Office of Fellowship Training, Children’s Hospital Boston

Postdoctoral Offices may have a New Fellows’ Orientation already established and may be looking for a way to improve it, or make it more applicable or accessible to its postdocs. Advertising may also be a concern, so as to reach the largest number of postdocs. Others may wish to include an Orientation as part of what they regularly offer. How often should a session be offered? What should it include? Participants will have the opportunity to hear what is offered at two institutions (University of Texas at Southwestern and Children’s Hospital Boston), to brainstorm in small groups, and to discuss your findings with the larger group. The workshop will conclude with a summary and plans for follow-up.

Creating a Dynamic Program on the Responsible Conduct of Research I and II
The following workshop will include two parts, to be held over two adjacent workshop timeslots on Saturday, April 26.

Creating a Dynamic Program on the Responsible Conduct of Research-I
MODERATOR: Kathleen Flint, Project Manager, National Postdoctoral Association
SPEAKERS: Ruth Bulger, Emeritus Professor of Anatomy, Physiology, and Genetics, Uniformed Services, University of the Health Sciences; and Wendy Reed Williams, Director, Department of Research Education, Children’s Hospital of Philadelphia

From determining authorship on a postdoc’s first lab publication to taking ownership of data as the postdoc transitions to a faculty job, the responsible conduct of research is fundamental to a postdoc’s professional development and everyday research practice. Yet it can be challenging to design a training program on research integrity that is appealing to postdocs. This two-part workshop will focus on strategies and mechanisms for creating a dynamic training program for postdoctoral scholars on the responsible conduct of research (RCR). Learn how your institution can build a creative and engaging menu of RCR programs that will appeal to postdocs, while also imparting critical information and skills. Part I of the workshop begins with presentations on effective practices in RCR education and approaches for tailoring an RCR program to address the particular needs of postdocs and their career phase.

2:45 - 3:00 PM
BREAK

3:00 - 4:15 PM
Concurrent Workshop Sessions II

Creating a Dynamic Program on the Responsible Conduct of Research-II
MODERATOR: Kathleen Flint, Project Manager, National Postdoctoral Association
SPEAKERS: Thomas Gething, Director, Office of Postdoctoral Affairs, University of Washington; Edward Krug, Assistant Dean for Postdoctoral Affairs, College of Graduate Studies, Medical University of South Carolina; Alison McGuigan, Postdoctoral Fellow, Stanford University and Co-Chair, Stanford University Postdoctoral Scholars Organization; and Ayguen Sahin, Postdoctoral Fellow, Massachusetts General Hospital and Board Member, Mass General Postdoctoral Association

Part II of the workshop continues with a panel of Bring RCR Home 2008 seed grant awardees who will give an overview of their RCR programs and share lessons learned. Participants will also learn how to apply for NPA seed grants of $1000 to conduct RCR programs at their institutions and will be given favorable consideration in the 2008 seed grant competition.

Family Matters – How Postdocs Can Balance Work and Family Matters
MODERATOR: Emil Thomas Chuck, Ph.D., Health Professions Advisor and Term Assistant Professor at George Mason University and Co-chair for the Diversity Committee of the NPA
SPEAKERS: Kathleen Dohoney Ph.D. Oncology Biomarker Project Manager, Novartis Institutes for Biomedical Research, Cambridge, MA; Xiaojin Liu, Ph.D. Children’s Hospital in Boston; and Rachel Ruhlen, Ph.D., Co-Chair, University of Missouri Postdoctoral Association

Postdoctoral scholars often face significant challenges to achieving work-family balance, not only with caring for children but also with caring for elder parents, and other family members. Many also face daunting “dual career” challenges, coordinating their job with the career of their spouse. This session will identify common work-family tensions experienced by post-doctoral scholars, innovative programs and practices that can help address these strains, and resources that can bolster efforts to catalyze work-family policy change.

Ensuring Postdoctoral Association Sustainability and Growth through Annual Executive Board Retreats
Steven K. Wendell, Ph.D., Assistant Director, Postdoctoral Affairs and Research Assistant Professor, University of Pittsburgh School of Dental Medicine; Darlene F. Zellers, MA, Director of Academic Career Development, Health Sciences, at the University of Pittsburgh; Ilva Putzier, Ph.D., Research Associate, University of Pittsburgh; and Savanh Chanthaphavong, Ph.D., Research Associate, University of Pittsburgh

The sustainability and growth of a postdoctoral association is challenging given the turnover of executive board members, the changing personalities of the board, and the need for the board to quickly learn new skill sets. The annual retreat led by the postdoctoral office or advisor board is an efficient method to develop team building skills, provide institutional memory for the PDA, perpetuate board procedure/protocols, and ensure strategic planning that sustains and supplements the PDA’s goals. This session will highlight the experiences from three years of such retreats at the
University of Pittsburgh and serve as a model to stimulate discussion among attendees to outline improvements and modifications that will best serve a wide variety of institutions.

**How to Assist Postdocs in Having a Successful Fellowship (PDO-led)**

*Jordan Kreidberg, MD, PhD Faculty Director of the Office of Fellowship Training, Children’s Hospital Boston*

Postdoctoral research fellows may need guidance in various aspects of their fellowship, such as selecting a laboratory, recognizing the need for and identifying a mentor in addition to their Principal Investigator, networking in the community, picking a project, getting “out of trouble,” soliciting advice, publishing, identifying their place in the market and preparing for a job search after a fellowship, and interviewing/negotiating for jobs. This workshop will provide an opportunity for PDO managers to network with one another, and allow them to brainstorm in small groups and give feedback to the larger group, concerning the preparation of career development programs for postdoctoral fellows.

**Enhancing the Postdoctoral Experience for Non-US Researchers: The Role of Match Quality**

*Thomas Wei, Doctoral Candidate in Public Policy at Harvard University; Victoria Levin, Doctoral Candidate in Public Policy in the Kennedy School of Government at Harvard University; and Lindsay Sabik, Doctoral Candidate in Health Policy and Economics at Harvard University.*

Foreign postdocs (defined here as those working in the US on a temporary basis) comprise a large and growing fraction of the overall postdoc population. Because of the increasing number of foreign postdocs in US academic institutions, we are interested in their satisfaction and productivity relative to domestic postdocs (including US citizens and permanent residents). In particular, we are interested in exploring the effect of the job-search process, which may serve as a proxy for the quality of the match between postdoc and position, on satisfaction and productivity.

We use data from the Sigma Xi Postdoc Survey to explore whether there are significant differences in productivity and satisfaction between foreign and domestic postdocs. In general, foreign postdocs appear to be more productive but less satisfied than domestic postdocs. We find evidence to support the hypothesis that social networks supporting placement are weaker for foreign postdocs. Foreign postdocs are more likely to use impersonal search methods to find postdoc positions, and this difference in search method explains much of the variation in satisfaction between foreign and domestic postdocs. The workshop will review these findings and lead a discussion on possible policies to improve the matching and placement process for foreign postdocs.

4:15 - 5:00 PM

**Plenary Session: The NPA Committees & You**

*Jonathan Gitlin, Vice-Chair, NPA Board of Directors*

The purpose of this session is to introduce the new organizational structure of the NPA to the membership. The new organizational structure of the NPA is intended to concentrate areas of expertise together and do away with redundancies and duplication of effort, along with best mobilizing and engaging with volunteer members of the NPA. The new NPA structure will consist of four committees: Advocacy, Outreach, Meetings, and Resource Development, along with two new officer positions representing the interests and issues of diversity and international postdocs. The new NPA structure will better enable us to work towards and achieve the goals of the NPA as laid out in the strategic and business plans.

5:00 - 6:30 PM

**Poster Session/Social Hour**

7:00 PM

**Optional Dine Around**
Sunday, April 27, 2008

7:30 - 9:00 AM
Continental Breakfast

8:00 - 9:00 AM
Business Meeting/Member Forum
Presiding: Crystal Icenhour, Chair, NPA Board of Directors

9:00 - 10:15 AM
Concurrent Workshop Sessions III

Conducting a Survey of Your Postdoc Population
John R. LeViathan, M.A., Human Resources Manager and Postdoctoral Advisor, The J. David Gladstone Institutes; and Alyson Reed, Executive Director, National Postdoctoral Association

This session will highlight best practices and guidelines on how to collect postdoc data through surveys. We will discuss methods for developing survey instruments, marketing the survey, and analyzing the results. The session will focus on how postdoc offices and associations can use the survey data to develop training programs and advocate for institutional policy changes. We will also provide an update on the NPA's recent efforts to develop a national postdoc survey template, and to replicate the Sigma Xi Postdoc Survey conducted in 2004.

Hiring and Managing Diverse Postdocs: What Postdoctoral Stakeholders Can (or Should) Do

MODERATOR: Jabbar R. Bennett, Ph.D., Research and Science Specialist in the Office for Diversity and Community Partnership, Harvard Medical School, and Adjunct Professor, School of Education, Lesley University and Roxbury Community College.
SPEAKERS: Greg Llacer, Director, Office for Postdoctoral Affairs and Director, Harvard College Program for Research in Science and Engineering, Harvard University; Shauna Ferguson, Manager, College Relations and Diversity Programs, Human Resources, Genzyme Corporation; and Kay Johnson Graham, Program Manager, Targeted Outreach and Recruitment, Office of Equal Opportunity and Diversity Management, Office of the Director, National Institutes of Health

Progress in creating and sustaining a diverse scientific workforce has not been completely realized. Despite a steady increase in the number of higher education degree recipients, the proportion of scientists that come from underrepresented minority (URM) and socio-economically disadvantaged backgrounds has remained stagnant compared to the overall workforce, with less success in physical and computational science and engineering fields. Similar attention has been raised about the lack of progress in diversifying faculty in academic institutions. Surprisingly there is little discussion to develop a plan to diversify the postdoctoral workforce. Since most postdoctoral hires are performed on an individual level with the sponsoring investigator, very little data to ensure a diverse postdoctoral workforce are available. Attendees of this workshop will become aware of scientific workforce data about the lack of URM postdocs and will help to develop guidelines, tools, benchmarks, or recommendations to administrators and other stakeholders to monitor progress in diversity hiring and retention.

NIH Pathway to Independence (K99/R00) Award Workshop: Know Your Kangaroo
Joan M. Lakoski, Ph.D., Associate 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 the Associate Dean for Postdoctoral Education and Professor of Pharmacology at the University of Pittsburgh School of Medicine; and Robert Milner, Ph.D., Director of the Office of Postdoctoral Affairs, Co-Director of the Junior Faculty Development Program, and Professor of Neural and Behavioral Sciences at the Pennsylvania State University College of Medicine.

