SEVENTH ANNUAL MEETING
MARCH 27-29, 2009
HOUSTON, TEXAS
## AGENDA AT A GLANCE

### PDA/PDO LEADERSHIP WORKSHOP

**Friday, March 27, 2009**

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<td>7:30-9:00 a.m.</td>
<td>Workshop Registration &amp; Breakfast</td>
<td>Lobby, Anderson Conf. Hall; Parkview Terrace</td>
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<td>8:00-8:50 a.m.</td>
<td>Orientation</td>
<td>Hickey Auditorium</td>
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<tr>
<td>9:00 a.m.-1:30 p.m.</td>
<td>Session I - Concurrent PDA and PDO sessions</td>
<td>R11.1100, Rooms 1 - 8</td>
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<td>1:30-2:00 p.m.</td>
<td>Break</td>
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<td>4:15-5:00 p.m.</td>
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### NPA 7th ANNUAL MEETING

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<td>Marriott Houston Medical Center</td>
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<td>9:45-11:30 a.m.</td>
<td>Plenary Session I: Peter Fiske, Ph.D.</td>
<td>Hickey Auditorium</td>
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<td>11:45-1:00 p.m.</td>
<td>Luncheon; Presentation of Distinguished Service Award</td>
<td>R11.1100 (Anderson Conference Hall)</td>
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<td>1:15-2:10 p.m.</td>
<td>Keynote Address: Peter Doherty, Ph.D., Nobel Laureate</td>
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<td>2:10-2:30 p.m.</td>
<td>Break</td>
<td>Hickey Foyer</td>
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<td>Concurrent Workshop Session I</td>
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<td><strong>Building Your Dream Team</strong></td>
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<td><strong>How to Identify and Leverage Your Transferable Skills</strong></td>
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<td><strong>Managing Your Relationship with Your Supervisor</strong></td>
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<td><strong>Inclusive Excellence: Campus Perspectives on Diversity</strong></td>
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<td>Texas-Style Barbeque</td>
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<td><strong>Can We Talk Here? Mentoring Trainees in Communication Skills</strong></td>
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<td><strong>Building Regional Collaborations: Best Practices from the San Diego Postdoc Training Consortium</strong></td>
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<td><strong>Increasing Efficiency and Sustainability of PDAs through Subcommittees</strong></td>
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<td><strong>Rational Career Planning for Scientists</strong></td>
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<td><strong>The Citizen Scientist: How to Become an Ambassador for Science</strong></td>
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<td><strong>NPA Board/Committee Leadership Closed Session</strong></td>
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<td>10:30-10:50 a.m.</td>
<td>Break</td>
<td>Hickey Foyer</td>
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<td>10:50-11:50 a.m.</td>
<td>Plenary Session III: Implementing IDPs</td>
<td>Hickey Auditorium</td>
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<td>Noon-1:00 p.m.</td>
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Specializing in Postdoctoral Scholar Benefit Plans

For over twenty years, the benefit specialists at Garnett-Powers & Associates have been delivering and managing comprehensive benefit programs throughout the United States. Specializing in the higher education market, and understanding the educational infrastructure concerning grants and fellowships, our company has developed and successfully implemented Postdoctoral Scholar Benefit Programs providing:

- The same high-level benefits to all categories of postdocs, regardless of funding source
- Insurance that satisfies all of the J1 and J2 Visa requirements, including medical evacuation and repatriation coverage
- Visiting Scholar benefit coverage
- Full administrative services, including payroll deduction maintenance, postdoctoral appointment tracking and COBRA compliance

We are proud to be a corporate sponsor of the National Postdoctoral Association, sharing the goal of improving and enhancing the postdoctoral experience through providing benefits that meet the unique requirements of the postdoc community.

For more information, please visit our web site at www.Garnett-Powers.com, or contact Steve Johnson, VP of University Services, SteveJohnson@Garnett-Powers.com or at 1-877-559-9922.
AGENDA

Postdoctoral Association (PDA) & Postdoctoral Office (PDO) Leadership Workshop
The M. D. Anderson Conference Center, 11th floor, R. Lee Clark Clinic, 1515 Holcombe Blvd., Houston, Texas

7:30-9:00 a.m.
PDA & PDO Leadership Workshop Registration & Breakfast
Lobby, Anderson Conference Hall & Parkview Terrace

8:00-8:50 a.m.
NPA Orientation
Hickey Auditorium

MODERATORS: Sam Castañeda, Director, Visiting Scholar and Postdoc Affairs (VSPA) Program, University of California, Berkeley; Stacy L. Gelhaus, Ph.D., Chair, NPA Board of Directors; Cathee Johnson Phillips, M.A., Executive Director, NPA; Joan Lakoski, Ph.D., NPA Member and past Board Member; and Keith Micoli, Ph.D., NPA Member and past Chair of the Board

To better understand how you can help the NPA become a more successful advocate for postdoctoral scholars, take a moment to exchange ideas with those who lead the NPA. This session provides an opportunity to meet those who serve or have served on the NPA’s Board of Directors or Advisory Board. They will provide an overview of the NPA’s mission and goals.

If you are a first-time participant at the NPA annual meeting, this session will introduce you to the NPA. If you are a returning participant at the NPA annual meeting, please come and greet our new members of the NPA community.

9:00 a.m. - 1:30 p.m.
PDA Leadership Sessions
R11.1100, Rooms 3, 4, 5, 6

MODERATOR: Brenda Timmons, Ph.D., Postdoctoral Fellow, The University of Texas Southwestern Medical Center
FACILITATORS: L. David Finger, Jr., Ph.D., Postdoctoral Research Fellow, City of Hope (COH) Beckman Research Institute; Stacy L. Gelhaus, Ph.D., Chair, NPA Board of Directors; Anthony (AJ) Baucum, Ph.D., Postdoctoral Fellow, Vanderbilt University; and Ivone Bruno, Ph.D., Postdoctoral Fellow, M. D. Anderson Cancer Center

9:00 a.m. – 11:00 a.m.
Session 1: Building and Growth of a Postdoctoral Association (PDA)

What is a “successful” PDA? While there are many answers to this question, particularly with respect to institution type, successful PDAs share similar key competencies, such as leadership, negotiation, and communication skills. This session will focus on identifying these key competencies and illustrating how they contribute to a successful postdoctoral association. We will be comparing the needs and goals of a new PDA, a recently established PDA, and an established PDA. The goal is to identify these needs and build networks with other postdoc leaders in order to develop a plan on accomplishing these goals.

11:00 a.m. - 11:20 a.m.
Break

The National Science Foundation estimates that there are approximately 89,000 postdoctoral researchers in the United States.*

11:20 a.m. to 1:30 p.m.
Session 2: Effective PDA Practices and Brainstorming New Practices

This session is designed to share successful strategies for accomplishing common PDA goals and to brainstorm new PDA practices. Postdoctoral associations have been established at research institutions across North America and Europe, developing innovative strategies that address goals common to all PDAs, such as identifying postdocs, conducting needs assessment surveys, and assisting in institutional policy change. Each specific institution presents unique challenges and opportunities for its postdoctoral community, requiring individualistic approaches for PDA strategic planning. This session will use a facilitation technique called “Open Space Technology” (OST) to allow workshop participants to generate their own agendas, specific to postdoctoral needs at their home institution. OST will ensure that the issues most important to participants are addressed and that participants leave with executable strategies to accomplish their highest priority PDA goals.

NOTE: Boxed lunches will be served during the session.

PDO Leadership Sessions
R11.1100, Rooms 1, 2, 7, 8

MODERATORS: Robert Milner, Ph.D., Director of the Office of Postdoctoral Affairs and Professor of Neural and Behavioral Sciences, Pennsylvania State University College of Medicine and Philip Clifford, Ph.D., Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology, Medical College of Wisconsin

9:00 a.m. - 12:30 p.m.
Session 1: Positioning Your PDO for Success: Being the Postdoctoral Advocate

Prior to the annual meeting, a call went out 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 his/her approach with the audience. Immediately following these short presentations, participants will have the opportunity to join a table discussion 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. Also, during this time, Scott Crawford of the Survey Sciences Group and Emilda Rivers of the National Science Foundation Division of Science Resources Statistics will each talk about their respective postdoc data projects.

NOTE: There will be a break from 11:15 a.m. - 11:30 a.m.

12:30 p.m. -1:30 p.m.
Session 2: Open Group Discussion

Open group discussion will take place over lunch (boxed lunches provided). Topics/questions for joint discussion with postdocs will be formed.

1:30 p.m. - 2:00 p.m.
Break

2:00-4:00 p.m.
PDA/PDO Joint Session
Hickey Auditorium; R11.1100, Rooms 1 - 8

Postdoc and administrator participants will identify topics/questions during their individual morning/early afternoon sessions. Open Space Technology will again be used in joint break-out groups to work on solutions for aforementioned topics. This will be a unique opportunity for postdocs and administrators from different institutions to work together in an informal setting.

4:00-4:15 p.m.
Break
Lobby, Anderson Conference Hall; Parkview Terrace
Remember to sign up for the dine-around!

4:15-5:00 p.m.
Wrap-up the Day
R11.1100, Rooms 1 - 8

The 7th Annual Meeting of the National Postdoctoral Association

5:30 p.m. - 7:00 p.m.
Opening Reception & Raffle
Plus an Important Announcement
Marriott Houston Medical Center
6580 Fannin St., Houston, Texas

7:00 p.m.
Optional Dine-Around
Houston is known for its restaurants, and the dine-around is a great opportunity for networking. Please sign up at the table in the foyer by 4:15 p.m. to allow time to make reservations.
AGENDA

The 7th Annual Meeting of the National Postdoctoral Association
The M. D. Anderson Conference Center, 11th floor, R. Lee Clark Clinic, 1515 Holcombe Blvd., Houston, Texas

8:00 a.m. - 9:00 a.m.
Registration & Continental Breakfast
Hickey Foyer
*Sponsored by the M. D. Anderson Cancer Center Office of Women Faculty Programs*

**Mentoring Breakfast**
Panel Discussion Success in Science: “What does it look like? What does it take?”
*Elizabeth L. Travis, Ph.D., Associate Vice President, Women Faculty Programs, University of Texas M. D. Anderson Cancer Center*

For the last five years, 50 percent of Ph.D. degrees in the life sciences has been awarded to women, yet women remain underrepresented in senior faculty ranks in medical research. One critical factor in staying the course and achieving scientific success for women and men is mentoring, which comes in many forms, this panel being one. Three accomplished senior women faculty at the M. D. Anderson Cancer Center will briefly describe the steps they took to a successful scientific career, choices made, lessons learned, and how they also had a “life.” The majority of the session will be an interactive discussion between the panelists and the mentees. Please be prepared with questions.

9:45 a.m. - 11:30 a.m.
Plenary Session I: “Putting Your Science to Work: Creating New Options and Opportunities Via the Postdoc”
Hickey Auditorium
*Peter Fiske, Ph.D., Author*

Postdocs in all fields of science are facing a challenging and uncertain job market. Postdocs are considering a wider range of careers in and out of science, but feel ill-prepared and uninformed about their options. Some feel their Ph.D. training has led them to a dead end. In contrast, others have managed to break out and forge successful careers in a number of unexpected places. How did they do it? What practical strategies and practices can postdocs employ to improve their career options? In this presentation, I will tell the stories of some of these individuals and describe some of the specific steps and techniques they used to create new career options for themselves.