The NIH Pathway to Independence (K99/R00) Awards, which have been termed “Kangaroo” grants, provide an opportunity for promising postdoctoral scientists to receive both mentored and independent research support from the same award. The initial phase will provide 1-2 years of mentored support for highly promising, postdoctor-
al research scientists followed by up to 3 years of independent support contingent on securing an independent research position. This workshop will begin with an introduction to NIH and the grant reviews, define the unique features of the K99/R00 Award, give guidance on completing an application for this award, and offer tips on successful grant writing. A case study highlighting an application & typical reviewer’s comments will provide insight into the review process and an opportunity for participants to discuss the key components of career development awards.

**Building a SMART PDA – Incorporating a Business Concept into PDA**  
*Steven Mullen Ph.D. Postdoctoral Fellow, University of Missouri; and Rachel Ruhlen, Ph.D., Co-Chair, University of Missouri Postdoctoral Association*

The Postdoc, a name for a unique profession, is in fact an intersection between an advanced training period and a permanent career. However, unlike other self-motivated campus organizations, a Postdoc Association (PDA) faces tremendous challenges to succeed, given limited amount of time and effort that are invested in forming, organizing and managing. This These challenges exists, in a very big part by the fact that because postdocs are little unsure awareness was paid, from post-docs own perspective, to realize of what a PDA should be, and unaware of and what focus should be kept to make the importance of individual postdoc growth along with growth of the PDA, and finally make PDA stand out to be a nourishing ground for all peer postdocs.

The spirit of what a PDA should be, in and its different differences from all other campus organizations, will be analyzed using the model of a “SMART” concept inspired and adapted from the business management field. A “SMART” PDA is served as the central virtue of a Sustainable, Manageable, Approachable, Responsible and Training entity for post-doc researchers. Each of the “SMART” elements of a PDA will be discussed in detail using self-explanatory examples and scenarios of sociological, scientific, and marketing terms to help reach a better and deeper understanding of this concept.

In addition to creating a new generation of PDAs, this workshop is designed to raise the awareness of the importance of building and seeking networks, networks that can bring in more insights and support from outside of general scientific expertise to enrich the dimensionality of PDA and individual postdocs.

**“Zen and the Art of Personal Conflict Maintenance”: Resolving to Learn about Conflict and Communicate Effectively**  
*Don Greenstein, JD, Senior Mediator/Senior Facilitator, The Keystone Center; and Doug Thompson, Senior Mediator, The Keystone Center*

Everybody negotiates and everyone experiences conflict in some form or another. Sometimes a conflict erupts suddenly and without warning; in other situations a long gestation period builds to a confrontation of some kind. Sometimes the issues are trivial; other times they concern the things most important in our lives. In addition, who has not faced situations involving misunderstanding and miscommunication, where the other parties just don’t seem to understand or “get it”? Sometimes in such circumstances, the only choices seem to be to accept what is being offered or engage in a heated conflict. The first choice risks being taken advantage of; the second feels stressful and unpleasant. While there are no magical tricks or techniques to make difficult situations suddenly easy, this session will explore some techniques of negotiation and communication aimed at being “hard on the problem and soft on the people.” We will look at the interplay between interests (what is important) and positions (ways of obtaining what is important), how to listen effectively, how to spot negotiation missteps, and some approaches to difficult conversations. We will also examine various responses to conflict. This session will focus on conflict and negotiation dynamics and how to approach those “difficult conversations” that post-docs (and everyone else for that matter) face at work, home and play. The workshop will be interactive, fast-paced, and practical.

10:15 - 10:45 AM  
**BREAK**
The NPA's Recommended Practices Guide calls on research institutions to develop and implement a training curriculum for their postdocs. In response, many of those institutions have called on the NPA to provide further guidance on the “core competencies” that every postdoc should possess when they finish their training. This session will review a draft of the NPA’s “Postdoc Core Competencies.” There will be ample time for discussion to solicit feedback from conference participants on the proposed content of this new resource, which will help to inform the final version.

12:15 PM
ADJOURN
Acknowledgements

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

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Special thanks to Jenny Zilaro and the local host committee for coordinating all of the local arrangements for the meeting.

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Excerpt from the nomination materials...

Dr. Shirley Malcom has demonstrated a profound and sustained leadership contribution to improving the postdoctoral training experience in the U.S. In her role as Head of the Education and Human Resources Directorate at AAAS, Dr. Malcom has been a dedicated advocate on behalf of the next generation of scientists, including postdoctoral scholars. Dr. Malcom is frequently called upon as an expert on this topic, and consistently makes time to offer strategic input and advice on postdoctoral training issues to policy makers, academic leaders, and other influential members of the scientific and research community.

Dr. Malcom played a critical role in the early formation and development of the NPA. She was instrumental in obtaining support from the Alfred P. Sloan Foundation and the AAAS for the launching of the NPA. She served as the co-PI on the initial NPA planning and formation grants awarded to AAAS by the Sloan Foundation. As such, she provided extensive mentoring and support for the NPA’s founding steering committee, the Executive Director, and subsequent Boards. In particular, her early mentorship of the NPA’s founding Chair, Dr. Carol Manahan, and the succeeding Chair, Dr. Keith Micoli, was instrumental in ensuring solid leadership for this fledgling organization. As noted by Dr. Manahan, “Shirley helped the founders to gain perspective on our early successes, was always encouraging, shared her expertise on organizational development, greased the wheels with important stakeholders, and helped us make the connections that ensured the long-term sustainability of the NPA.” When the time came for the NPA to become an independent non-profit organization, Dr. Malcom was again our champion. She helped the NPA to negotiate a highly favorable agreement with AAAS to provide long-term support for our operations, including donated office space, equipment, and IT services.

Dr. Malcom’s distinguished contributions to postdoctoral training extend well beyond the NPA. Through her service on numerous national and international boards, committees, and advisory bodies, she is a tireless advocate for postdocs. She frequently seizes the initiative to address postdoctoral training issues in contexts where these topics may have been ignored or given only passing attention. When it comes to enhancing the postdoctoral experience, Dr. Malcom speaks truth to power and seeks pragmatic solutions. In summary, her service to the NPA and the postdoctoral community has been truly distinguished.

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 Kirschstein. 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. The third recipient of the award in 2006 was Dr. Laurel Haak. The fourth recipient of the award in 2007 was the Federation of American Societies for Experimental Biology (FASEB).
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Speaker Biosketches
Janis Apted, M.L.S. is Executive Director of Faculty Development at the University of Texas M.D. Anderson Cancer Center. She has an M.L.S. from McGill University (1974) and over 25 years of experience in information access and management; organizational, professional and faculty development; communications and public relations; and strategic and planned change in academic, international and corporate institutions. Ms. Apted has worked in health care institutions in several countries including the Osler Library for the History of Medicine at McGill University in Montreal, Canada; the World Health Organization in Switzerland and Tunisia as a medical library consultant; the Royal Society of Medicine in London, England in reference services; as Assistant Director for Organization Development at the Houston Academy of Medicine – Texas Medical Center Library, and as Director of Communications, Public Relations and Grants Administration for the University of Michigan Library system. In addition, she was an active volunteer for many years with the Institute of Cultural Affairs, a group that focuses on community and organizational change around the world. Ms. Apted is a graduate of the nationally known Planned Change Internship in Ann Arbor, Michigan; a year long training in change methodologies. In her current role, Ms. Apted is responsible for the planning, implementation and evaluation of a comprehensive faculty development program for M.D. Anderson Cancer Center. This past year, the Faculty Development department offered 40 different programs to a range of audiences including postdoctoral fellows, clinical research fellows, faculty of all ranks, and faculty leaders. All of these programs are based on continuing assessment and research of faculty development needs. Her work this past year has focused on the creation and implementation of a faculty leadership development program which was launched in September. Throughout her career, Ms. Apted has given presentations on many topics including individual and organizational development, recruiting, retaining and developing staff and professionals; career planning and transitions; marketing and public relations; and whole-scale change management in organizations and communities.

Jabbar R. Bennett, Ph.D., directs the Office for Multicultural Faculty Careers (OMC) at Brigham and Women’s Hospital (BWH), and is a lecturer on medicine at Harvard Medical School. The OMC provides hospital-wide leadership and support in the areas of recruitment, retention and advancement of underrepresented minority faculty, fellows, residents and students at BWH and Harvard Medical School (HMS). Prior to joining BWH, Dr. Bennett served as Senior Director of Development for Life Sciences, Healthcare and Education Industry Partnerships with United Way of Massachusetts Bay (UWMB) in Boston and directed their Math, Science and Technology initiative (MSTi). Previously he served as Research and Science Specialist in the Office for Diversity and Community Partnership at Harvard Medical School where he directed several biomedical science and health professions training programs for students that ranged from grades K-12 to clinical and non-clinical postdoctoral fellows. Dr. Bennett received his B.S. in biology and minor in Spanish from North Carolina A&T State University, and his Ph.D. in biomedical sciences from Meharry Medical College. He was funded as a National Science Foundation (NSF) Alliance for the Enhancement of Science Education and Technology Graduate Teaching Fellow, and later as a UNCF-Merck Postdoctoral Research Fellow while training in the Department of Pathology at HMS. Dr. Bennett is an alumnus of the Massachusetts Education Policy Fellowship Program and the Harvard University Administrative Fellowship Program. He is Immediate Past Chair of the National Postdoctoral Association’s (NPA) Diversity Committee and is an Adjunct Professor in the School of Education at Lesley University and at Roxbury Community College.

Ruth Ellen Bulger, A.M., Ph.D., is Emeritus Professor of Anatomy, Physiology and Genetics at the Uniformed Services University of the Health Sciences in Bethesda, MD. Dr. Bulger has written over 160 articles, chapters, and books on renal structure and function relationships and on the responsible conduct of research. With Drs. Elizabeth Heitman and Stanley Joel Reiser, she co-authored the textbook “The Ethical Dimensions of the Biological and Health Sciences”, now in its second edition. During her career Dr. Bulger received many honors for her academic and teaching excellence. Dr. Bulger was the Director of the Division on Health Sciences Policy at the National Academies of Science from 1988-1994, served as Vice President for Scientific Affairs for the Henry

Shine Chang, Ph.D., As the Director for the Cancer Prevention Research Training Program at The University of Texas M. D. Anderson Cancer Center and Associate Professor of Epidemiology, I focus my energy on 3 synergistic sets of professional goals: to conduct innovative research of the intersection of obesity and cancer prevention; to develop, implement, and evaluate programs and policies that address workforce needs within the field of cancer prevention; and to improve the education and training, productivity, and work satisfaction of health science researchers and practitioners. Toward the first goal, I serve as the principal investigator for an NCI-funded R21 ancillary study of the Women’s Health Initiative on the genetic, hormonal, and behavioral determinants of obesity, a cancer risk factor. Toward the second goal, I have interest in identifying and assessing areas of professional need within the field, addressing recruitment into these areas, and promoting activities to retain professionals within the field. For these activities, I work with collaborators through national professional membership organizations like the American Society for Preventive Oncology, the Association for American Medical Colleges, and the American Association for Cancer Education. Toward the third goal, I mentor trainees, fellows, and junior faculty, working to develop their careers and to find opportunities to showcase their research. I also lead a number of professional development activities for junior faculty and have interest in evaluating these activities.

P. Joan Chesney, M.D., C.M., is Director of the Office of Academic Programs and Member of the Department of Infectious Diseases at St. Jude Children’s Research Hospital. She is also Professor of Pediatrics and an Associate Dean of the University of Tennessee College of Medicine. Dr. Chesney completed her postdoctoral research fellowship in the Department of Microbiology and her Pediatric Infectious Diseases Fellowship both at Johns Hopkins Hospital and Medical School. Most recently she chaired the FDA Pediatric Advisory Committee for six years and was a member of the FDA Science Board review of research at the FDA from which a report was presented to Congress in November 2007. Dr. Chesney’s office oversees all administrative and career develop-
ment and many academic programs for the Postdoctoral Fellows, graduate students, undergraduates and clinical residents and fellows at St. Jude.

Savanh Chanthaphavong, Ph.D., received her degree at the University of Melbourne (Australia) in the department of Anatomy and Cell Biology. In July 2004, she came to the University of Pittsburgh to pursue a postdoctoral training at the University of Pittsburgh under Dr. Anthony J. Bauer, where she has been working on the effect of sepsis and shock-induced ileus on neuromuscular transmission in the gastrointestinal tract. As a graduate student, Dr. Chanthaphavong served as president, treasurer and secretary of the Postgraduate Student’s of Anatomy Society from 2000-2003. She was also one of the committee members that helped launched the ‘Under the Coverslip’, a nationally recognized scientific photographic competition for junior researchers in Australia. She was also a member of the University of Melbourne Postgraduate Association. The University of Melbourne Postgraduate Association Inc. (UMPA) is the student representative body for postgraduates at the University of Melbourne. With over 10,000 members, UMPA has been a voice for all postgraduates within the University and in the wider community and has helped improved postgraduate education, research and welfare in Australia. In January 2008, she was elected as secretary to the Executive Board of the University of Pittsburgh Postdoctoral Association.

Emil Thomas Chuck, Ph.D., is co-chair for the Diversity Committee of the NPA and a charter member; his research and career biosketch can be found on the AAAS Science Career Forum where he is one of the advisors. His interest in work-life balance began with advocacy as a charter member of the Case Western Reserve Postdoctoral Researchers Association (1999). As part of the advocacy group Parents@Duke (2002-2006), he was involved with establishing a paid family-leave policy for staff and making lactation rooms part of the design for new science laboratory buildings on campus. After he organized a day of presentations with Dr. Saranna Thornton (Hampton-Sydney College) to discuss pregnancy discrimination in academia, his Parents@Duke colleagues kindly dubbed him as the “hardest working man” in the group. For his overall advocacy and community service, he received the North Carolina Jaycees 2006 award for Outstanding Young North Carolinian. He now serves as Health Professions Advisor and Term Assistant Professor at George Mason University (Fairfax, Virginia); this year he is interim coordinator for the Undergraduate-Faculty Apprenticeship Program. In these roles, he has presented talks to many audiences from high school students to career scientists and administrators. He is single (never married) and has no children other than a furry feline depend-ent named Samantha.

Philip Clifford, Ph.D., is Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology at the Medical College of Wisconsin. He has a long interest in postdoctoral issues and was one of the founding members of the Advisory Board of the National Postdoctoral Association. As a part of FASEB’s Science Policy Committee on Training and Careers, he was a coauthor of the Individual Development Plan for postdoctoral fellows. He is also co-chair of the AAMC GREAT Group Postdoctorate Section which developed the “Compact Between Postdoctoral Appointees and Their Mentors.” 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, with additional funding from the American Heart Association and the Department of Veterans Affairs. 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.

Lisa M. Curtis, Ph.D., conducted her undergraduate and graduate training at the University of Florida (UF), receiving her PhD in Cell & Developmental Biology in 2001. She received postdoctoral training at UF and at the University of Alabama at Birmingham (UAB) where her research was focused on studying stem cells, initially in the bone marrow and subsequently in the kidney. As a postdoctoral scholar, she received support from NIH Training Grants and was also a recipient of the Frederick Gardner Cottrell Postdoctoral Enhancement Award at UAB, which is designed to foster the development of postdoctoral fellows who exhibit the desire and potential to continue in academic research. Recently, Dr. Curtis was promoted to Instructor at UAB in the Department of
Medicine, where her research is focused on the identification of cells in the kidney that contribute to repair following acute kidney injury. Dr. Curtis was a member of the UAB Postdoctoral Association and served as an interim chair as well as spearheading the annual meeting for two years. She has been active in the National Postdoctoral Association (NPA) since 2006 and in 2007 joined the Board of Directors.

Kathleen Dohoney Ph.D., holds a PhD in Biochemistry and has worked at Novartis Institutes for Biomedical Research in Cambridge, MA as an Oncology Biomarker Project Manager since 2006. Prior to Novartis, she was a Cancer Research Training Award fellow in the Laboratory of Cellular Oncology at NCI from 2002 to 2006. In addition to her research at NCI, Kathleen was founder and Senior Editor of the NCI Fellows Editorial Board, Chair of the Center for Cancer Research Fellows and Young Investigators Association (CCR-FYI), and member of the Postdoctoral Fellows Subcommittee of the Second Task Force on the Status of NIH Intramural Women Scientists. As a wife, mother of two young children, two and five, and daughter of aging parents living in the Boston area, finding a balance between work and family life was a key motivation for moving back to the area and is a constant work in progress.

Parker Emerson is the Assistant Director Harvard International Office which serves the largest population of international postdocs of any other university in the US (IIE, Open Doors). As Assistant Director, Mr. Emerson is responsible for managing the immigration status of a large portion of the international population at Harvard, composed of more than 3,000 research scholars, and an equal number of students. Mr. Emerson currently works with postdocs at Beth Israel Deaconess medical Center. Through NAFSA: Association of International Educators Mr. Emerson has chaired and presented on numerous workshops and training modules.

Shawna Ferguson joined Genzyme Corporation’s Human Resources department in July 1999 and is currently serving as Manager of College Relations and Diversity. She is known amongst her peers as an innovative thinker whom builds bridges by keeping people connected and thrives in a team environment. Shawna is active Partnership (www.thepartnershipinc.org) Alumnae Fellow, class of 2004. She graduated from Lesley University with her BS Degree in Human Resources in 1994. During Shawna’s 7+ years with Genzyme, she has taken on various roles with increasing levels of responsibility in the areas of recruitment, employee relations and diversity outreach. As an influential member of the Leadership and Organi-zation Development team, Shawna engages regularly with leaders across the corporation to help them integrate a proactive approach to diversity into all that they do. In addition, Shawna demonstrates her commitment to the community through volunteerism, speaking engagements and program development commit-tees. She continues to partner with groups like the Biomedical Science Careers Program, Breast Cancer Association, Biotechnology Institute’s Minority Talent Committee, Massachusetts Biotechnology Council – HR Committee, NACCP, Girls Scouts and Lesley University. She is also listed among Cambridge’s Who’s Who listing of emerging leaders. Shawna’s 12+ years of human resources experience has enabled her to develop a broad perspective on management in different industries, including healthcare, biotechnology, travel and consumer goods.

Kathleen Flint, Ph.D., is Project Manager at the National Postdoctoral Association, where she manages both the Postdoc Leadership Mentoring Project and the “Bring RCR Home” project. Dr. Flint comes to the NPA from Stony Brook University where she was Assistant Director of the Reinvention Center, a national center focused on enhancing undergraduate education at research universities. She also taught at Stony Brook’s new Southampton campus as an adjunct professor in the Department of Physics and Astronomy. In 2004, she spent a year in residence at the National Science Foundation (NSF) where she was a Science and Technology Policy Fellow sponsored by the American Association for the Advancement of Science. There she specialized in issues concerning early-career scientists and helped manage one of NSF’s newest postdoctoral fellowship programs. Previous to that, Dr. Flint was a Postdoctoral Fellow at Gemini Observatory North and a Carnegie Fellow at the Carnegie Institution of Washington’s Department of Terrestrial Magnetism. Her research interests focused on understanding the lowest mass galaxies in the nearby Universe. She has a Ph.D. and M.S. in Astronomy and Astrophysics (2001, 1997) from the University of California at Santa Cruz and a B.S. in Math and Astronomy (1995) from the University of Arizona. While at UC Santa Cruz,
she was also very active in graduate student issues and spearheaded the establishment of a new graduate student center at UCSC, the Graduate Student Commons, which opened in 2001.

Stacy L. Gelhaus, Ph.D., is currently a NRSA Postdoctoral Fellow in the School of Medicine at the University of Pennsylvania. She works in Center for Cancer Pharmacology under the advisement of Dr. Ian A. Blair. Her undergraduate degree in biology and biochemistry is from Mount Saint Mary’s University and her graduate work in analytical chemistry was completed under the advisement of Dr. William R. LaCourse at the University of Maryland, Baltimore County. Dr. Gelhaus’ current research focuses on the molecular mechanisms of carcinogenesis. There is substantial evidence to suggest that environmental carcinogens, such as polycyclic aromatic hydrocarbons (PAHs), are able to induce lung cancer through metabolic activation. Much of her work entails DNA-adduct analysis of lung and liver cells by a stable isotope dilution LC-MRM/MS assay. Dr. Gelhaus has been on the biomedical postdoctoral council (BPC) at the University of Pennsylvania since starting her postdoc in November of 2005. In 2006 she became co-chair of the council. As a co-chair, she works closely with the biomedical postdoctoral program office (BPP) and is able to sit on the postdoctoral advisory committee, which is comprised of BPP administration and professors who have a genuine interest in postdoc life at Penn. Dr. Gelhaus was elected to the NPA Board of Directors for the 2008-2010 terms and she is also on the Annual Meeting Committee.

Sara Georges, Ph.D., is currently a postdoctoral fellow at Rosetta Inpharmatics, LLC, in Seattle, WA. Prior to joining Rosetta Inpharmatics in late 2007, Dr. Georges was a postdoctoral fellow at the Fred Hutchinson Cancer Research Center in Seattle, where she was co-chair of the Center’s PDA, the “Student-Postdoc Advisory Committee”, or SPAC from 2005-2007. As part of SPAC, she helped develop programs designed to build career skills for graduate students and postdocs, including several Career Day events. Together with her Hutchinson Center colleagues, she also co-presented a workshop at the 2007 NPA Annual Meeting, “Best Practices for Enhancing the Postdoctoral Experience”. For the 2008 NPA Annual Meeting, she is co-facilitating the Postdoc Association Leadership Workshop. Dr. Georges is a B.A. graduate of the College of St. Catherine, St. Paul, MN and received a Ph.D. in Biochemistry in 2002 from Colorado State University, Fort Collins, CO. Her research interests include chromatin structure, chromatin regulation of transcription, and post-transcriptional regulation of gene expression by microRNA.