11:45 a.m. - 1:00 p.m.
Luncheon

**Presentation of Distinguished Service Award**
R11.1100 (Anderson Ballroom)
*Sponsored by the Local Host Committee: Baylor College of Medicine; Rice University; The University of Houston; The University of Texas Health Science Center at Houston; The University of Texas M. D. Anderson Cancer Center; and The University of Texas Medical Branch at Galveston*

The 2009 Distinguished Service Award recipient is The Alfred P. Sloan Foundation, represented by Michael Teitelbaum, Ph.D., Program Director.

1:15 p.m. - 2:10 p.m.

**Keynote Address:** “Experiences of a Peripatetic Investigator”
Hickey Auditorium
*Peter Doherty, Ph.D., Nobel Laureate Professor, Department of Microbiology and Immunology, University of Melbourne, Victoria, Australia and St. Jude Hospital’s Michael F. Tamer Endowed Chair for Immunology Biomedical Research*
2:30 p.m. - 4:00 p.m.
Concurrent Workshop Session I

Please note the following intended audience abbreviations:
individual postdoctoral scholar, IP; postdoctoral association, PDA; and postdoctoral office, PDO.

Building Your Dream Team
(Intended Audience: IP/PDA/PDO)
R11.1100, Rooms 1-2
Lori M. Conlan, Ph.D., Director, Office of Postdoctoral Services, Office of Intramural Training and Education, National Institutes of Health

“Never doubt that a small group of thoughtful, committed people can change the world... It is the only thing that ever has.” —Margaret Mead

The complexity of modern scientific problems commands the need for a team-based approach. Indeed, this mission is a top priority of the NIH Roadmap and newly formed multidisciplinary consortiums. PDA members also need to function as a team to set priorities, accomplish essential goals, and juggle lab and PDA responsibilities. Whether it is a lab or a PDA, inspiring your team to work cooperatively and in harmony can help move your science or organization forward. Unfortunately, most scientists have not been trained to be effective managers, to assemble teams, and to work within a team structure. But don’t panic! These skills can be learned. Through a series of networking and team-building activities, participants will learn techniques for recruiting team members, functioning within a team structure, and the all-important (even if you hate it) art of schmoozing. This interactive workshop will give you the resources to (i) spot common pitfalls within your organization, (ii) improve project management skills, and (iii) mold your team into a well-oiled machine.

Combining Responsible Conduct of Research Training with Professional Development
(Intended Audience: PDO/PDA)
R11.1100, Rooms 3-4
Kathleen Flint, Ph.D., Project Manager, National Postdoctoral Association; Marilyn Morris, Ph.D., Associate Dean for Graduate and Postgraduate Education, University at Buffalo State University of New York; Ann Peiffer, Ph.D., Postdoctoral Research Fellow, Wake Forest University School of Medicine; Hui Zhao, Ph.D., Postdoctoral Fellow and Postdoctoral Association Executive Committee Member, M.D. Anderson Cancer Center

The responsible conduct of research (RCR) encompasses a range of important skills, extending beyond simple misconduct to the challenges presented by the ethical “grey areas” in everyday research practice. Postdocs are faced with many such challenges unique to their position in the research enterprise, including understanding their role in supervising students, negotiating ownership of projects when transitioning to independence, and navigating a U.S. research culture that may be new for many international postdocs. Incorporating training in RCR with other professional development topics can be an effective way to convey the importance of RCR while also increasing its appeal. This workshop will offer strategies and resources for creating such programs and tailoring them for your postdocs. A panel of seed grant awardees from the NPA's Bring RCR Home project will present on their supported programs, providing adaptable examples and lessons learned.

How to Identify and Leverage Your Transferable Skills
(Intended Audience: IP)
R11.1659 (Wiess Conference Room)
Dara Wilson-Grant, M.S.Ed., NCC, Associate Director, Office of Postdoctoral Affairs, University of North Carolina at Chapel Hill and the founder of Careers in Bloom

Skills are the main currency for marketing oneself in any field, especially in today's competitive job market. The ability to articulate your strengths and accomplishments with clarity and confidence is just one of the key elements to boosting your competitive edge. Another key element of effective self-marketing is having the ability to translate your skills and experiences in a way that is understood and valued by your target audience. This ability is especially important for postdoctoral scholars interested in pursuing careers outside of the academy, where non-scientific skills and traits such as teamwork and interpersonal communication are measured equally alongside scientific skills.

At the end of this interactive session, you will be able to do the following:
• Identify a mixture of skills developed over the course of your academic research career;
• Evaluate and determine your five strongest and most marketable skills; and
• Formulate a self-promotion profile that will include accomplishment statements for each of your five strengths.
Managing Your Relationship with Your Supervisor
(Intended Audience: IP/PDO)
R11.1100, Rooms 5-6
Brianna Blaser, Ph.D., Project Director, Outreach Program, Science Careers/AAAS

A postdoc’s relationship with his/her supervisor can sometimes be a difficult one. In this workshop, we’ll talk about ways that you can manage your relationship with your advisor, including proactive strategies to start, keep, or get your relationship on the right track, and methods for dealing with conflicts within the relationship. By thinking through their relationships with their own supervisors, postdocs will be better prepared to supervise and advise students and postdocs in their own labs. The workshop will (1) offer advice and facilitate discussion about ways to build successful relationships and strategies to deal with conflict, and (2) use case studies to discuss ways to work through tensions or dilemmas that might arise with a supervisor. There will also be time for questions from the audience.

Inclusive Excellence: Campus Perspectives on Diversity
(Intended Audience: IP/PDA/PDO)
R11.1100, Rooms 7-8
MODERATOR: Sibby Anderson Thompkins, M.A., M.S., Director of the Office of Postdoctoral Affairs at the University of North Carolina at Chapel Hill
SPEAKERS: Cookie Newsom, M.A., Ph.D., Director of Diversity Education and Assessment at the University of North Carolina (UNC) at Chapel Hill; Jan Rinehart, M.S., Executive Director of the ADVANCE Program at Rice University; Alberto Roca, Ph.D., Founder, minoritypostdoc.org

The absence of members from underrepresented groups in the academy impacts the ability of institutions of higher education to effectively address issues for racial/ethnic minorities and women as it relates to education and career enhancement, health-related research, and minority and women's health policy advocacy. This panel is designed to engage postdoctoral advocates and stakeholders on how we can lead our institutions of higher education toward “inclusive excellence.” In this session, a panel of campus administrators and professional organization representatives from Rice University and UNC Chapel Hill, the National Association of Diversity Officers in Higher Education (NADOHE), and the Society for the Advancement of Chicanos and Native Americans (SACNAS) will provide an overview of the challenges and opportunities they face as they work to transform the climate and culture found on college campuses and identify exemplary practices that are already in place. The session will also include group discussion that will encourage participants to share their experiences and perspectives with regard to diversity and practice skills integral to communicating effectively and building trust across gender, racial and ethnic lines.

At the conclusion of this workshop, participants will be able to
• Return to their institutions, PDAs and PDOs with information and resources on exemplary practices in diversity;
• Provide insight and support for institutional diversity related programs and endeavors;
• Share their experiences and perspectives with regards to diversity at institutions of higher education;
• Discuss the way NPA’s diversity work can both inform and influence national and local policies;
• Observe effective models on leadership and career enhancement for researchers and faculty who are members of underrepresented groups in research and academic institutions;
• Create and foster networks that build trust across gender, racial and ethnic lines.

4:00 p.m. - 4:20 p.m.
Break

4:20 p.m. - 4:50 p.m.
Plenary Session II: Committees
Hickey Auditorum
SPEAKER: Jennifer Reineke Pohlhaus, Ph.D., Vice Chair, NPA Board of Directors

The purpose of this session is to familiarize the participants with the tasks of the four NPA committees (Advocacy, Meetings, Outreach, and Resource Development) along with the two officer positions (International and Diversity). An explanation will be given of past accomplishments and future endeavors. Attendees interested in getting more involved in the NPA are invited to meet the committee leaders and officers at the poster session following this plenary. Each will have a poster explaining their committee in greater detail and will welcome questions.

4:50 p.m. - 6:30 p.m.
Poster Session & Social Hour
Hickey Foyer; Lobby, Anderson Conference Center
Sponsored by The University of Texas M. D. Anderson Cancer Center Office of Student and Alumni Affairs
7:30 a.m. - 9:00 a.m.  
Continental Breakfast  
Hickey Foyer

8:00 - 9:00 a.m.  
NPA Business Meeting  
Hickey Auditorium

9:00 a.m. - 10:30 a.m.  
Concurrent Workshop Session II

Can We Talk Here? Mentoring Trainees in Communication Skills  
(Intended Audience: PDO)  
R11.1100, Rooms 1 - 2

SPEAKERS: Janis Apted, M.L.S., Director of Faculty Development, The University of Texas M.D. Anderson Cancer Center; Carrie Cameron, Ph.D., Instructor in the Department of Epidemiology and Associate Director of the Cancer Prevention Research Training Program, an NCI-funded R25T and E program, at M. D. Anderson Cancer Center; Shine Chang, Ph.D., Associate Professor of Epidemiology, Director, Cancer Prevention Research Training Program, Division of Cancer Prevention and Population Sciences, The University of Texas M.D. Anderson Cancer Center  
CO-AUTHOR: Martha L. Skender, M.P.H., Associate Director for the Department of Trainee and Alumni Affairs at The University of Texas M. D. Anderson Cancer Center

Excellence in communication forms the cornerstone of career success in research. Trainees need to acquire linguistic skills at the highest academic level to publish and present research and to communicate persuasively with colleagues and mentors. Receiving skilled guidance in communication from a mentor is critical, but awareness—for both trainees and mentors—of the issues and how to resolve them remains low, while demanding academic research environments present additional barriers of time and funding limitations. To address the need for better training in communication, trainees and mentors must find a shared vocabulary, articulate and agree on clear and reasonable goals, and cooperate in finding ways to realistically address barriers. We will review current research in mentoring and communication skills, including the results of a survey of international (ESL) trainees and their mentors at M. D. Anderson Cancer Center and the outcomes of a successful language training program that was developed as a result. Break-out groups will discuss goals and barriers for trainees of all backgrounds as well as for mentors and will brainstorm viable solutions to providing communication mentoring given the limitations of time, funding, and subject-area knowledge.

Building Regional Collaborations: Best Practices from the San Diego Postdoc Training Consortium  
(Intended Audience: PDO)  
R11.1100, Rooms 3 - 4

Huong Huynh, Ph.D., Director, Office of Postdoctoral and Graduate Training, Burnham Institute for Medical Research; Jennifer Oh, Director of Postdoctoral and Visiting Scholar Affairs, Research Affairs, University of California, San Diego; Ryan Wheeler, M.A., Manager of the Career and Postdoctoral Services Office, Scripps Research Institute

Though the structure and scope of formal postdoc support differs among institutions, strategic multi-campus collaborations can build on each institution’s strengths in order to develop high caliber training programs. Following a small group discussion in 2006, administrators from Burnham Institute for Medical Research, The Scripps Research Institute, and the University of California at San Diego realized that each institution had unique services.