Thomas Gething Ph.D., is Associate Dean in the Graduate School at the University of Washington and is the director of the UW Office of Postdoctoral Affairs (OPA). He also is a professor of Southeast Asian languages and a former director of the Southeast Asia Center at the UW. His own work with postdocs was in conjunction with a grant from the Freeman Foundation, which supported an undergraduate Asian studies initiative and included postdoc appointees in the humanities and social sciences. At both UW and, previously, at the University of Hawaii, Gething has been responsible for a range of services to master’s and doctoral students. He has administered fellowship programs, participated in union contract negotiations, and handled academic and personnel grievances. He currently is engaged in an expansion of programming for postdocs and graduate students in cooperation with the UW Career Center. Gething is the founding director of OPA, the office that provides professional development workshops and mediation assistance to UW’s 1100 postdocs. He served as the institutional liaison to the UW Postdoctoral Association (UWPA) prior to the creation of the UW postdocs office and, in his director role, has continued to work closely with UWPA to identify areas of need and to facilitate their annual postdoc research symposium.

Jonathan Gitlin, Ph.D., is currently a postdoctoral scholar at the University of Kentucky’s College of Pharmacy, where he is investigating the involvement of COX-2 in cardiovascular diseases. Born in South Africa and raised in London, He earned his BS in Pharmacology from King’s College London, and a Ph.D. in Pharmacology at Imperial College School of Medicine, before moving to the US in 2002 to undertake a postdoc at the Scripps Research Institute in La Jolla, CA. At Scripps Dr Gitlin began his involvement with postdoctoral issues, serving as Vice President of the Society of Fellows, the longest-running PDA in the country. Following his move to Kentucky, Dr Gitlin began serving on the NPA's Intenational Postdoctoral Committee, eventually spending two years as Chair. In January, he was elected to the NPA’s Board of Directors and is currently serving
as Vice Chair. In addition to his academic research, Dr. Gitlin is also a science writer for the technology website Ars Technica. He loves cooking, fast cars, motorsports, Japanese denim and rare sneakers.

Elizabeth Goss Tocci, Goss & Lee PC is a Human Resource law firm providing a full array of services to regional, national, and international concerns in both immigration and employment law. Ms. Goss specializes in the representation of physicians, researchers, trainees and students in the higher education and health care fields securing their temporary and permanent visas. Ms. Goss was the Legal Consultant to Tufts University and also served as the University’s Foreign Student & Scholar Advisor and Director of the International Center. Ms. Goss is a member of the American Immigration Lawyers Association (AILA) and the Association of International Educators (NAFSA).

Adam Green has specialized in immigration law and representing international students and scholars all over the United States for 20 years. He has authored numerous articles on immigration law and speaks to students and scholars throughout the U.S. on the laws affecting employment of foreign nationals. In particular, his office represents schools and employers that wish to employ university graduates. He is listed in the prestigious publication, “Best Lawyers in America” and has an AV rating (the highest possible) from Martindale-Hubbell, America’s well-known rating service. Mr. Green co-wrote the information regarding Visas that appears on the NPA website.

Don Greenstein has a background in the law, negotiations, and dispute resolution. As a reformed lawyer with 27+ years of experience his work has involved environmental, tribal, community, inter personal as well as business disputes. He is trained as a critical incident stress manager and supports a team of first responders from the US Environmental Protection Agency (EPA). He is a certified VA and DC Federal Circuit Court Mediator. His mediation experience encompasses all types of cases. Don has acted as a public health facilitator for the Centers for Disease Control and Prevention (CDC), as well as the Health and Human Services Administration (HHS). Such work has related to stakeholder and community engagement projects. The topics have included pandemic flu planning, community control measure choices during time of a pandemic outbreak, as well as a vaccine prioritization project. He has handled all aspects of the public engagement meetings involving 100 or more people in Washington State, Massachusetts, New York, New Mexico, Wisconsin, and North Carolina as well as 2 stakeholder meetings involving with over 200 people at some of the meetings. With over 15 years of federal service Don has worked with a number of federal agencies including: Department of Justice, US Postal Service, US Navy, US Air Force, US EPA, US Department of Transportation, Federal Emergency Management Agency, and US Department of Homeland Security. He received a JD in general law and a BA in social welfare from Antioch College in Ohio and Antioch School of Law, Washington DC.

Crystal R. Icenhour, Ph.D., received her PhD in Pathobiology and Molecular Medicine from the University of Cincinnati Medical School of Graduate Studies in 2002. She conducted postdoctoral research in the Thoracic Diseases Research Unit at the Mayo Clinic College of Medicine from 2002-2005 and in the Department of Infectious Diseases at Duke University Medical Center from 2005-2006. Dr. Icenhour has contributed to local postdoctoral associations including the Mayo Research Fellows Association Executive
Committee (President) and the Duke University Postdoctoral Association (chair of membership committee). Dr. Icenhour is President/Director of Research for Phthisis Diagnostics, a biotechnology company located in Charlottesville, Virginia as well as Executive Director for Marafiki Foundation, a non-profit organization also located in Charlottesville, Virginia. Dr. Icenhour has been a member of the National Postdoctoral Association (NPA) since 2005, serving as Chair of the Membership Committee, member of the 2005 Board of Directors, Vice Chair of the 2007 Board of Directors, and now Chair of the 2008 Board of Directors.

Kay Johnson Graham serves as the Diversity Program Manager and Minority Outreach and Recruitment Manager for the Office of Equal Opportunity and Diversity Management, National Institutes of Health. She directs and manages the affirmative employment and specifically the workforce diversity component of the program to create and implement policies and program activity to increase the representation of women, minorities and persons with disabilities within the biomedical sciences workforce through outreach, recruitment and retention activity. She is well known for her outreach activity and establishing “best practices” in the field of targeted outreach to minority and women communities to increase the knowledge and preparation for diverse communities in pursuing careers in the health sciences. She formerly served as the Equal Employment Opportunity Officer and Manager of the Minority Outreach and Student Research Training Program for two sub-agencies at the National Institutes of Health, (NIH), Department of Health and Human Services (DHHS). The two sub-agencies are: The National Institute on Deafness and Other Communication Disorders and the National Institute of Nursing Research. She received her B.S. degree from the University of Maryland at College Park. Her professional memberships include the American Association of Public Health, National Coalition of Ethnic Minority Nurse Associations (honorary), and Society for the Advancement of Chicanos and Native Americans in Science, Student National Medical Association (honorary), and the American Indian Science and Engineering Society (honorary), Blacks in Government, and the National Institutes of Health Black Scientist Association.

Jordan Kreidberg, MD, Ph.D., Dr. Kreidberg received his MD and Ph.D. from Johns Hopkins University School of Medicine. He completed his residency and at Children’s Hospital Boston and a postdoctoral fellowship at the Whitehead Institute. He is Associate Professor of Pediatrics, Harvard Medical School; Faculty Director of the Children’s Office of Fellowship Training; and Director of Development and Stem Cell Research, Division of Nephrology, Children’s Hospital Boston. He is a principal member of the Harvard Stem Cell Institute. Jordan Kreidberg’s principal research focuses on the understanding of the genetic mechanisms of organogenesis, with a focus on the urogenital system. The long term goal of this research is to devise stem cell-based regenerative therapies for kidney disease. He is the founder and now serves as Faculty Director of the Office of Fellowship Training (OFT) at Children’s Hospital Boston, which assists fellows to access resources through career development seminars and social functions and by identifying opportunities. As Faculty Director of the OFT, Dr. Kreidberg leads seminars in successful fellowships, basic science job search, basic research funding, and basic research publishing, makes recommendations on policy change for postdocs, and serves as mentor to Children’s 450 postdoctoral research fellows.

Edward Krug, Ph.D., is an associate professor in the Department of Cell Biology and Anatomy at the Medical University of South Carolina, where he also serves as Assistant Dean for Postdoctoral Affairs. He received his doctorate in biochemistry from Purdue University, with postdoctoral training in cell and developmental biology at both Texas Tech University and the Medical College of Wisconsin. His research is currently focused on using novel MS technologies to assess the molecular evolution of early heart development. He is responsible for the College of Graduate Studies curriculum in the responsible conduct of research, which is mandatory for all students and postdocs. Membership on the MUSC Research Integrity and the Institutional Biosafety committees provides real-life experience in dealing with integrity issues. This is complemented by his participation in a variety of ethics workshops, including the Survival Skills & Ethics Program provided by the University of Pittsburgh and the Teaching Research Ethics at the Poynter Center at Indiana University. Recent accomplishments for enhancing the postdoctoral experience at MUSC include two extramural awards for academic career development, and implementation of an orientation program for introducing international postdocs to nuances of the research culture in the United States.
Joan M. Lakoski, Ph.D., is the Associate 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 the Associate Dean for Postdoctoral Education and Professor of Pharmacology at the University of Pittsburgh School of Medicine. Dr. Lakoski received her doctoral degree in Pharmacology 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 University College of Medicine, including appointment as Interim Chair of the Department of Pharmacology at Penn State.

She maintains a research program investigating the neuropharmacology of aging and studies the impact of research mentoring, is a member of the graduate faculty at the University of Pittsburgh, and serves on NIH 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. 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 “empower the health science profession-al” at the University of Pittsburgh. Dr. Lakoski currently serves as Co-Director of the Multidisciplinary Clinical Research Career Scholars Program at the University of Pittsburgh, is Director of Mentoring for both NIH-funded KL2 and K30 Clinical Research Training awards and is Director of Faculty Development for the institutional Clinical and Translation Science Award at the University of Pittsburgh. She serves as Chair of the Advisory Panel on Ethics and Conflict of Interest of the Endocrine Society, Chair of the International Union of Basic and Clinical Pharmacology Committee on Teaching, as a 2007-2008 ELAM Program Faculty Advisor, as an AAMC Women’s Liaison Officer for the University of Pittsburgh School of Medicine, as Co-Chair of the AAMC GREAT Group Postdoctorate
Committee, as Co-Chair of the 2008 KL2 and K30 National Clinical Scholars Annual Meeting Program Committee and as co-Chair of the 2008 National Postdoctoral Association Postdoctoral Offices Preconference Workshop. For her numerous activities in support of postdocs, Dr. Lakoski was the recipient of the 2007 University of Pittsburgh Postdoctoral Association Postdoctoral Advocate Award.