AGENDA

7:00 p.m. - 9:00 p.m.  
Texas-Style Barbeque  
The University of Texas Health Science Center at Houston, Fayez S. Sarofim Research Building, Brown Foundation Institute of Molecular Medicine, 6410 Fannin St.  
Sponsored by Garnett-Powers & Associates, Medical College of Wisconsin, the Sackler Institute NYU School of Medicine, and the University of Alabama  
The barbeque will be catered by Pappas Bar-B-Q, and Moses Rangel will provide Texas-style music.
These administrators joined forces to collaboratively offer training programs to as many as 2000 postdocs and graduate students in the San Diego area. Administrative advocates from the three La Jolla research institutions created the San Diego Postdoctoral Training Consortium with the intent of reducing guest speaker fatigue, minimizing program overlap, and offering programs that could be better organized and executed as a group rather than individually. The goal of the Consortium is to collaborate on innovative large-scale projects, both academic- and industry-oriented, to capitalize on all available resources. In this workshop, administrators from the Consortium will review best practices and share lessons learned from three years of providing training programs to enhance the postdoctoral experience for La Jolla postdocs. Among the initiatives to be discussed are the San Diego Lab Management Course, the Spring Grantsmanship & Funding Fest, and the Transition to Industry Symposium.

Increasing Efficiency and Sustainability of PDAs Through Subcommittees
(Intered Audience: PDA)
R11.1100, Rooms 5-6

Kirstie Canene-Adams, Ph.D., Postdoctoral Fellow in the Department of Pathology, Johns Hopkins School of Medicine and Co-Vice President of the Johns Hopkins Post-Doctoral Association and the head of the Communications Committee; Rong Huang, Ph.D., Postdoctoral Research Fellow, Department of Pharmacology and Molecular Sciences Johns Hopkins University School of Medicine and the Co-Head of the Professional Development Committee of the Johns Hopkins Post-Doctoral Association; Derek Haseltine, Assistant Director, Professional Development Office, Johns Hopkins Medical Institutions

The Johns Hopkins Postdoctoral Association (JHPDA) represents 1300+ postdocs. Our PDA was the first such association in the country and for several years operated with great success. However, in recent years the group struggled with sustainability and officer recruitment. Current officers have undertaken efforts to make the association more visible and valuable to postdocs. This workshop will discuss a strategic change that JHPDA leadership implemented in 2008: the formation of subcommittees to achieve maximum efficiency. The designated committees include social, communication, scientific, international and professional. Each committee organizes specific activities from ski trips (social) to publishing a newsletter (communications) to creating a platform for postdocs to present research to their peers (scientific). Forming subcommittees has proved successful on two fronts. Not only have we addressed postdoctoral issues across Hopkins, but we have also decreased the workload while generating additional leadership opportunities for our members. This, in turn, has significantly increased our visibility and has resulted in increasing numbers of postdocs becoming active PDA members.

Rational Career Planning for Scientists
(Intered Audience: IP/PDO)
R11.1100, Rooms 7 - 8
Keith Micoli, Ph.D., Postdoctoral Program Manager at New York University’s Sackler Institute of Graduate Biomedical Sciences

A critical component of good mentoring is having an understanding of the career goals of your mentee. Unfortunately, the academic training of scientists does not encourage trainees to explore the many career options available to them, and many postdocs find themselves several years into a training position with little or no specific plans (and little hope) for their future.

This workshop has a dual audience: postdocs who need help in developing a career plan and postdoc office administrators who can bring this workshop to their home institutions and provide a structured forum for career planning. The workshop aims to provide trainees with a new model that promises to create a more engaged and fulfilled workforce by rationally planning a career intent on aligning an individual’s skills, values, and interests. Finding a career that matches all three could be accurately called a dream job, but it is attainable with careful planning and hard work.

First, the workshop will have participants complete a Keirsey temperament survey and a Campbell Interests and Skills Survey. These would ideally be done prior to the workshop to ease time constraints, but short versions can be done during the workshop. These tools will provide some insight into a participant’s personality type and identify skills and interests. Participants will next consider their current position and an “ideal” position, identifying components that are absolute requirements of each. A simple comparison can begin to display any differences between an individual’s personal values and the corporate values of their current position.

Next, participants will draft a career development plan that very simply attempts to chart a course from their current position to their dream job. The workshop will describe a variety of career paths and the major values associated with each.

Finally, the workshop will conclude with a networking exercise and highlight the need for networking in order to succeed in any profession. Participants will spend 15 minutes speaking with each other, with the aim of identifying one or two others who share a common set of career interests and values. Their assignment upon leaving the workshop will be to spend the rest of the meeting looking to build that connection.
The Citizen Scientist: How to Become an Ambassador for Science
(Intended Audience: IP/PDO)
R11.2103 (Sears Conference Room)

Matthew Garcia, Ph.D., Postdoctoral Research Associate in the Department of Infectious Diseases at St. Jude Children’s Research Hospital; Jennifer E. Hobbs, Ph.D., Postdoctoral Research Associate in the Department of Infectious Diseases at St. Jude Children’s Research Hospital

The state of scientific research in the United States has reached a critical juncture. The past few years have seen flat or declining scientific budgets, postdoctoral salaries frozen, and decreasing grant opportunities. Future NIH budget increases are not guaranteed, as we currently face an unsure domestic economic situation. There is perhaps not a greater time for the need for scientists to become more actively involved in the advocacy for scientific research than there is now. This workshop will present participants with resources and examples of how to advocate for scientific research at both the national and local level. It will also present information on fellowship and internship opportunities available to participants interested in science and public policy. This workshop is intended for postdoctoral associates, faculty, and scientific administrators of all career levels.

NPA Board/Committee Leadership Joint Closed Session
R11.1659 (Wiess Conference Room)

The NPA Board of Directors and committee leaders, including the Chairs and Vice Chairs of the Committees of the Membership and the Diversity and International Officers, will gather to discuss the future direction of the NPA. Attendance is required for the Directors, Chairs, Vice Chairs, and Officers. Advisory Board members are invited but not required to attend. The session is closed to other attendees.

10:30 a.m. - 10:50 a.m.
Break

10:50 a.m. - 11:50 a.m.
Plenary Session III: “Empowering Postdoctoral Success: Putting IDPs to Work at your Institution”
Hickey Auditorium

MODERATOR: Philip Clifford, Ph.D., Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology, Medical College of Wisconsin

SPEAKERS: Anthony J. Baucum II, Ph.D., Postdoctoral Research Fellow, Colbran Lab, Vanderbilt University Medical Center; Jennifer Hobin, Ph.D., Senior Science Policy Analyst, Office of Public Affairs, Federation of American Societies for Experimental Biology; Lorraine Tracey, Ph.D., Postdoctoral Fellow, Department of Pharmaceutical Sciences, St. Jude Children’s Research Hospital

In its Recommendations for Postdoctoral Policies and Practices, the National Postdoctoral Association recommends an individual development plan (IDP) as a tool for effective mentoring and as an opportunity for the postdoc to assume personal responsibility in his/her career advancement. The IDP opens communication, identifies expectations, establishes objective criteria for success, recognizes the importance of training and service, and should be flexible to allow new opportunities to be pursued when they appear. This session will introduce background on the utilization and benefits of the IDP. It will present survey results on how the IDP is serving the postdoc community and areas of potential improvement so that it may better meet the needs of postdocs, mentors, and postdoc office administrators. There will also be discussion on the effectiveness of the IDP when implementation is mandatory versus when the IDP is done voluntarily.

Noon - 1:00 p.m.
Plenary Session IV: NPA Townhall Meeting
Hickey Auditorium

SPEAKERS: Stacy Gelhaus, Ph.D., Chair, NPA Board of Directors, and Cathee Johnson Phillips, M.A., Executive Director, NPA

This open forum will continue discussions from previous sessions, address issues not covered in the sessions, and provide feedback on the NPA Annual Meeting. This session concludes the 2009 Annual Meeting. Thanks for participating and see you in Philadelphia for the 2010 meeting!

1:30 p.m. - 3:00 p.m.
Board of Directors Monthly Meeting
R11.1659 (Wiess Conference Room)

Contact the NPA
National Postdoctoral Association
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Washington, DC 20005
202-326-6424

Cathee Johnson Phillips, M.A., Executive Director
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Kenetia Thompson, Program Manager
kthompson@nationalpostdoc.org

Katy Flint Ehm, Ph.D., Project Manager
kflint@nationalpostdoc.org
The National Postdoctoral Association (NPA) wishes to thank the following organizations for their generous support of our Seventh Annual Meeting.

**Meeting Hosts***
- Baylor College of Medicine
- Rice University
- The University of Houston
- The University of Texas Health Science Center at Houston
- The University of Texas M. D. Anderson Cancer Center
- The University of Texas Medical Branch at Galveston

*Sponsors of Saturday's luncheon & the audio-visual equipment

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*Special thanks to the Meetings Committee, Garnett-Powers, and NPA's Kenetia Thompson!*

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Brenda Timmons, Chair

**Martha Skender, Vice Chair & Co-Chair, Local Host Committee**
- Leslie Beckman, Co-Chair, Local Host Committee
- Dave Finger, Chair, Fundraising Committee
- Lisa Kozlowski, Chair, Distinguished Service Award Committee
- Catie Bauer, Chair, Workshop Committee
- Philip Clifford, Co-Chair, PDO Leadership Workshop
- Rob Milner, Co-Chair, PDO Leadership Workshop
- Stacy L. Gelhaus, Chair, Travel Awards Selection Committee
- Sam Castañeda, Chair, Orientation Committee

A. J. Baucum
- Joan Lakoski
- Rich Bodnar
- Shawn McClintock
- Ivone Bruno
- Melissa Muller
- Lori Conlan
- Carrie Partch
- Tracy Costello
- Ann Peiffer
- Alan (Chuck) Dorval
- Fern Remedi-Brown
- Aine Duffy
- Caroline Rotondi
- Lisa Felix
- Rachel Ruhlen
- Fabian Filipp
- Andreas Sandgren
- Cathee Johnson Phillips
- Steve Wendell
- BalaJi Krishnan
- Jonathan Wiest
- Marc Lafleur
The 2009 National Postdoctoral Association (NPA) Distinguished Service Award recipient is the Alfred P. Sloan Foundation. Dr. Michael Teitelbaum, Sloan Foundation Program Director, will accept the award on behalf of the Foundation.

“The feeling among NPA members and leadership is overwhelmingly one of gratitude and appreciation for the leadership contribution that the Sloan Foundation has made in support of postdoctoral scholars,” said Stacy Gelhaus, Ph.D., Chair of the NPA Board of Directors. “Conferring the 2009 Distinguished Service Award upon the Sloan Foundation is, quite simply, NPA's way of saying thank you to the Foundation.”

The Sloan Foundation was established in 1934 by Alfred Pritchard Sloan, Jr., who was then President and CEO of General Motors (GM), and later became Chair of the GM Board. The Foundation describes its focus as “science, technology, and economic institutions—and the scholars and practitioners who work in these fields” and recognizes that these groups are “chief drivers of the nation's health and prosperity.”