James Leck is the Associate Director of the International Students & Scholars Office at Boston University which advises over 5700 students and scholars from nearly 150 countries. Many of the University’s 1200 international employees are postdocs or began as postdocs. Mr. Leck has served on national immigration-related committees of NAFSA: Association of International Educators devoted primarily to liaison work with U.S. government agencies, advocating for effective processing of benefits and for appropriate interpretation of immigration regulations. Mr. Leck is part of NAFSA’s Trainer Corps, delivering core professional development training to new international student and scholar advisors.

John R. LeViathan, M.A., is the Senior Human Resources Manager and Postdoctoral Advisor at The J. David Gladstone Institutes, a private research institute affiliated with the University of California, San Francisco (UCSF). In addition to the human resources function, Mr. LeViathan 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 serves on the National Postdoctoral Association’s Board of Director, and also serves as the Electoral Officer and Chair of the Oversight Committee. He also sits on 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 Association for Independent Research Institutes (AIRI), the American Association for the Advancement of Science (AAAS), the College and University Professional Association for Human Resources (CUPA-HR), the Northern California Human Resources Association (NCHRA), and the Society for Human Resources Management (SHRM).

Victoria Levin is a doctoral candidate in Public Policy in the Kennedy School of Government at Harvard University. She is a Doctoral Fellow with the Harvard University Multidisciplinary Program in Inequality & Social Policy, and a Graduate Student Associate with the Davis Center for Russian and Eurasian Studies. Victoria received her B.A. in International Affairs from the George Washington University in 2000, and a Master’s degree in Public Administration in International Development from the Kennedy School of Government in 2003. Before coming back to the Kennedy School for a Ph.D., Victoria worked at the World Bank on issues of foreign aid, poverty, and international inequality. Her current research interests include topics in public economics and labor economics in developing countries.

Xiaojin Liu, Ph.D., co-hosted the first series of Fellows’ Career and Family Network Luncheon from 2006 to 2007 in Children’s Hospital in Boston. That experience made her an advocate for a more family-friendly environment for postdocs. In 2006, she received a Postdoctoral Career Development Fellowship in Children’s Hospital and became an Eleanor and Miles Shore Scholar in Harvard Medical School. Her research provides insight into neurological disorders, such as epilepsy and mental retardation, by elucidating the cellular mechanisms that contribute to the processing of information in the immature and mature central nervous system. Her husband, a postdoctoral fellow in Harvard Medical School, is devoted to understanding how the spatial pattern is formed in the nervous system. Their two-year-old daughter commands their non-scientific life when she is not attending Franklin Square House Children’s Center in Boston.

Gregory Llacer is the Director of the Harvard University Office for Postdoctoral Affairs; and Director of the Harvard College Program for Research in Science and Engineering (PRISE). In October 2006, Mr. Llacer joined Harvard University’s Office of the President and Provost as the Director of the Office for Postdoctoral Affairs. An Associate of Leverett House and a member of the Harvard College Board of Freshman Advisers, Mr. Llacer also directs the Harvard College Program for Research in Science and Engineering (PRISE). Mr. Llacer formerly was assistant director of fellowships in the Office of Career Services (OCS) and director of the Herchel Smith Harvard Research and Michael C. Rockefeller Memorial
Fellowship Programs. Before arriving at OCS in 2004, Mr. Llacer managed educational initiatives for the Harvard-MIT Division of Health Sciences and Technology (HST). At HST Mr. Llacer administered educational enrichment programs for biomedical engineering and medical school students, advised students, postdocs, and faculty on the development of learning science modules in course materials (including a new biomedical ethics curriculum), and oversaw the local administration of the NSF-supported VaNTH Engineering Research Center grant. Prior to his work at HST, Mr. Llacer spent 16 years on the staff of the Office of Graduate Studies and Research at the University of California, San Diego, where he was the senior research analyst for the Vice Chancellor for Research, responsible for management of institutional exceptions to research policy, shared research facilities, research misconduct case administration, and other general research matters. Mr. Llacer’s undergraduate and master’s course work at UCSD and San Diego State University specialized in the areas of cross-cultural education and language policy.

John H. Marburger, III, Ph.D. Science Adviser to the President and Director of the Office of Science and Technology Policy, was born on Staten Island, N.Y., grew up in Maryland near Washington, D.C. and attended Princeton University (B.A., Physics 1962) and Stanford University (Ph.D. Applied Physics 1967). Before his appointment in the Executive Office of the President, he served as Director of Brookhaven National Laboratory from 1998, and as the third President of the State University of New York at Stony Brook (1980-1994). He came to Long Island in 1980 from the University of Southern California where he had been a Professor of Physics and Electrical Engineering, serving as Physics Department Chairman and Dean of the College of Letters, Arts and Sciences in the 1970’s. In the fall of 1994 he returned to the faculty at Stony Brook, teaching and doing research in optical science as a University Professor. Three years later he became President of Brookhaven Science Associates, a partnership between the university and Battelle Memorial Institute that competed for and won the contract to operate Brookhaven National Laboratory. While at the University of Southern California, Marburger contributed to the rapidly growing field of nonlinear optics, a subject created by the invention of the laser in 1960. He developed theory for various laser phenomena and was a co-founder of the University of Southern California’s Center for Laser Studies. His teaching activities included “Frontiers of Electronics,” a series for educational programs on CBS television.

Marburger’s presidency at Stony Brook coincided with the opening and growth of University Hospital and the development of the biological sciences, as a major strength of the university. During the 1980’s federally sponsored scientific research at Stony Brook grew to exceed that of any other public university in the northeastern US. During his presidency, Marburger served on numerous boards and committees, including chairmanship of the governor’s commission on the Shoreham Nuclear Power facility, and chairmanship of the 80 campus “Universities Research Association” which operates Fermi National Accelerator Laboratory near Chicago. He served as a trustee of Princeton University and many other organizations. He also chaired the highly successful 1991/92 Long Island United Way campaign. As a public spirited scientist-administrator. Marburger has served local, state and federal governments in a variety of capacities. He is credited with bringing an open, reasoned approach to contentious issues where science intersects with the needs and concerns of society. His strong leadership of Brookhaven National Laboratory following a series of environmental and management crises is widely acknowledged to have won back the confidence and support of the community while preserving the Laboratory’s record of outstanding science.

Cora B. Marrett, Ph.D., is the Assistant Director of the Directorate for Education and Human Resources (EHR) at the National Science Foundation (NSF). She leads the NSF’s mission to achieve excellence in U.S. science, technology, engineering and mathematics (STEM) education with oversight of a budget of approximately $825 million and a staff of 150. EHR is the principal source of federal support for strengthening STEM education through education research and development (R&D). Prior to her appointment at the NSF, Dr. Marrett served as the Senior Vice President for Academic Affairs in the University of Wisconsin System. Her NSF position is in conjunction with the UW-Madison Department of Sociology, where she remains a tenured faculty member. Earlier, she held the post of Senior Vice Chancellor for Academic Affairs and Provost at the University of Massachusetts-Amherst. Her current position represents a return to NSF. From 1992-1996, she served at NSF as the first Assistant Director of the Directorate for Social, Behavioral
and Economic Sciences. She received the NSF's Distinguished Service Award for her leadership in developing new research programs and articulating the scientific projects of the directorate. In addition to her faculty appointment at the University of Wisconsin-Madison, she has been a faculty member at the University of North Carolina and Western Michigan University. Dr. Marrett holds a B.A. degree from Virginia Union University, and M.A. (1965) and Ph.D. (1968) degrees from UW-Madison. She has an honorary doctorate from Wake Forest University (1996). She is a Fellow of the American Association for the Advancement of Science, the American Academy of Arts and Sciences, and Sigma Xi, the Science Research Society. In 2005, Dr. Marrett received the Erich Bloch Distinguished Service Award from the Quality Education for Minorities (QEM) Network, given annually to an individual who has made singular contributions to the advancement of science and to the participation of groups underrepresented in science, technology, engineering and mathematics. She is widely published in the field of sociology, and has held a number of public and professional service positions.

Joseph G. Marx, Ph.D., is an IRTA fellow in the Laboratory of Muscle Stem Cells and Gene Regulation at National Institute of Arthritis and Musculoskeletal and Skin Diseases. He received his BS from the University of Wisconsin-Madison and a PhD in Molecular Cell Biology from Baylor College of Medicine in Houston, TX. His current work focuses on histone modifications occurring during cellular differentiation. Prior to coming to NIH, he was a senior fellow at the University of Washington (UW), Department of Biochemistry, where he worked on the molecular pathogenesis of Facioscapulohumeral muscular dystrophy. At the UW, Joseph served as the co-chair of the UWPA. The UWPA organizes an annual research symposium, a summer picnic, networking events, and 5 @ 5 monthly research talks. In 2007, he was also a member of the pre-meeting PDA session subcommittee.

Alison McGuigan, Ph.D., is a postdoctoral scholar at Stanford University. She is originally from Scotland and completed an undergraduate/masters degree at University of Oxford in Metallurgy and Science of Materials. In 2000 she started a PhD at University of Toronto working on developing a modular strategy to engineer tissues. During her time in Toronto she was involved extensively in Student Life development throughout the University. In 2005 she graduated from U of Toronto and joined the Chemistry and Chemical Biology Department at Harvard to work on projects applying microfabricated tools to understand cellular organization. In November 2006 she began a second post-doc in the pathology dept at Stanford working on developing in vitro models of planar cell polarity. She has served as one of the co-chairs of the Stanford Post-doc Association for the past year.

Robert Milner, Ph.D., is Director of the Office of Postdoctoral Affairs, Co-Director of the Junior Faculty Development Program, and Professor of Neural and Behavioral Sciences at the Pennsylvania State University College of Medicine. Dr. Milner received his doctoral degree from The Rockefeller University, completed postdoctoral training at The Salk Institute, and held faculty positions at Salk and at the Research Institute of Scripps Clinic before moving to Penn State. He has a long-standing interest in the professional development and education of individuals at all stages of academic careers. His background as a basic science researcher in the field of neuroscience and as a former department chair provides a wealth of experience and knowledge about the challenges of advancing an academic career. He is also Co-Director of the Intercollege Graduate Program in Neuroscience at Penn State and directs courses in neuroscience, professional development, and ethics.