The Sloan Foundation was instrumental in the founding of the NPA and provided the funding that helped establish the organization. As a long-time supporter of scientific research, the Foundation recognized the need for a national membership organization that would provide a voice for postdoctoral scholars.

The following quote from one of the nominations for the Foundation encapsulates the spirit of the award: “The NPA’s Distinguished Service Award should be given to the Alfred P. Sloan Foundation not in recognition of philanthropic generosity but more importantly for its vision that recognized and continues to address the national need to improve the postdoctoral training experience. It is time that the founding entity [of the NPA] is recognized for its foresight and dedicated action.”

Most recently, the Sloan Foundation supported NPA's Survey Planning Project, as well as the Postdoc Leadership Mentoring Project (PLMP). The Survey Planning Project provided the opportunity to conduct a pilot survey in preparation for a national survey of the postdoctoral community. Benefiting 26 institutions across the U.S., the PLMP project fostered the formation and maintenance of active postdoctoral associations and postdoctoral offices through team visits, mentoring, and other activities.

Members of the Nominating Committee were Walter Goldschmidt, Ph.D., Cold Spring Harbor Laboratory; Laurel Haak, Ph.D., Discovery Logic; Victoria McGovern, Ph.D., Burroughs Wellcome Fund; and, Joel Oppenheim, Ph.D., New York University Medical School.

Members of the Awards Subcommittee were Lisa Kozlowski, Ph.D., Chair, Thomas Jefferson University; Alan Dorval, Ph.D., Duke University; Shawn McClintock, Ph.D., University of Missouri; Caroline Rotondi, Brigham and Women’s Hospital; and Andreas Sandgren, Ph.D., Harvard School of Public Health.

PAST RECIPIENTS

<table>
<thead>
<tr>
<th>Year</th>
<th>Recipient</th>
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<tr>
<td>2004</td>
<td>Ruth Kirschstein, M.D., Senior Advisor to the Director, National Institutes of Health</td>
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<td>2005</td>
<td>National Academies’ Committee on Science, Engineering and Public Policy</td>
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<td>2006</td>
<td>Laurel L. Haak, Ph.D., Science Director, Discovery Logics</td>
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<td>2007</td>
<td>Federation of American Societies for Experimental Biology</td>
</tr>
<tr>
<td>2008</td>
<td>Shirley Malcom, Ph.D., Director, Education and Human Resources Programs, American Association for the Advancement of Science</td>
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Sibby Anderson-Thompkins, M.A., M.S., serves as the Director of the Office of Postdoctoral Affairs at the University of North Carolina at Chapel Hill. She brings over ten years experience as a college dean in student affairs and academic affairs. Her expertise is in serving and supporting minority and underrepresented undergraduate students, graduate students, and postdoctoral scholars. As a scholar, she has published in several of the top journals in the field of higher education. Her research explores the politics of race and gender in the academy, qualitative research, and activist research methodologies as tools for social change.

Anderson-Thompkins holds a B.A. and M.A. in Communication Studies from the University of North Carolina at Chapel Hill. She received a M.S. in Educational Research and is completing her Ph.D in Educational Policy Studies at Georgia State University. Sibby serves as NPA’s Diversity Officer.

Janis Apter, M.L.S., is Associate Vice President of Faculty Development at the University of Texas M. D. Anderson Cancer Center. She has a B.A. from the University of Guelph in Canada and a master’s degree in information science from McGill University in Montreal. Her professional career spans 30 years during which she has acquired experience in faculty development and needs assessment, professional career development, organization development, information access and management; communications and public relations; and strategic and planned change in academic, international and public institutions. She has worked in health care institutions, higher education, and international development organizations in Canada, England, Switzerland, Tunisia, India, and the United States. In her current position, which she has had since 1999, she is responsible for planning, implementing, and evaluating a comprehensive faculty development program for the basic research science faculty, clinical fellows, and clinical faculty at M.D. Anderson Cancer Center. She coordinates the Faculty Leadership Academy and its related programs, among others. Ms. Apter is also the director of the Center for Faculty Excellence.

Brianna Blaser, Ph.D., is the Project Director of the Outreach Program for Science Careers/AAAS where she organizes career and professional development workshops for graduate students, postdoctoral scholars, and early career scientists. She earned her Ph.D. in Women’s Studies at the University of Washington in 2008. Her dissertation, “More than Just Lab Partners: Women Scientists and Engineers Married to and Partnered with Other Scientists and Engineers,” examined how women scientists’ relationships with other scientists affect both their professional and personal lives. While at the University of Washington, she was a research assistant at the Center for Workforce Development where she organized professional development activities, including a newsletter, a mentoring program, and workshops for graduate students in science and engineering.

In 2002, she earned her B.S. with University Honors in Mathematics and Psychology with a minor in Gender Studies from Carnegie Mellon University. She has held internships with the Association for Women in Science and the Mathematical and Computational Sciences Division of the National Institute of Standards and Technology and worked with the Carnegie Mellon Institute for Talented Elementary Students.

Carrie Cameron, Ph.D., is Instructor in the Department of Epidemiology and Associate Director of the Cancer Prevention Research Training Program, an NCI-funded R25T and E program, at M. D. Anderson Cancer Center. With over 20 years’ experience in adult learning principles and curriculum design, she applies her expertise in the fields of scientific communication, language training, and cross-cultural communication to create application-oriented, results-driven curricula for M. D. Anderson’s postdoctoral researchers and junior faculty. She has worked extensively as a consultant in cross-cultural communication and negotiations in the areas of health care, energy, aerospace and space engineering (including serving as intercultural consultant to the International Space Station for six years), social services, and academia. In her previous position in M. D. Anderson’s Department of Scientific Publications, she led the “Writing and Publishing Scientific Articles.” In addition, she initiated, designed, and delivered the “Scientific English” course, a 3-level, 33-week program for speakers of languages other than English. She holds a B.A. magna cum laude in Russian language and a Ph.D. in Linguistics from Rice University.

A.J. Baucum II, Ph.D. is currently a post-doctoral fellow in the laboratory of Dr. Roger Colbran at Vanderbilt University. He received his Ph.D. in 2004 from the University of Utah and moved to Vanderbilt in 2006. He has been the junior co-chair and senior co-chair of the PDA at Vanderbilt and currently serves as senior advisor to the PDA. He has been involved with various other committees at Vanderbilt. In addition, he was on the long-range planning committee for the American Society for Pharmacology and Experimental Therapeutics.

His research interests involve identifying novel protein-protein interactions in intact brain tissue and determining the role of these interactions in neurodegenerative disorders. The long-term goal is to better understand how
these interactions regulate spine density and dendrite morphology and eventually be able to modulate these interactions using therapeutic agents. He has been supported by a neurogenomics training grant and an UNCF-Merck Fellowship.

Leslie S. Beckman is the Senior Coordinator for the Office of Postdoctoral Affairs at The University of Texas Health Science Center at Houston. She joined the university in October 2005 and was charged with the duty of establishing an office to support the institution’s goal to attract first-rate researchers and provide them with an outstanding Postdoctoral training experience. In just over 3 years, she has worked to implement almost all of the NPA’s Recommended Practices. She administers a formal training program that consists of weekly semester long courses in Career Development, Responsible Conduct in Research, Presentation Skills, Supervised Research and more. This year’s meeting marks her 4th NPA Annual Meeting, and she has been an active member in the Annual Meeting Committee for the past 3 years. Her professional background includes international healthcare recruiting, immigration law support, human resources and training. She holds a Bachelor of Arts degree in Government from the University of Texas in Austin.

Ivone Bruno, Ph.D., did her undergraduate studies in The University of Puerto Rico at Mayaguez Campus in Biology/Microbiology. She continued graduate studies at the Southern Illinois University at Edwardsville where she received several science honor awards and worked as an lab instructor for the human anatomy and physiology course. She next worked in GeneMedicine, The Woodlands, Texas, as a scientist developing non-viral gene therapies. She completed her Ph.D. at The University of Texas Graduate School of Biomedical Sciences in the program of Human and Molecular Genetics. She has been working as a post-doctoral fellow at The UT M.D. Anderson Cancer Center in Dr. Miles Wilkinson’s lab in the field of miRNA regulation on mRNA decay pathways. For the last two years she has served as the Chair of the MDACC postdoctoral Association.

Kirstie Canene-Adams, Ph.D., received her bachelor’s degree in Human Nutrition (2002) and her Ph.D. in Nutritional Sciences (2007) from the University of Illinois at Urbana-Champaign. Her thesis topic was “Combination of Dietary Tomato and Broccoli Powders are Effective Growth Inhibitors of Dunning R3327-H Prostate Adenocarcinomas” and was under the mentorship of John W. Erdman, Jr, Ph.D. She is currently a postdoctoral fellow in the department of Pathology at the Johns Hopkins School of Medicine in Baltimore, Md., and has been a member of Angelo De Marzo, M.D., Ph.D., laboratory since July 2007 where she has been researching how diet, specifically the carcinogenic compounds in meat and the anticancer properties of tomatoes and broccoli, affect prostate cancer growth.

She advocates with ZERO, the Project to End Prostate Cancer, where in 2007 she spoke with then Senator Obama’s staff about the importance of supporting NIH funding. She also serves as the Co-Vice President of the Johns Hopkins Post-Doctoral Association and the head of the Communications Committee.

Sam Castañeda has worked for the University of California (UC) at the Berkeley and Los Angeles campuses for more than 20 years and has been responsible for creating innovative programs that provide support to international students and scholars. He has also held leadership positions with the California chapter of NAFSA: Association of International Educators. At the national level, he is currently chair of the newly recognized special interest group within NAFSA for postdocs.

As director of Berkeley’s Visiting Scholar and Postdoc Affairs Program, he is responsible for enhancing the postdoctoral experience. Some of the instituted enhancements include the creation of a campus postdoc ombudsman and the formation of a postdoc oversight team. He is currently a member of a UC system-wide committee that seeks ways to provide postdocs with health and welfare benefits and protections.
Since the inception of the NPA, he has been a member of the Advisory Board and is responsible for developing the Quick Guide to Visas for International Postdocs.

Shine Chang, Ph.D., is Associate Professor of Epidemiology, Director of the Cancer Prevention Research Training Program, Division of Cancer Prevention and Population Sciences at The University of Texas (UT) M. D. Anderson Cancer Center. She serves as the director for The UT M. D. Anderson Cancer Prevention Research Training Program, which is supported by funds from donors and grants from the National Cancer Institute (NCI). Annually, these funds support eight postdoctoral and eight pre-doctoral trainees in multiyear appointments and 25 graduate students in short-term cancer prevention research experiences. She serves on the M. D. Anderson Faculty Mentoring Advisory Committee and has faculty appointments at UT GSBS and The UT School of Public Health (SPH) in Houston. She serves on the advisory committees for the NCI-funded training programs: Cancer Education and Career Development Program at UT SPH, M. D. Anderson Training of Academic Gynecologic Oncologists Program, and Houston Laboratory and Population Sciences Training Program in Gene-Environment Interaction at UT Health Science Center (funded by the Burroughs Wellcome Fund).

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 co-author 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.” He 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.