Lucia Mokres, Ph.D., is a Program Specialist at Hantel, a medical device consulting company in Hayward, CA, where she serves as a subject matter expert to product development teams; supervises engineers, machinists, and technicians in the design development and manufacturing of medical devices; and collaborates with medical device clients and venture capitalists to define and direct their project requirements. She is also the co-Director of Stanford’s Medicine and Horses Program, an elective for Stanford medical students that uses horses to teach bedside manner, teamwork, and communication skills to future physicians and other healthcare practitioners, and is co-chair of the Mentoring Program for the Palo Alto chapter of the Association for Women in Science. She received her B.S in Physiology and Neuroscience from the University of California at San Diego, and her DVM cum laude from Colorado State University. She completed two internships in equine medicine and surgery prior to her postdoctoral fellowship at Stanford, where she investi-
gated the effects of mechanical ventilation on lung development in newborn mice. While at Stanford, she was elected as the Stanford Representative for the University of California Council of Postdoctoral Scholars, and elected to the Postdoctoral Advisory Committee of the Stanford University Postdoctoral Association. She also served on the Stanford School of Medicine Diversity Committee. She currently serves as Chair of the Policy Committee of the National Postdoctoral Association (NPA).

Steven Francis Mullen, Ph.D., completed his doctoral studies in the Department of Veterinary Pathobiology at the University of Missouri in May 2007. During his doctoral studies he received several awards, including election as an honorary fellow in Phi Zeta, the honor society in Veterinary Medicine, election to the Preparing Future Faculty program, and was the 2006 recipient of the Donald K. Anderson Outstanding Graduate Research Assistant award, presented by the Graduate School at MU. Steve co-authored 15 peer-reviewed papers and 4 first-author book chapters during his time as a graduate student. Steve is currently the director of the International Cryobiology Young Researchers group and is actively involved in promoting the science of Cryobiology through this organization. Steve is continuing his research in Reproductive Cryobiology at MU as a post-doctoral fellow and is focusing his work in the emerging field of Oncofertility.

Ilva Putzier, Ph.D., studied biological sciences at the University of Cologne, Germany, with a diploma thesis in sensory physiology at the Research Center Juelich - one of the two interdisciplinary Helmholtz Research Centers in Germany. She received the degree “Diplom-Biologin” in 2000 and continued with research in olfactory sensory physiology in Juelich to receive her doctoral degree in 2003 from the University of Cologne. Her dissertation was titled “Calcium-activated chloride channels and chloride accumulation in sensory neurons”. In a first postdoctoral training period at Emory University from 2004 to 2006, Dr. Putzier deepened her knowledge of chloride channel physiology and studied bestrophin proteins, a novel class of calcium-regulated chloride channels. In February 2006. Dr. Putzier began a second postdoctoral training period in the Department of Pharmacology at the University of Pittsburgh. She developed an interest and is pursuing advanced electrophysiological techniques to study neurophysiology. Her current research focuses on the physiology of dopaminergic pacemaker cells in midbrain slices using dynamic clamp technology.

Alyson Reed is the Executive Director of the National Postdoctoral Association, providing staff leadership to this 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 Masters 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.

Wendy Reed Williams, Ph.D. is the Director of Research Education at the Joseph Stokes Jr. Research Institute at the Children’s Hospital of Philadelphia. Under her direction, the Department of Research Education works with faculty, trainees and administrators to determine the educational and training needs of the Hospital’s research community. The group also develops services and programs for postdoctoral trainees. Dr. Williams earned a BS in Zoology from Howard University and received her PhD in Biology from the Johns Hopkins University where she studied gene regulation in E. coli. After completing a postdoctoral fellowship at the United States Department of Agriculture, Dr. Williams began her career at the Children’s Hospital of Philadelphia serving as a postdoctoral fellow in the Division of Oncology. The completion of her fellowship led to an administrative internship in the Office of Research Administration at the Stokes Institute. It was during this internship that Dr. Williams was able to explore career opportunities in Research Administration. Her interest in postdocs and training led her to take a position as a training specialist in Research Education before taking the role of Director.

Fern Remedi-Brown, M.Ed., Remedi-Brown got her Master’s of Education with a specialization in teaching English to Speakers of Other Languages (TESOL) from Boston University. She taught ESL
to adults, mostly in the workplace, with a particular emphasis on healthcare institutions, for 17 years. During this time, she had her own business for eight years, running an onsite training program, providing ESL to local companies and was Assistant Director and Instructor for three years at the Unlicensed International Medical Graduates Program at Lawrence General Hospital. Her transition to working in the Longwood Medical Area began as assistant to the Director of Cardiovascular Research at Beth Israel Deaconess Medical Center and assistant to the Director of the Pediatric Transplantation Research Program at Children's Hospital Boston. Since 2004, she has coordinated the Office of Fellowship Training (OFT), which provides over 750 Children's research and clinical fellows with career development tools, information about resources in the area, and opportunities to get to know each other in an informal atmosphere. Four hundred and fifty (450) fellows are postdoctoral research fellows and approximately two-thirds (2/3) come from countries outside of the United States.

Rachel Ruhlen, Ph.D., founded the University of Missouri Postdoctoral Association in 2005 and continues to serve as co-chair. She serves on several NPA committees and is associate editor for the POSTDOCket. She received an NRSA postdoctoral fellowship in 2004 and a Komen postdoctoral fellowship in 2007. Her research focuses on preventing breast cancer through diet, nutrition and lifestyle. Her husband is pursuing a bachelor’s degree in computer science, and their daughter swims for Mid-Missouri Aquatic Center, plays clarinet, and attends seventh grade.

Lindsay Sabik is a doctoral candidate in health policy and economics at Harvard University. Her research focuses primarily on health care and health insurance in the United States. She is particularly interested in the dynamics of health care costs, drivers of cost growth, and rationing of care, as well as health insurance provision and market failures. Prior to beginning graduate studies at Harvard she completed a fellowship in clinical bioethics with a focus in health policy at the National Institutes of Health. She has also worked as a summer associate for the RAND Corporation, a research assistant at Harvard Medical School and the National Bureau of Economic Research, a teaching fellow for Harvard College undergraduates, and an instructor for the Kennedy School of Government doctoral math review course. She has an undergraduate degree in philosophy and mathematics from Kenyon College.

Ayguen Sahin, Ph.D., is currently a postdoctoral fellow in the lab of Dr. Bob S. Carter, in the Department of Neurosurgery at Massachusetts General Hospital-Harvard Medical School. She received her B.A. in Biology and M.S. in Applied Biology in Hacettepe University, Ankara/Turkey, and her Ph.D. in Genetics at University of Bonn, Germany, Department of Molecular Pathology. Dr. Sahin worked as a postdoctoral fellow at the University of Bochum, Germany, in the Department of Neuro-Oncology, before she came to the United States. Since her Ph.D. she is focusing on discovering molecular therapy approaches for brain cancer, in hope to taking these experimental therapies into patients. Since coming to MGH in 2006, she is actively involved in the life of MGH postdoctoral fellows through the Mass General Postdoc Association (MGPA). As a board member, she organized the successful effort to submit a competitive grant to the National Postdoc Association (NPA) to sponsor a mentored lunch program. She prepared the MGPA newsletter and MGPA event publicities. She was also part of the organization team for grant writing seminars. Her efforts have been recognized by the Partners in Excellence Award 2007.

Walter T. Schaffer, Ph.D., 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. Doug Thompson, M.S., senior mediator for The Keystone Center, has a background in environmental protection, dispute resolution and management. He spent over twenty-five years with the
U.S. Environmental Protection Agency in various technical and management capacities including chief of wetland protection and chief of water enforcement for the New England region. As part of EPA's dispute resolution program he served as a mediator and facilitator for a number of environmental issues as well as working on assignment as a program associate to the U.S. Institute for Environmental Conflict Resolution in Tucson, Arizona during 1999. Areas of special interest and expertise include enforcement case negotiation; interagency conflicts concerning regulatory or policy issues; and habitat protection disputes. Prior to EPA, he served as a VISTA volunteer in Chicago, Illinois. He has mediated extensively in the Massachusetts court system, is an adjunct faculty member of the University of Massachusetts Graduate Program in Dispute Resolution, and has experience mediating EEO, workplace and family disputes. He has been a practitioner and teacher of tai chi chuan for nearly 30 years, is a certified hospice volunteer and is an enthusiastic (though not very good) chess player. He received a B.A. in environmental science and a M.S. in biology from Northwestern University in Evanston, Illinois.

Brenda Timmons, Ph.D., received her BS in Microbiology from the University of Texas at Austin and her PhD in Microbiology from University of Texas Health Science Center San Antonio. She spent two years teaching undergraduates at Tarleton State University and Austin College before returning to the lab in 2003. She is currently a postdoctoral fellow in the Department of Obstetrics and Gynecology at UT Southwestern (UTSW) Medical Center in Dallas, Texas. Her research investigates the molecular mechanisms of cervical ripening with special interest in the role of innate immunity in the labor and delivery process. Three years ago, she became one of the two first OBGYN postdoc departmental representatives and was involved in the creation of the Postdoctoral Association at UT Southwestern. She served as Vice President of the PDA from December 2005 to February 2008. Other PDA involvement includes serving as the chair of the 2006 and 2007 Annual Postdoctoral Symposium at UTSW, co-chair of the PDA Social Committee, and a major contributor to the UTSW Postdoctoral Survival Guide. Dr. Timmons also serves as the postdoctoral representative on the Southern Association of Colleges and Schools Quality Enhancement Plan Committee. She was on the Annual Meeting and the Marketing and Public Relations Committees for the NPA in 2006-2007 and has been chair of the Meetings Committee since April 2007.

Thomas Wei is a doctoral candidate in Public Policy at Harvard University. His research interests broadly encompass the areas of education economics, labor economics, and program evaluation. In particular, he is currently studying the effects of stereotype susceptibility on quantitative performance and the determinants of school quality. Thomas previously worked as a distinguished legislative intern for the New York State Assembly where he published work on accounting regulatory reform and presently serves as a Group Leader for Harvard College's Principles of Economics course. He earned a B.S. in Policy Analysis and Management from Cornell University in 2005.

Steven K. Wendell, Ph.D., received his doctoral degree at the University of Minnesota in the department of Molecular, Cellular, Developmental Biology and Genetics. He completed his postdoctoral training at the University of Pittsburgh under Joseph C. Glorioso III where he worked on genetic manipulation of embryonic stem cells using herpes simplex virus vectors. During his postdoctoral training, Dr. Wendell was one of the co-founders of the University of Pittsburgh Postdoctoral Association (UPPDA) and served as the first elected senior co-chair. He was elected to the executive board of the National Postdoctoral Association (NPA) in 2003 where he has also served as the chair of the Annual Meeting Committee and member of the Diversity Committee and Oversight Committee. In 2005, he began his duel appointment as a research assistant professor in the School of Dental Medicine where his laboratory studies craniofacial genetics and the assistant director of postdoctoral development, in the Office of Academic Career Development for the Schools of the Health Sciences.

Jonathan S. Wiest, Ph.D., obtained his bachelors degree in analytical chemistry from the University of Wisconsin-Milwaukee in 1980. He worked as a production chemist synthesizing oligonucleotides for P-L Biochemicals until he began graduate school in 1982 at the Medical College of Ohio in Toledo. Dr. Wiest received his Ph.D. in Biochemistry in 1988 and then did a Postdoctoral fellowship at the National Institute of Environmental Health Sciences in Research Triangle Park, North Carolina. He rose to the rank of Senior Staff Fellow and then assisted in estab-
lishing a Cancer Research Institute in western Colorado. In 1996 he became an assistant professor at the University of Cincinnati, Department of Environmental Health, School of Medicine. Dr. Wiest joined the Center for Cancer Research at the National Cancer Institute as the Associate Director for Training and Education in November of 2001. In 2003, Dr. Wiest received the NIH Director’s award for Mentoring as well as the NCI Outstanding Mentor award. In November 2007 he received an NIH Award of Merit for mentoring. The major focus of his research involves genetic alterations in lung tumorigenesis. He is involved in studies to identify tumor suppressor genes and altered signaling pathways in lung cancer. He is the author or co-author of over thirty journal articles and book chapters.

Darlene F. Zellers, M.A., is the director of Academic Career Development, Health Sciences, at the University of Pittsburgh, is responsible for developing and implementing professional career development programs and services for biomedical scientists and clinicians. She joined the University of Pittsburgh in 1995 as director of the Office of Summer Sessions and Continuing Education, and in 1997, was appointed associate dean of Continuing Education and Summer Programs in the College of General Studies. Ms. Zellers previously held appointments in evening and summer administration at the Community College of Allegheny County and Duquesne University both located in Pittsburgh, Pennsylvania. Throughout her career in educational administration, she has been active in professional organizations, has been recognized as a leading practitioner in continuing education by the College Board Office of Adult Learning Services, has received national awards for academic program development and marketing, and has published in the fields of continuing higher education and professional career development. Ms. Zellers earned her BS in Individual and Family Studies at the Pennsylvania State University, her MA in Administration and Policy Studies at the University of Pittsburgh, and is a doctoral student in Higher Education Administration at the University of Pittsburgh.

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Michal Zmijewski  
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Postdoctoral Association and Office of Postdoctoral Affairs: A success story from University of Minnesota
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The University of Minnesota Postdoctoral Association (PDA) was founded in 2002 by a group of volunteer postdocs with an inaugural meeting called by Founding Director of the Office of Postdoctoral Affairs (OPDA). PDA members include all researchers in the postdoctoral ranks at the University (postdoctoral associates, postdoctoral fellows, and research associates). The mission of PDA is to improve the quality of the postdoctoral experience and to facilitate the long-term success of our members through policy, advocacy, career development, and networking. Since its inception, the PDA has served as a liaison between the postdoctoral community and the University administration, working with the OPDA. With PDA-OPDA collaborative work, PDA provided leadership in areas of career development/job search, human resource policies, and international postdoc and family issues. The most recent PDA-OPDA initiatives include an alumni mentorship program and support of PDA for University of Minnesota Postdoctoral Fellowship Program established by The Graduate School in fall 2006. The fellowship program aims to recruit promising scholars for faculty positions at the U of MN and other research institutions. Fellows contribute to the University community through research that focuses on diversity; interdisciplinarity; and partnerships with communities outside of the academy. Other successful ongoing activities include: Workshops for professional training, industrial job landing, and grant writing; individual development plans (IDPs); monthly HR orientations for newly employed postdocs; and social networking events.

**Publish or Perish: Disparities in First-Author Production... and How Structured Mentoring Could Make a Difference**

*Emil T. Chuck*

*George Mason University*

The production of peer-reviewed first-author papers is a significant metric for an individual postdoc’s future career success in academe. To assess the productivity of the American postdoctoral training system, data from the 2004 Sigma Xi Postdoctoral Survey were analyzed. 38% of the survey respondents had not published a first-author paper, and the average number of first-author publications was 2.3 among those who had published. Published postdocs on temporary visa generally claim more first-author papers (2.5) compared to native-born postdocs (2.0). Among American-citizen published postdocs, Asians and Hispanics report more first-author publications compared to Caucasians and African-Americans. Looking at gender effects, published postdoctoral women claim fewer first-author publications compared to men, and published men which children claim much more first-author papers compared to men without children or all women. Finally, our data suggest that formalized mentoring structures are positively correlated with a higher number of first-author publications.

**Organizing the First Union Certification Drive for Postdoctoral Fellows in Canada**

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*University of Western Ontario*

The University of Western Ontario (UWO), located in southwestern Ontario, Canada, has 220-250 Postdocs. The Postdoctoral Association at Western (PAW), established in Oct. 2004, is conducting a union drive with The Public Service Alliance of Canada (PSAC), which represents 160,000 employees in Canada. The union drive was mandated by a PAW survey of its members (February 2007) in which 105 of 122 (86%) respondents voted in favor of unionization. Following this directive from its members, PAW approached PSAC, because it already represents 1500 Graduate Teaching Assistants at UWO and also has a national reach. The poster describes some of the features of the postdoc population that present unique challenges to unionization. Strategies used to overcome these problems are described. In addition, arguments for unionization are posed in a larger context. Universities have the enviable economic position of controlling both supply and demand of PhDs, insofar as most PhDs desire academic positions, for which postdoctoral work is a necessary rite of passage. Those with career aspirations in the private sector are also finding a postdoc position is an increasingly important step in the competition for jobs. The Ontario Provincial Government, the Council of Ontario Universities, and UWO have made commitments to doubling the number of PhD students within the next 5 - 10 years. This will likely result in an increase in postdoctoral positions, primarily as a cheaper alternative to bolstering research productivity, in lieu of hiring the more than 10,000 new faculty members predicted necessary to replace those lost to retirement.
Since the inception of the City of Hope Postdoctoral Association (COH-PDA), the organization has provided support for postdocs in the form of career development seminars, and to some degree, has acted as a representative for postdocs with the administration. For the few that did fulfill a leadership role in the COH-PDA, the task was burdensome and affected his/her overall job performance. Thus, one area that we chose to address with administration was to create a postdoctoral office (PDO). We proposed that the PDO Manager should support the COH-PDA, develop postdoctoral infrastructure and provide education and training for postdocs. Although requested several times, we were only successful in convincing the COH administration of the benefits of a PDO when we utilized the resources available on the NPA website. We are glad to report that in April of 2007, a PDO was established headed by a Postdoctoral Studies Program Manager. With this success, we are experiencing growing pains; now that we have an established PDO that performs most of the functions that the PDA did, we are in the process of redefining the role of the COH-PDA. In addition, since accomplishing our goal, we have observed a decrease in postdoctoral participation. We will discuss (1) how we were successful in obtaining a PDO, (2) what changes we have implemented since obtaining the PDO, and (3) some of the new issues that the COH-PDA now faces.

Quo Vadis: How will the MUSC PDA inspire success in its second year?
Kelly F. Trusheim, Jessica E. Bohonowycz, Christopher J. Clarke, Kimberlei A. Richardson, and Jennifer E. Grant*
Medical University of South Carolina

This is our first year of existence as the MUSC PDA, which we consider highly successful. Presently, we are considering the challenges of transitioning this club into its second year. Our founding class of elected officers represents five unique MUSC centers, and our active membership is equally diverse. This initial year could be considered a grand experiment for MUSC. This poster details the successes of the MUSC PDA to date and also investigates the challenges we face in the coming year. We will also highlight urgent questions we would like to have answered at the National PDA meeting. Numerous goals were met this year. At our first meeting, we identified 12 areas of opportunity for facilitating postdoctoral success. We held events that include postdoc mixers, software tutorials, two townhall events with our Deans, and an academic career discussion with

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We created two chair positions (Socials and Teaching). As a new initiative, we are inviting two Nobel Laureates as our first External Speakers. Notably, we report an average of 17% attendance of events by postdocs, which drops to 13% when we include business meetings; both averages are above the highly coveted golden number of 10% participation. Current challenges faced by our club include how to increase postdoc participation and, of equal importance, how to increase the number of postdocs willing to take leadership roles within the PDA. Furthermore, it is imperative to identify projects offering the greatest value to MUSC postdocs, in terms of both career and personal development.

**Plugging the breach: creating a family friendly postdoctoral experience**

*Louisa Hooven*, Gail Bjorkman, Sallie Francis, and Donna Champeau

Oregon State University

At Oregon State University and nationally, there is increasing focus on improving the postdoctoral experience. There are parallel discussions regarding the "leaky pipeline" the disparity between the large numbers of women entering science as students and the smaller number who have attained tenure and beyond. This survey of national data identifies the postdoctoral experience as a breach in the pipeline, and discusses how dual careers and childrearing pose particular difficulties for women during this critical career stage. Recommendations have been put forward nationally for improving the postdoctoral experience for women. Policies designed to recruit and retain women faculty may also be adapted to postdoctoral positions. Oregon State University and other institutions are in the process of codifying institutional practices and creating postdoctoral offices. This work provides a discussion of inclusive policies with the expectation that many will be incorporated at the inception of OSU’s PO, and provides the framework for similar discussions at other institutions.

**Postdoctoral Academic Career Development Programs at the Medical University of South Carolina**

*Edward L. Krug* and Cynthia F. Wright

Medical University of South Carolina

Transition from a postdoctoral position to an academic appointment is an increasingly difficult event given the shortage of faculty open-ings. This is reflected in the duration of postdoctoral training, which increases nationally each year. We offer two federally funded programs at MUSC for postdoctoral scholars seeking significant training in pedagogy to enhance their competitiveness for academic positions. The Postdoctoral Academic Career Development (PACD) program, funded by the South Carolina EPSCoR/IDeA office, is a state-wide initiative between the research intensive universities and outreach primarily undergraduate institutions. We also have a cooperative program with Claflin University, a historically black university, that is funded by an IRACDA K12 grant out of the MORE Division of NIGMS. Both programs provide full salary support for the postdoctoral scholar to devote 25% effort in a mentored teaching experience, leaving the majority of their time for research activities at MUSC. The basic premise for these programs is that effective teaching skills make for a more effective and efficient researcher. The anticipated outcomes are that: i) undergraduates immersed in a robust teacher/researcher learning environment will acquire the determination to pursue productive careers in the biomedical sciences, ii) postdocs participating in the program will be more competitive for either academic or research intensive positions at the best institutions, and iii) effective, new curricula will arise from the multi-leveled interactions established between MUSC and the teaching institutions. Results from this first year of implementation support progress towards these goals. Supported by NIH P20 RR-016461, NSF EPS-0447760, and NIH K12 GM081265.