Lori M. Conlan, Ph.D., is trained as a biochemist, receiving her B.S. in biochemistry from Michigan State University and her Ph.D. in biochemistry and biophysics from Texas A&M University. She worked for several years as a postdoc at the Wadsworth Center, New York State Department of Health, before transitioning from the lab to focus on career issues for the next generation of scientists. She started as the director of the Science Alliance, an international career development program for graduate students and postdocs sponsored by the New York Academy of Sciences. She joined the NIH in the OITE in 2008 to help assist the 4000 NIH postdocs in their personal career choices.

Peter Doherty, Ph.D., is Laureate Professor at the Department of Microbiology and Immunology, University of Melbourne, Victoria, Australia and holds the St. Jude Hospital’s Michael F. Tamer Endowed Chair for Immunology Biomedical Research. He shared the Nobel Prize in Physiology or Medicine in 1996 with Swiss colleague Rolf Zinkernagel, M.D., for their discovery of how the immune system recognizes virus-infected cells. Their experiments revolutionized the field by explaining the mechanism of T-cell recognition in cell-mediated immunity.

He was Australian of the Year in 1997 and has since been commuting between St. Jude Children’s Research Hospital in Memphis, Tenn., and the University of Melbourne. His research is mainly in the area of defense against viruses. He regularly devotes time to delivering public lectures, writing articles for newspapers and magazines, and participating in radio discussions.

He graduated from the University of Queensland in Veterinary Science and became a veterinary officer. Moving
to Scotland, he received his Ph.D. from the University of Edinburgh Medical School. He is the first person with a veterinary qualification to win a Nobel Prize.

He is author of several books, including *A Light History of Hot Air* and *The Beginners Guide to Winning the Nobel Prize.*

**L. David Finger, Ph.D.,** is currently an NRSA postdoctoral scholar at the City of Hope (COH) Beckman Research Institute. He earned his B.A. in Biochemistry from Ithaca College in 1996. After a three month internship in the Department of Vaccine Serology at Merck, Inc. in West Point, Penn., he moved to Los Angeles to earn his doctorate in Biochemistry and Molecular Biology at University of California, Los Angeles (UCLA). He currently studies the kinetic properties of an enzyme involved in DNA replication and repair in the Department of Radiation Biology and is the chair of his institutional PDA. He has served on several committees for the NPA’s annual meeting committee but has recently transitioned to being the Chair of the Outreach committee.

**Peter S. Fiske, Ph.D.,** is the co-founder and former Vice President for Business Development of RAPT Industries, a spin-out from Lawrence Livermore National Laboratory and presently the CEO of PAX Mixer Inc. Formerly, Fiske was an experimental physicist at Lawrence Livermore National Laboratory, where he ran a hypervelocity impact experimental facility and carried out research in the areas of condensed matter physics, high pressure science and high strain-rate deformation. He has organized and lead panel discussions and workshops on alternative careers and career development for scientists at national and international meetings, universities, and national laboratories. He has been featured on NPR’s Talk of the Nation - Science Friday.

He received his Ph.D. in Geochemistry and Materials Science 1993 from Stanford University and is the author of the book *To Boldly Go: A Practical Career Guide for Scientists,* (www.agu.org/careerguide) published by AGU and the upcoming second edition *Put Your Science to WORK: The Take-Charge Career Guide for Scientists and Engineers.* He is also a co-author of the biweekly column “Opportunities” on AAAS’s Career Web site ScienceCareers.org.

**Kathleen Flint, Ph.D.,** is Project Manager at the National Postdoctoral Association, where she manages the NPA’s new NSF-funded ADVANCE program and the “Bring RCR Home” project. She came 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. In 2004, she spent a year in residence at NSF as a Science and Technology Policy Fellow sponsored by the American Association for the Advancement of Science. There she helped manage one of NSF’s newest postdoctoral fellowship programs. Previous to that, Dr. Flint was a Postdoctoral Research Fellow at Gemini Observatory North and 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.

**Matthew Garcia, Ph.D.,** is a postdoctoral research associate in the department of Infectious Diseases at St. Jude Children’s Research Hospital in Memphis, Tenn. He obtained his B.S. in Biology with honors from the University of Texas Pan American, and his Ph.D. in Anatomy & Neurobiology from the University of Kentucky College of Medicine at the University of Kentucky in Lexington. While at the University of Kentucky, he was actively involved in initiatives aimed at increasing involvement of underrepresented populations in biomedical research. Currently, he is the Head of National Outreach committee within the Postdoctoral Association Council at St. Jude Children’s Research Hospital. As Head of National Outreach, he works to keep the St. Jude postdoctoral community informed of pertinent issues involving science and public policy. He encourages his peers to play a larger role by becoming “citizen scientists,” thus bridging the gap between scientists and the community they work to keep healthy. He continues his advocacy for promoting diversity in biomedical research by presenting workshops and mentoring undergraduates from underrepresented populations.

**Stacy L. Gelhaus, Ph.D.,** is Chair of NPA’s Board of Directors. She is a postdoctoral fellow in the Center for Cancer Pharmacology, directed by Ian Blair, at the University of Pennsylvania.

Her current research is focused on the metabolic activation of environmental carcinogens and their contribution to lung cancer. Her doctoral research examined novel separations of nucleic acids using ion-pairing reversed-phase high performance liquid chromatography (IP-RPLC). She earned her bachelor’s degree in biology and biochemistry from Mount Saint Mary’s University and a Ph.D. in analytical chemistry at the University of Maryland, Baltimore County (UMBC).

Among her many awards is the National Research Service Award, which she received from the National Institute of Environmental Health Sciences in 2007. In addition to her research interests, she has been very active as a member of the Biomedical Postdoc Council at Penn and has served as co-chair of that group since 2006.

*Continued on page 22…*
The Baylor Postdoctoral Association was formed in summer of 1997 by gathering Postdoctoral Fellows available at the college to address issues specific to postdoctoral trainees. The Association consisted of 600 postdoctoral scientists at the college and has tremendously expanded.

The BCM Postdoctoral Association serves as a resource where postdocs can:

• Receive information about the Career Development Course
• Participate in Seminars
• Attend various social events such as Oktoberfest, Holiday party & March Madness

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2009 National Postdoctoral Association  
7th Annual Meeting  
March 27 – 29, 2009

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to all participants

The University of Texas Health Science Center at Houston  
Quick Facts: FY 2008 Research

* $191.7 million in Research expenditures

* 56th out of 515 higher education institutions receiving grants from the National Institutes of Health (NIH)

* $84 million for 200 NIH grants

The University of Texas  
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M. D. Anderson was ranked the No. 1 workplace in North America for postdoctoral fellows, according to a 2007 survey conducted by The Scientist magazine.

For five of the past eight years, M. D. Anderson has ranked number one in cancer care in “America’s Best Hospitals” survey published in U.S. News & World Report.

M. D. Anderson ranks first in number of grants awarded – including 11 Specialized Programs of Research Excellence (SPORE) grants – and total amount of grant dollars from the National Cancer Institute.
Hurricane Ike made landfall at Galveston, TX on September 13, 2008 leaving $700 million in loss and damage to UTMB. But we are back! Excellent research opportunities are available, so join us. For more information about this and about the Post Doctoral Office at UTMB, contact Dr. Cary Cooper at ccooper@utmb.edu. Visit us on the web at http://www.utmb.edu.

The University of Texas Medical Branch at Galveston includes the Graduate School of Biomedical Sciences, the School for the Health Professions, the School of Nursing, the School of Medicine, the Institute for Human Infection and Immunity, the Institute for the Medical Humanities, and the Institute for Translational Sciences. UTMB covers 100 acres and is one of the largest centers for biomedical education and research in the Southwest.

Among the areas of excellence at UTMB are the world class infectious disease programs staffed by an extraordinary group of scientists and physicians supported by state-of-the-art facilities including the $150 million Galveston National Laboratory. UTMB researchers are engaged in efforts to translate research ideas into products aimed at controlling emerging infectious diseases and defending our society against bioterrorism.
Jennifer A. Hobin, Ph.D., is a Senior Science Policy Analyst for the Office of Public Affairs at the Federation of American Societies for Experimental Biology (FASEB). At FASEB, she works on issues related to scientific training and career development, clinical research, and peer review. Her duties include tracking and analyzing policy changes, developing policy recommendations, and producing communications materials and outreach tools. Prior to joining FASEB, she was a Christine Mirzayan Science and Technology Policy Graduate Fellow at the National Academies’ Committee on Science, Engineering, and Public Policy, where she contributed to a report on maximizing the potential of women in academic science and engineering. She earned her Ph.D. in biopsychology from the University of Michigan by describing the neural circuits mediating the context-specific expression of Pavlovian fear memory. She has a B.A. in psychology, summa cum laude, from Stony Brook University. She serves on the NPA Advocacy Committee and is President-Elect of the Association for Women in Science, Washington, D.C. Metropolitan Chapter.

Huong Huynh, Ph.D., received her Ph.D. in pharmacology from Loma Linda University and currently directs the Office of Postdoctoral and Graduate Training at the Burnham Institute for Medical Research (La Jolla, Calif.) since 2004. In this capacity, she is responsible for professional and career development training of postdoctoral scientists and graduate students. She began her career in research administration after completing postdoctoral training to study the localization and role of a novel, intracellular protein tyrosine phosphatase. She was the founding president of the Student Chapter of the American Society of Pharmaceutical and Experimental Therapeutics (ASPET) Society; is a charter member of the National Postdoctoral Association; and is a member of the American Association for the Advancement of Science. She is an active member of the National Postdoctoral Association (NPA), Burnham Science Network (Burnham Institute’s postdoc association), AAMC GREAT Group’s.

Cathee Johnson Phillips, M.A., assumed duties as the Executive Director of the NPA in September 2008. She came to NPA from Morningside College, where she had been employed since 1999. She holds a master’s degree in leadership from Bellevue University in Omaha, Neb., and a bachelor’s degree in English and Spanish from Morningside College. She has had extensive experience with strategic planning, organizational behavior, external and internal communications, information technology, fundraising, public relations, media relations, and marketing research. At Morningside, she most recently served as the director of Foundation and Grant Development, chair of the Leader-
among the U.S. postdoctoral researcher community. She specializes in developing programs to cultivate entrepreneurs and clinical research personnel.

**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 Health Sciences, Associate Dean for Postdoctoral Education and Professor of Pharmacology at the University of Pittsburgh School of Medicine. She received her doctoral degree from the University of Iowa, completed postdoctoral training in the Department of Psychiatry at the Yale University School of Medicine and has held faculty positions at The University of Texas Medical Branch in Galveston and the Pennsylvania State University College of Medicine, including Interim Chair of the Department of Pharmacology at Penn State. She maintains an active research program investigating the neuropharmacology of aging and impacts of mentoring, is a member of the graduate faculty at the University of Pittsburgh, and participates as a reviewer for NIH CSR study section panels.

Among her many positions currently, she serves as a member of the Board Development Committee for the NPA, as Chair of the Postdoctorate Section for the AAMC, and as a member of the National Academies’ Committee on Assessing National Needs for Biomedical, Behavioral, and Clinical Research Personnel.