**Training Post-doctoral Fellows to facilitate Problem-Based Learning groups for graduate training in Responsible Conduct of Research (RCR), scientific integrity and professionalism**

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Wake Forest School of Medicine

This training program was developed to 1) provide required PHS RCR training to post-doctoral trainees at our institution, 2) increase the number of trained small group facilitators for a graduate course in Scientific Integrity and Professionalism and 3) provide a recognized teaching opportunity...
for post-docs. In total, 14 post-docs participated in 20 training hours, including RCR survival skills, Problem-Based Learning pedagogy, small group facilitator training, and facilitator practice time. Cases used in the course deal with various RCR topics in addition to material concerning controversies and issues involved in the day-to-day profession of science. Post-docs commit to 1 year of facilitating 1st or 2nd year graduate students in small groups (6-8 students) and are matched with a faculty member. Utilizing post-doc fellows as co-facilitators in the course has opened up a new richness to the small group experience and many graduate students more easily relate to postdocs than more senior faculty members. Data on the perceived effectiveness of the training has been collected one week following training and after experience with 3-6 cases. While the group of postdoctoral fellows is relatively small, the potential future growth of establishing ownership of conscious ethical training in upcoming scientific faculty represents a valuable investment. In conclusion, post-docs have traditionally been under-represented in RCR training programs even though they are in the greatest ‘at risk’ group for ethical impropriety. We feel this under utilized resource in RCR education greatly benefits both individual postdoctoral professional development and the overall quality of the RCR training program.

**Strategies for Enhancing Communication within Postdoctoral Associations and a University Community At Large**

Anne Shriner*, Christopher So, Ayanna Augustus, Denise Fitzgerald, Georges Lahoud, and Lisa Kozlowski

Thomas Jefferson University

Effective communication within and outside of postdoctoral associations is essential to enhancing postdoctoral training at a university. To this end, the Jefferson Postdoctoral Association (JPA) at Thomas Jefferson University uses a number of strategies to encourage communication at the individual, association, and university level. To provide continuous, up-to-date information to postdocs, we worked with the Office of Postdoctoral Affairs (OPA) to create a postdoctoral fellows website. This website has a regularly updated events calendar, provides links to university and community websites and highlights the accomplishments of Jefferson’s postdocs. To create a regular forum to discuss JPA events with the postdoc community, the JPA runs regular monthly meetings. These meetings also allow guest speakers from the Jefferson community and beyond to talk about services available to postdocs. Several listservs were established to advertise JPA and OPA seminars and events to postdocs, graduate students and Jefferson faculty members. Additionally, the postdoc listserv serves as a conduit for postdocs who are in need of reagents or technical expertise. Lastly, JeffPost, the annual publication of the JPA, was established to showcase the achievements of Jefferson postdocs and the JPA. Submissions are invited from all postdocs and a dedicated section of the newsletter highlights publications and awards received by postdocs. These consistent forms of communication provide a greater link between the JPA and the OPA to the

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**Strengthening the mentoring of postdocs at Harvard School of Public Health**

Andreas Sandgren*, Lior Horonchick, Debbie Mattina, Melissa Perry, Ichiro Kawachi, Eric Rubin, Bernita Anderson, and Tom Smith

Harvard School of Public Health

In order to improve the quality of the postdoc experience at the school, the HSPH Postdoc Advisory Committee designed a tool that will clarify and strengthen the relationship between postdocs and their mentors. The first part consists of a statement of responsibilities of the postdocs and faculty mentors. The second part is a worksheet meant to assist the postdocs and mentors planning for a successful postdoctoral period, by documenting their expectations and benefits from the postdoc period. This program was initiated by the HSPH Postdoctoral Advisory Committee as a response to a survey of the schools postdocs by the HSPH Postdoctoral Association. The survey results pointed to a need to improve the regularity and quality of evaluation and feedback from the faculty mentors. The worksheet is to be used in the beginning of the fellowship and later revisited once a year to evaluate the progress of the postdoc. It contains four main topics: Research Participation, Skill Set Development, Anticipated Accomplishments, and a Plan for Transition to Next Position. Depending on the postdoc’s career goals, some dimensions of each topic may be emphasized more than others. A similar worksheet has been used and evaluated in one of the departments at HSPH and has proven to be successful in structuring and contributing to better mentoring. In the beginning of this year we distributed this worksheet school-wide, and we will evaluate its effects after one year. Already both faculty and postdocs have expressed their support of and satisfaction with this program.
Jefferson community at large and offer an invaluable contribution to the postdoctoral experience at Jefferson.

Sandia National Labs, Professional Development Post-Doctoral Program
Gayle Thayer*, Tom Hinklin, Jerry Thaler, Lynette Rios, Mike Winter, Remi Dingreville, Sebastian Kaiser, Waruna Kulatilaka, Will Colban, Wontae Hwang, Bernadette Hernandez-Sanchez, and Erica Corral
Sandia National Laboratories

An internal post-doctoral survey was conducted at Sandia National Labs in 2006. The results indicated that while post-docs were satisfied with their research, they often feel isolated and unconnected with little knowledge of work performed outside of their own lab. After presenting this to Senior management, they agreed to support a Post-Doc Association. The introduction of Sandia’s new Post-Doctoral Professional Development Program, (PD)2P, began with a highly successful kick-off lunch and networking meeting on March 20, 2007, with Sandia Chief Technical Officer and Vice-President of Science, Technology, and Research Foundations, Rick Stulen, as a guest speaker. Highlighted at the kickoff, was the (PD)2P mission statement: “To advance Sandia National Laboratories research enterprise through fostering a robust post-doctoral community and enhancing the quality of the post-doctoral experience for all participants.” Along with the following goals: 1. To facilitate post-docs transitioning into careers as outstanding independent researchers by providing resources for professional development. 2. To formalize a visible program to organize and network post-docs and to highlight post-doctoral research. The three primary services of the program for postdocs include: the development of a website and office for open communication with post-docs; a career development workshop series; and a technical seminar series with post-docs presenting their research. Future objectives include increasing visibility of the program to the Sandia community and post-doc participation in the program. We will present information on how the (PD)2P started, functions, and continues to gain support, highlighting key issues for post-doctoral researchers employed specifically at national laboratories.

Results and Analysis of the 2007 University of Chicago Biological Sciences Division Postdoctoral Survey
Benjamin A. Wolfe* and Rifat Hasina
The University of Chicago

Surveying is a commonly used technique to gather data and feedback from a large body of constituents. We at the Biological Sciences Division Postdoctoral Association (BSD- PDA) conducted a survey of the postdoctoral community over a two-week period in the fall of 2007. In addition to identifying the basic demographics of our community and gathering constructive feedback concerning the Steering Committee’ involvement within postdoctoral affairs, the overall goal of the 2007 Survey was to generate a data series related to understanding how to better foster the professional development of our postdoctoral community. Specifically, an emphasis was placed on three strategic areas related to professional development: writing for and obtaining independent funding, fostering a strong relationship with mentor(s), as well as developing an appropriate path to an independent career. Nearly one-half (n = 160) of the BSD Postdoctoral community participated in the 70-question survey over this time period. The results revealed an alarming trend that while most postdocs report a desire to garner the necessary skills to augment their professional development, many in the community are unaware of resources that are available to facilitate this process either through the BDS-PDA or through one of the many departments serving postdoctoral students at the University of Chicago. We will present the major results from our study as well as our analyses of the areas that warrant further involvement by the Steering Committee.

How to kick off the way to a successful PDA
Michal A. Zmijewski* and Ian M. Brooks
University of Tennessee Health Science Center

New beginnings aren’t always tough. Here we present our story of starting up the Postdoctoral Association at the University of Tennessee Health Science Center in Memphis, TN. The search for an opportunity to announce formation of the PhDA brought us to the idea of a kick off party. There is nothing better to attract people than good food at lunch time. We focused on Memphis’ Southern heritage by organizing a fried chicken dinner, and prepared giveaways, T-shirts and lanyards, with our “UTPhDA” logo. To fit all this within our budget ($1,663.60) we attracted seven companies to help co-sponsor, by promising strategically
placed exhibition booths and our Postdoctoral Office kindly agreed to cover half of the expenses. We maximized the impact on the local community by inviting not only postdocs, but also their mentors and University officials. Posters were placed around the campus two weeks before the event and we sent personal invitations to every Postdoc, followed by email reminders. All of this hard work paid off handsomely! Most importantly we had over 80% attendance by our postdoc community, as well as representatives from all other invited areas. Our President, Ian Brooks, gave a pleasantly short speech, the food was great, and everybody left happy. We also advertised free recruitment to the UTPhDA and ran two surveys during our event. Hopefully, this good start will encourage us to serve our community not only through social events like this, but by maintaining a high public profile we can help Postdocs with more serious issues.

Postdoctoral training “north of the border”—experiences in setting up a Postdoctoral Association in Toronto, Canada
Trevor McKee
Ontario Cancer Institute

The past year has seen the formation of a Postdoctoral Association at the Ontario Cancer Institute, recently expanded to encompass all researchers affiliated with the University of Toronto and its surrounding affiliated research hospitals and institutions. Toronto is the largest research community in Canada, and the University of Toronto enrolls 70,000 students, 12,000 faculty and staff, and approximately 2000 postdoctoral fellows (although exact numbers are unavailable). Nevertheless, postdoctoral resources are limited, and the postdoctoral association has been formed to attempt to improve postdoctoral training at the University. In the past year, we have lobbied the administration to request a
change in tax classification for postdoctoral scholars, and have secured group extended health care plan for postdocs. A couple of departmental postdoctoral seminar series have also been implemented, to provide opportunities to practice presentation skills to postdocs. We hope to have an impact on improving career development resources available for postdocs in the coming year. The past year has been a learning experience, both for administrators, postdoctoral offices, and the association’s leaders, and this poster will present some of the achievements, and the difficulties encountered during this process, and highlight specific areas in which Canadian postdoctoral issues differ from US institutions.

Maximizing the Postdoc Experience: Making Big Strides with Minimal Resources
David Taylor* and Wendy Williams
The Childrens Hospital of Philadelphia

Small research institutions often face big hurdles to develop an effective system for managing and advancing postdoctoral affairs. Even with a structured PDO, a lack of resources may sometimes seem limiting. How can a small research institution develop an effective and well-supported postdoc environment in the face of such a challenge?

At the Children’s Hospital of Philadelphia, we aim to make big strides in postdoctoral affairs using minimal resources. In a community of approximately 100 postdocs, our PDO strives to provide full-service support to all of its fellows. By following two basic tenets – (1) Make the most of what you have and (2) Take advantage of being a small research institution – any PDO can provide superior support for its postdoctoral fellows. From proper allocation of resources to personalized postdoc support, maximizing the postdoc experience at a small institution is only a few steps away.

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