**Keith Micoli, Ph.D.,** is currently the Postdoctoral Program Manager at New York University’s Sackler Institute of Graduate Biomedical Sciences, a position he took in August 2008. Prior to this, he was a postdoctoral fellow and Instructor at the University of Alabama at Birmingham. While a postdoc, Keith served as chair of the NPA policy committee and four years as a member of the Board of Directors. During that tenure, he served as Board Chair for two years, during which time the NPA transitioned from a special project of AAAS into an independent non-profit organization.

He currently serves on the National Academies’ Committee on Assessing National Needs for Biomedical, Behavioral, and Clinical Research Personnel.

**Sandra Miller,** a Senior Fellow in the Ewing Marion Kauffman Foundation’s Advancing Innovation Group, is charged with developing programs to cultivate entrepreneurs among the U.S. postdoctoral researcher community. She serves as a reviewer for NIH CSR study section panels.

**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. He 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.

**Marilyn E. Morris, Ph.D.,** is Professor of Pharmaceutical Sciences and Associate Dean in The Graduate School at the University at Buffalo. She received her B.Sc. (Pharmacy) from the University of Manitoba, Canada, M.Sc. (Pharmacology) from the University of Ottawa, Canada, and Ph.D. in Pharmaceutics from the University at Buffalo, State University of New York. She was a Medical Research Council Fellow at the University of Toronto, Canada.

Her research focuses in the area of membrane transport. She has served on grant review committees for the NIH, NSF, DOD and currently serves as Associate Editor of AAPS Journal and on other Editorial Boards. She is a member of the FDA Advisory Committee in Pharmaceutical Sciences.
and Clinical Pharmacology and a Fellow of the American Association of Pharmaceutical Scientists.

She joined the Graduate School at UB in 2006 as Associate Dean for Graduate and Postdoctoral Education and established the Office of Postdoctoral Scholars. She also is involved in various graduate student/program initiatives, including the introduction of a RCR requirement for all Ph.D. students at UB.

M. Cookie Newsom, M.A., Ph.D., holds a B.S. in Education, a M.A. in History and a Ph.D. in Educational Leadership. Her dissertation addressed the achievement gap and was titled “Lessons in Black and White: White teacher questioning practices of black and white students.” She was a research fellow at the Library of Congress for 2002-2003 in the “Cities and Public Spaces in Cultural Context” seminar. She has made presentations at many national conferences including, among others, American Education Research Association, North Carolina Association of Financial Aid Administrators, and the American Council on Education. She is the 2008 recipient of the University Award for the Advancement of Women at UNC-CH. She currently serves as the Director of Diversity Education and Assessment at the University of North Carolina at Chapel Hill and the Chair of the Black Faculty/Staff Caucus at Carolina.

She is a member of Phi Theta Kappa, UNC’s Faculty and Professional Women Association, UNC’s Leadership Institute Board, School of Nursing Multicultural Advisory Board, and the Orange County Rape Crisis Center.

Jennifer Oh received her bachelor’s degree in political science with a focus on health care and social issues at University of California (UC), San Diego. She has over 17 years of university administration experience, including the last 10 years in postdoctoral personnel. During that time, she was involved in the development of the UC-wide Postdoctoral Scholar Policy (APM 390) and Benefits Program (PSBP), which have become the national standard. As the Director of Postdoctoral and Visiting Scholar Affairs, she develops campus policies and procedures, and monitors compliance; reviews and approves exceptions; oversees benefits administration; develops and offers professional development workshops; provides career counseling; and advises the Vice Chancellor for Research on all matters related to postdocs. She is the campus representative on the UC-wide Postdoc Workgroup; and member of the International Staff Council, International Center Advisory Committee, Chancellor’s Advisory on the Status of Women, and various campus subcommittees.

Ann M. Peiffer, Ph.D., is a Postdoctoral Research Fellow at Wake Forest University School of Medicine. After receiving her Ph.D. from the University of Connecticut in 2004, she took a postdoctoral fellowship in the Advanced

Jennifer Pohlhaus, Ph.D., is Director of Health Policy Development and Analysis at Ripple Effect Communications and is Vice Chair of the NPA’s Board of Directors. Previously, she served as Special Assistant to the Director at the Office of Research on Women’s Health (ORWH), National Institutes of Health (NIH). She was a Postdoctoral Fellow in Genome Policy at Duke University Medical Center and a Graduate Student and a Postdoctoral Fellow in Biochemistry at Duke University Medical Center. She received a Ph.D. in Biochemistry from Duke University in 2005 and Graduate Certificates in Health Policy and Instructional Technology and a B.S. in Biochemistry/Biophysics, summa cum laude from the Rensselaer Polytechnic Institute (RPI) in 1999.

Jan Rinehart, M.S., is Executive Director of the ADVANCE Program at Rice University. The goals of the ADVANCE program are to increase the number of women faculty in science, engineering, and mathematics at all levels of leadership and change the institutional climate. Prior to assuming this position, she served as the Deputy Director of the Space Engineering Institute and the Director of Engineering Student Programs at Texas A&M University. She initiated the Women in Engineering program in 1994 and served as WEPAN (Women in Engineering Programs and Advocates Network) President from 2002-2003. She received her M.S. in Higher Education Administration from Texas A&M University and a B.S. in secondary education from Abilene Christian University.

Alberto I. Roca, Ph.D., was a Project Scientist in the Department of Molecular Biology and Biochemistry at the University of California, Irvine. His research involves using biophysical and bioinformatic approaches to understand the molecular mechanism of recombinational DNA repair. Born in Houston, Texas, he is a first-generation Peruvian-
American. He received his Ph.D. in Molecular Biology from the University of Wisconsin-Madison and is a former University of California President’s Postdoctoral Fellow. He received a Sloan Foundation grant to create www.minoritypostdoc.org—a Web portal for the SACNAS Postdoc Committee. He is a member of AAAS, AWIS, and the NPA and was an active member of NPA’s former Diversity Committee. He has been an invited speaker on minority postdoctoral issues at these conferences: the Compact for Faculty Diversity’s annual Institute on Teaching and Mentoring; the Howard University/UTEP Institute on Preparing for Postdoctoral Experiences in STEM; and the COSEPUP Second Convocation on Enhancing the Postdoctoral Experience. In recognition of his achievements, he has received the UC-Irvine Chancellor’s Living Our Values Award as well as the SACNAS Presidential Service Award.

Martha L. Skender, M.P.H., is an Associate Director for the Department of Trainee and Alumni Affairs at The University of Texas (UT) M. D. Anderson Cancer Center in Houston. She manages the Office of Research Trainee Programs, which is responsible for the organization, direction setting, and evaluation of educational programs for research trainees, including postdoctoral fellows and graduate research assistants. She earned her B.S. in Chemistry at the University of Notre Dame and her M.P.H. at The UT School of Public Health. She has over ten years of research experience as a research dietitian, research assistant, and project coordinator at Baylor College of Medicine in Houston. Prior to joining M. D. Anderson, she coordinated the Office of Admissions at The UT School of Public Health. In 2007, she was selected to participate in the Postdoc Leadership Mentoring Project, a program sponsored by the NPA and the Alfred P. Sloan Foundation. She served on NPA’s former International Committee and has been vice chair of the Meetings Committee since 2007. She is a current co-chair of this meeting’s Local Host Committee.

Michael S. Teitelbaum, Ph.D., is responsible for a number of Alfred P. Sloan Foundation programs, including the Sloan Research Fellowships, the Professional Science Master’s program, the Science and Engineering Work Force program, the Federal Statistics program, the Sloan Public Service Awards, and the Sloan Awards for Excellence in Teaching Science and Mathematics. He is a demographer educated at Reed College and at Oxford University, where he was a Rhodes Scholar. Over the course of his career, he has served in numerous postdoctoral position openings. Stipends are competitive and commensurate with experience.

Department of Health and Human Services
National Institutes of Health
National Cancer Institute
Postdoctoral Positions for M.D.s, D.V.M.s, and Ph.D.s

The National Cancer Institute (NCI), a major research component of the National Institutes of Health (NIH) and the Department of Health and Human Services (DHHS), is recruiting for postdoctoral positions in the Center for Cancer Research and the Division of Cancer Epidemiology and Genetics.

The Center for Cancer Research (CCR)
The CCR, NCI’s mission is to reduce the burden of cancer through exploration, discovery and translation. The CCR is committed to supporting and training young scientists and clinicians as they launch their careers in basic and clinical research. The CCR is composed of over 250 Principal Investigators in 53 Laboratories, Branches and Programs. As one of the world’s largest cancer research centers, the CCR takes advantage of the breadth of its researchers to foster interdisciplinary programs and facilitate translational research. The CCR website at http://ccr.nci.nih.gov offers detailed descriptions of the basic research, clinical programs, and other links to important information including postdoctoral position openings. Candidates must have less than five years postdoctoral experience and may apply online at the StarCatcher site at http://generalemployment.nci.nih.gov or by email to velthum@mail.nih.gov. Stipends are competitive and commensurate with experience.

The Division of Cancer Epidemiology and Genetics (DCEG)
The primary mission of the DCEG, NCI is to conduct a national and international program of population, family, and laboratory-based studies to elucidate the environmental and genetic determinants of cancer. DCEG is staffed by an faculty of world-class epidemiologists, geneticists, biostatisticians, physicians and others who are committed to excellence in epidemiological research and to training the next generation of research scientists. The research portfolio includes a variety of investigations that identify and target high-risk and special populations in efforts to uncover the underlying causes of cancer and the means of cancer prevention. The DCEG website at http://dceg.cancer.gov offers detailed descriptions of the research areas and links to important information including how to apply. Candidates must have less than five years postdoctoral experience. Stipends are competitive and commensurate with experience.

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high-profile academic and public policy positions, among which have been: Faculty member at Oxford University and Princeton University and Distinguished Scholar at Yale University; Professional Staff member of the Ford Foundation and the Carnegie Endowment for International Peace; and Vice Chair and Acting Chair of the nine member U.S. Commission on Immigration Reform (1990-1997).

His recent books include *Political Demography, Demographic Engineering* and *A Question of Numbers: High Migration, Low Fertility, and the Politics of National Identity*.

Brenda Timmons, Ph.D., received her B.S. in Microbiology from The University of Texas (UT) at Austin and her Ph.D. in Microbiology from The University of Texas Health Science Center San Antonio. 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 process. Four 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 has included serving as the chair of the 2006, 2007, and 2008 Annual Postdoctoral Symposia at UTSW and postdoctoral representative on the SACS Quality Enhancement Plan Committee. She served 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.

Lorraine Tracey, Ph.D., completed her undergraduate training in human genetics at the University of Dublin, Trinity College, Ireland, in 2000 and went on to do her Ph.D. at the Spanish National Cancer Center in Madrid, Spain before moving to Memphis in 2005. She is currently a postdoctoral research associate in the Department of Surgery at St. Jude Children’s Research Hospital where her work focuses on investigation of anti-angiogenic therapy for pediatric solid tumors and on treatment combinations for neuroblastoma. She has been a member of the postdoctoral council at St. Jude Children’s Research Hospital since 2007 and is the current chair of mentoring where she is involved in promoting the IDP among fellows and coordinating the Annual Mentoring Award. She is involved in the organizing committee for the Postdoctoral Appreciation Event, a 3-week long career development, networking and social event held annually. She has been a member of the Advocacy Committee of the NPA since 2008.

Ryan Wheeler, M.A., is currently the manager of the Career and Postdoctoral Services Office at The Scripps Research Institute. He received his bachelor’s from the University of Washington in Seattle and worked at the University as an admissions counselor following graduation. He joined Scripps Research in 2003 and earned a master’s in postsecondary education administration from San Diego State University in 2006. During his graduate studies, he spent time at the UCSD Career Services Center, where he facilitated workshops and advised graduate students. He helped establish the Career and Postdoctoral Services Office at Scripps, where he offers professional development training for junior scientists through seminars and individual counseling appointments. During his time at Scripps, he has designed the Office’s Web site, developed and interpreted postdoc surveys, established and promoted IDPs at the institute, and initiated a postdoc course reimbursement program.

Dara Wilson-Grant, M.S.Ed., N.C.C., is a National Certified Counselor with over ten years of career management experience. She is currently the associate director of The University of North Carolina at Chapel Hill’s Office of Postdoctoral Affairs and the founder of Careers in Bloom, where she is the principal, providing career consulting, education, and training to organizations such as Duke University’s Office of Postdoctoral Services and Wake County Public School System’s Community Services Department.

She specializes in working with first-time career planners and career transitioners, helping them to discover and attain meaningful and rewarding career paths. She has presented numerous career-related workshops and has taught career exploration and planning courses to undergraduates, MBA students, and postdocs. She holds a master’s degree in Counseling and a bachelor’s degree in Business Administration.

Hui Zhao, Ph.D., is currently a R25 Cancer Prevention Postdoctoral Fellow in the Department of Epidemiology at the M. D. Anderson Cancer Center. She received her Ph.D. from the Department of Biostatistics at the School of Public Health in the University of Texas Health Science Center in April 2007. She is focused on applying statistical methods in detecting genetic and environmental risk factors associated with risk of cancer. She has published one first-authored (Carcinogenesis, 2008) and four co-authored papers on this work. She also serves as a member of the M. D. Anderson’s Postdoctoral Association Executive Committee. In this capacity, she has organized five seminars on advocating responsible conduct of research for trainees. These seminars are sponsored primarily by a *Bring RCR Home* seed grant from the NPA. In recognition of her service to postdoctoral fellows and her contributions to cancer research, she was awarded the Outstanding Cancer Prevention Trainee by the Division of Cancer Prevention and Population Science at M. D. Anderson Cancer Center.
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POSTER ABSTRACTS

In alphabetical order by institution; not including posters presented by the NPA Board and Committees

Einstein Postdoctoral Association
Laura Norwood Toro, Aviva Joseph, Jörg Schlatterer*
Albert Einstein College of Medicine

The mission of the Einstein Postdoctoral Association (EPA) is to advance the Albert Einstein College of Medicine research enterprise by maximizing the effectiveness of the research community and enhancing the quality of the postdoctoral experience.

From the beginning, the EPA has been a volunteer organization run by postdocs with one goal in mind: to serve the postdoctoral community. The EPA is under the umbrella of the Belfer Institute for Advanced Biomedical Studies. The Belfer Institute is directed by Dr. Jonathan Backer, a senior member of the research faculty, who is responsible for overseeing the academic and “quality of life” aspects of the postdoctoral experience at the College.

As one of the oldest postdoctoral associations in the country (est. 1996), the EPA represents approximately 350 postdoctoral scientists from diverse backgrounds working in biomedical research. During the past three years, we have focused on fostering a sense of community among Einstein postdoctoral fellows. We have also expanded our effects in the areas of career development and postdoctoral benefits. The EPA, together with the Belfer Institute, is an excellent example of enhancing the postdoctoral experience through positive interactions between postdocs and the college administration.

Role of Baylor College of Medicine Postdoctoral Association in Enriching the Postdoctoral Experience
Hannah Cheung*, Rajesh Ramakrishnan
Baylor College of Medicine

The Baylor College of Medicine Postdoctoral Association (BCM PDA) serves as a resource for information and opportunities to enrich the postdoctoral experience. BCM PDA has developed a summer seminar series for postdoctoral fellows focusing on new technologies for research and career opportunities in academia and industry. In the last three years, 19 seminars were given by representatives from various pharmaceutical and biotechnology companies, along with a selection of local speakers from academic institutions. In 2008, the BCM PDA and Baylor Postdoctoral Advisory Council organized a 28-hour career development course covering topics from communications and career development to grant-writing skills needed for a successful career in academia or industry. The course was well received by the postdoctoral community. Encouraged by the response, the 2009 course has been opened to postdoctorals at The University of Texas M. D. Anderson Cancer Center, Rice University, and The University of Texas Health Science Center at Houston. Since 2008, vacation and sick leave have been included as postdoctoral benefits. The BCM PDA Web site (www.bcm.edu/pda) is updated regularly with information about career resources and visa regulations for our international postdoctorals. BCM PDA also arranges for regular parties to encourage networking. These and other activities that will be discussed in detail are making the contributions of postdoctoral researchers more visible to everyone. The BCM PDA, administered by an Executive Committee of postdoctoral researchers and supported by the faculty, is bringing about positive change by enhancing the postdoctoral experience at Baylor College of Medicine.

Getting a “GraSPP” on Work/Life Balance
Melissa S. Maginnis*, Roberta Swanson, Nancy L. Thompson
Brown University

Many postdocs are finding it increasingly difficult to maintain a balance between their professional and personal lives. In particular, family responsibilities, such as childcare, present added challenges for trainees who are also parents. These challenges often contribute to a higher attrition rate among trainees, especially women. At Brown University, we have recently developed a Graduate Student and Postdoc Parent Network (GraSPP). The goal of this program is to provide a support system to help parent trainees achieve a balance between their professional development and family life. As a first step, we have established a Web site where parent trainees can access information pertinent to raising a family while balancing a busy career. This database allows parent trainees to access information and advice easily. The site includes resources on childcare, schools, family activities, and professional development and has an interactive message board and a listserv whereby parents can communicate with each other to share information and advice. The message board allows trainees to communicate with each other and gain information quickly. This resource will afford trainees more time to focus on their academic endeavors or to spend time with their families. We hope to gain further support to expand GraSPP to provide formal and informal mentoring, seminars and workshops, and a social and professional networking forum. We anticipate that the GraSPP Web site will help to foster a sense of community for parents at Brown University and provide tools necessary for parent trainees to succeed. The site will be demonstrated.

Fostering Careers Beyond the Bench: Creating an Administrative Fellowship at Your Institution
David G. Taylor*, Wendy R. Williams
Children’s Hospital of Philadelphia

In recent years, the prevalence and demand for non-research career tracks among postdoctoral fellows has steadily increased. The onus is now upon institutions to expose their trainees to a variety of career options, including those not based in bench science. Research
administration is one career path that can substantially benefit from postdoctoral fellows’ knowledge of research and their credibility in the scientific world. Research administration consists of all institutional support personnel that sustain its researchers and research programs. Bridging the gap between a career in research and a career in administration is not always easy for a postdoc - a lack of non-bench experience may leave many facing a steep climb to that perfect position. The Research Administration Fellowship at Children’s Hospital is a full-time, one-year fellowship designed to provide trainees with the tools and skills necessary to kick-start their careers in research administration. The fellows rotate through the research institute’s administrative departments, where they work closely with directors to create an experience tailored to their professional goals and interests. Fellows are given the opportunity to interact directly with senior leaders to learn about the institution and strategic planning and give back to the Hospital by completing a fellowship project that addresses a critical need of the institution and directly supports its research programs. We will share with you our experiences as we developed the Research Administration Fellowship into a formal training program and provide you with the tools and information to establish this opportunity at your own institution.

Creating a Postdoctoral Society at Dalhousie University

Sangeeta Banerji*
Dalhousie University

Dalhousie University has about 200 postdoctoral fellows (PDFs). When in 2007 PDFs were given student status and a professional development course was implemented by the faculty of graduate studies, many postdocs felt the need of being informed about their new status and the accompanying changes, especially tax benefits. Therefore, in June of 2008 we decided to found the Dalhousie Postdoctoral Society (DPS) to represent PDFs within the University and provide them a platform for information exchange and career planning. This poster will describe the process of creating DPS, as well as our goals and challenges. First a constitution was designed and ratified in a general meeting, and representatives were elected. Furthermore, each department or faculty was encouraged to select a postdoctoral representative to be present in the subsequent board meetings. Since the DPS is not a classic student society, the Dalhousie Student Union, which normally recognizes all new societies, did not feel responsible to recognize us as a university society. Therefore, we obtained a special recognition by the faculty of graduate studies. The majority of PDFs welcome the founding of DPS and think that the society will benefit them. In spite of our positive image, we receive a low response rate to group e-mails and a low attendance at general meetings (10%). Currently, our major goals are to implement a group health insurance for postdocs and to work together with the faculty of graduate studies to organize a career fair for postdocs and graduate students.

Establishment of a Postdoctoral Association at Dartmouth College: Development of Educational Programming According to Postdoctoral Training Needs

Melanie R Rutkowski*, Cynthia Tobery, Elizabeth Bankert
Dartmouth College

Postdoctoral scholars comprise a vital and significant part of the academic community. To assess the training needs of postdocs at Dartmouth College, two surveys were distributed. Between the two surveys, we received an average 40-percent response rate. A majority of postdocs felt that they were not receiving proper training to find jobs beyond the postdoc. Additionally, a second survey indicated that only 19 percent of postdocs perceived their chances for advancing in their chosen profession as excellent or good. For both surveys, 76-87 percent of postdocs expressed the need for workshops focused on academia and industry. Job hunting, career development, and grant-writing seminars were the most requested educational sessions. To address these training needs, we have developed a committee which focuses on three primary components of the postdoctoral experience: 1) advocacy and resources; 2) job skills required for jobs in academia; and 3) job skills required for industry. To address the resources, we have developed an orientation panel with the offices on campus agreeing to support postdoctoral development. For the academic training sessions, we are conceptualizing mock chalk talk seminars and sessions on interviewing techniques and grant-writing. We have formed collaborations with several industry professionals from local companies, such as Adimab and GlycoFi, in addition to utilizing industry professionals that are Dartmouth alumni, and have developed an industry insider moderated panel session and social networking activities. We are following up the panel session with a workshop on networking techniques in addition to a workshop on interviewing techniques.

Creation of a PDA and Career Advancement Seminar Series at JCVI

Srilatha Kuntumalla*
J. Craig Venter Institute

Postdoctoral fellows at the J. Craig Venter Institute (JCVI), a non-profit research institute located in Maryland and San Diego, have recently formed a PDA with a focus on career advancement. As part of career development, JCVI postdocs from various disciplines participate in monthly whiteboard seminar presentations on their research projects, providing an opportunity to interact and learn more about various ongoing projects in the different research groups at JCVI such as Synthetic Biology, Microbial and Environmental Genomics and Proteomics, to name a few. Video teleconferencing for the whiteboard seminars has enabled interactive discussions between postdocs working at both JCVI-East and JCVI-West. In addition to the whiteboard seminar series, considerable interest in career advancement topics such as career development and career growth, grant writing, networking, mentoring, teamwork, alternative careers in science, etc., has led to the development of a career training series where JCVI
senior scientists are invited to share their expertise by participating in panel discussions. An intranet Web site has also been created where discussion forums and links to topics on career advancement are posted to increase postdoctoral participation in the PDA.

**MUSC International Scholar Orientation Program**

*Edward L. Krug*, *Rebeca Mueller*, *Robert Koepper*, and *Thomas Smith*

*Medical University of South Carolina*

The International Scholars Orientation Program (ISOP) is a three-morning workshop exclusively for international postdocs who are new arrivals to the Medical University of South Carolina (MUSC). Each day has a different but interrelated activity centered on responsible research practices in the United States. Activities include discussions of the scientific culture in the United States, means of verbal and non-verbal communication, difficult conversations, and family issues. Participants are exposed to key vocabulary and concepts used in moral reasoning as an approach to ethical dilemmas, providing a primer for the mandatory MUSC Postdoctoral Retreat on the Responsible Conduct of Research (RCR). A variety of mechanisms is employed in ISOP including short lectures, small group discussions, a roundtable with MUSC international faculty, writing assignments, interactive group competitions, and visual media. Evaluation tools include a pre-survey of scientific practices and attitudes and an exit survey to assess basic knowledge of key concepts and acquire feedback on the structure and effectiveness of ISOP. The program was viewed to be a success by a variety of criteria: an improved sense of community, an appreciation of the institution’s concern for their welfare, and a better awareness of scientific practices in the United States. Exit survey results indicated that comparisons with home country scientific and social practices were the most beneficial to the participants. Internationals who participated in ISOP also appeared to participate more actively in subsequent RCR workshops. All of the materials used for ISOP are easily portable to other institutions.

**It’s Your Future, Get Involved!**

*Andrea N. McCray, Matthew Cotter, Anu Pradhan*

*Moffitt Cancer Center*

The Moffitt Postdoctoral Association (MPDA) at Moffitt Cancer Center, Tampa, Florida, was founded in 2005. The mission of the MPDA is to foster professional development and social interaction and to provide a collective voice and liaison between postdoctoral fellows, faculty and administration. There is no membership fee associated with the MPDA, and participation at sponsored events is voluntary. One of its goals is to support its members’ career development through the “Alternate Careers in Science” seminar series. Over the years, the MPDA has invited several experts from various fields such as industry, academia, law, medical writing and the government. The seminar series provides an opportunity for the postdocs to interact with the experts, and it also helps them define their own unique career goals. The MPDA also hosts workshops such as tax-filing for foreign national postdocs, grant writing, etc. The MPDA embraces the multi-cultural diversity at Moffitt Cancer Center by annually hosting the Chinese New Year party and the Christmas party. The MPDA host an orientation for the new postdocs, which provides an environment for them to meet with fellow postdocs and faculty. These seminars, workshops and social mixers provide ample networking opportunity for postdocs with both in-house and outside colleagues. Usually food, surveys and raffles are included in MPDA sponsored events to encourage participation. The MPDA, through their sponsored events, aims to assist their postdoctoral scholars both socially and professionally. In the future the MPDA is interested in launching a newsletter and initiating a mentoring program for its scholars.

**Preparing Fellows for the Future**

*Lori M. Conlan*

*National Institutes of Health*

The NIH Office of Intramural Training & Education (OITE) has developed a comprehensive curriculum to ensure that its large population of intramural fellows (over 4000 postdocs and 500 graduate students) is prepared for the job market. The curriculum is in addition to the career mentoring programs offered by individual institutes within the NIH. The Career Advancement Toolkit (CAT) tracks and skills workshops have been developed and implemented by the OITE. The CAT tracks meet over a period of several months and focus on three areas: 1) career decisions, 2) academic jobs, and 3) industry jobs. Customization of these series by employment sector and trainee population allows the OITE to provide more detailed information specific to trainee needs. Skills workshops, such as Basic Science Writing, Writing and Publishing a Scientific Paper, Improving Spoken English, Scientists Teaching Science, and presentation skills workshops, provide additional resources to strengthen the overall postdoc experience. We work closely with the NIH postdoc association, the Fellows Committee or FelCom, to provide career exploration panels and industry recruitment sessions. Finally, the OITE employs a team of career and life advisors to guide individual fellows on their career paths. As this program matures, we envision that postdocs will utilize these career development activities to build a personalized multi-year curriculum to ensure job readiness.

**Successful Strategies for Program Operations over Multiple Locations**

*Nedra D. Bona*, *Gayle E. Thayer, Dominigue F. Wilson, Sebastian A. Kaiser, Anna K. Gorman, Jamie M. Kropka, Michael R. Winter, Remi Dingerville, Jiayao Zhang, Gregory J. Sommer*

*Sandia National Laboratories*

Spanning Sandia National Laboratories’ Post-Doctoral Professional Development Program, (PD)2P, across two discrete sites—Albuquerque, New Mexico and Livermore, California—has been uniquely challenging. Though many
of the sites’ postdocs demographics are similar (e.g.,
ng to Jefferson. The JPA developed
of the Office of Postdoctoral Affairs (OPA) at
of Postdoctoral Education (OPE) at the University of Alabama at Birmingham (UAB) is committed to the
t of the University at Buffalo in the summer of 2006 after
established the Office of Postdoctoral Affairs (OPA) at
established its national postdoc survey, which provided basic information regarding salary, benefits, and postdoc demographics across the US. However, only a few local questions could be added. Thus, it lacked specific information pertaining to the training environment at Jefferson. The JPA developed and administered its first in-house survey in the summer of 2005. This hard copy survey was sent to all postdocs and had a 38 percent response rate. In December 2006, the survey was moved online, questions were expanded, and a higher response rate occurred. Similar internet-based surveys in February 2008 and 2009 had even greater response rates. The data from these surveys have been used as tools to inspire the continued efforts of the OPA and JPA. One example from the 2005 survey is the establishment of postdoctoral travel awards after survey data showed that many respondents did not attend even one scientific conference per year. Each year, new and ever-changing postdoc life / career issues are uncovered. The joint goals of the OPA and JPA are to enhance the postdoctoral experience at Jefferson and to help in the professional development of the postdocs. The annual JPA survey is a powerful tool that aides in the fulfillment of these goals.

Career Development Opportunities at UAB
Lisa M. Schwiebert*
University of Alabama at Birmingham

The Office of Postdoctoral Education (OPE) at the University of Alabama at Birmingham (UAB) is committed to the development and success of outstanding postdoctoral scientists. To this end, the OPE offers a variety of career development opportunities to all postdoctoral scholars at UAB. Specifically, the OPE sponsors: a grant-writing course that introduces postdocs to all aspects of grant writing and includes a mock study section, which provides feedback to postdocs who are preparing grant applications; grant incentive awards that provide funds to postdocs who submit and receive individual grant awards; career enhancement awards that permit postdocs to enroll in career development courses, such as those offered at Cold Spring Harbor or Jackson Laboratories, or to perform research-related sabbaticals; an internship program that provides postdocs with the opportunity to perform a 6-week internship in an industrial- or administrative-related setting; a dynamic career-related curriculum, which introduces topics and skills to enhance postdocs’ training; job fair opportunities that enable postdocs to network and obtain job placement; and an interactive alumni database that allows current postdocs to network with former UAB postdocs for further career building opportunities. Through these efforts, the OPE at UAB provides postdoctoral scholars with the opportunities and skills they need to be successful in their chosen careers. Each of these programs and opportunities will be presented in more detail at the poster presentation.

Establishment of an Office of Postdoctoral Scholars at the University at Buffalo, SUNY: Successes and Challenges
Marilyn E. Morris*, Jean B. Stefanski, John T. Ho
University of Buffalo, State University of New York

The Office of Postdoctoral Scholars (OPS) was established at the University at Buffalo in the summer of 2006 after the addition of an Associate Dean of Graduate and Postdoctoral Education (MEM) as a part-time member of the Graduate School. The establishment of the Office came with support of the Provost and President of the University and the Dean of the Graduate School (JTH) and provided for a part-time Associate Dean, part-time Asst Dean (JBS), and secretarial help, as well as devoted space. Our staff, though, had additional responsibilities beyond those of the OPS, including responsibility for Comprehensive Program Review for the University and assisting with specific Graduate Student initiatives. The University at Buffalo is a large comprehensive research-intensive public university with 28,000 students, including 9,300 graduate and professional students. The OPS was established as follows: (1) Identification of postdocs at the University; (2) Establishment of a Web site and listserv for communication; (3) Publicity of the OPS; (4) Establishment...
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of a Postdoc Advisory Committee; (5) Provision of professional development and social programs; (6) Application to and involvement with the Mentor-Mentee program at the NPA; (7) Establishment of a PDA; (8) Establishment of Policies for Postdoctoral Scholars; (9) New initiatives: Survival Skills Workshop; Postdoc Research Symposium.

Formation of the Largest Postdoc Labor Union in the World: PRO/UAW Begins Bargaining
Matthew S. O’Connor*
University of California at Berkeley

On Tuesday, August 20, 2008, the California State Public Employment Relations Board (PERB) verified that a majority of the 5,700+ Postdoctoral Researchers (Postdocs) working at the University of California (UC) had signed union authorization cards with our union, Postdoctoral Researchers Organize/UAW (PRO/UAW), establishing our right to bargain collectively with our employer. This verification was the result of years of hard work by Postdocs all over California, many of whom had been members of the UAW as Academic Student Employees. In September a bargaining team was elected from among the Postdocs of the 10 campuses. In November of 2008 PERB and the University recognized us as the exclusive bargaining representative of the University of California Postdocs. This is an historic victory for Postdocs everywhere; through the process of collective bargaining Postdocs are negotiating on an equal footing with the University of California over the terms and conditions of their employment. One of the nation’s largest and most diverse unions, the UAW has more than one million active and retired members, with active members working in manufacturing as well as public service, higher education, health care, gaming and other industries. The UAW represents workers at more than 40 universities and colleges nationwide, including 25,000 Academic Student Employees - Teaching Assistants, Research Assistants, Graders, Tutors, and others - at the University of California, California State University, University of Washington, and University of Massachusetts.

The Unionization Process at the University of California
Christine D. Des Jarlais*, Sam Castañeda,
University of California at San Francisco, University of California at Berkeley

The University of California (UC) has about 6,000 postdoctoral scholars. In 2008, the UAW was successful in getting the requisite number of signatures so that the California Public Employee Relations Board certified the UAW as the exclusive representative for all UC Postdocs. Although contract negotiations only began in February 2009, we will share factual information about the process with other PDOs who may encounter this activity in the future. Issues, from communicating with postdocs, faculty, and staff during an organizing campaign to how to put together a campus response team so input can be provided to the Labor Relations managers and the university bargaining team, will be presented.

The University of Chicago Biotechnology Association: Building a Trainee-Run Platform for Maximizing Professional Development in Business and Science
Michael P. Seller*, Ravinesh A. Kumar, Albert Taylor, Elise Covic, Kimberly Aldinger, Sunday Francis, and Dennis Tkach
University of Chicago

Graduate students and postdocs were some of the immediate beneficiaries of the NIH budget doubling. However, the current funding climate signals that an adaptive approach to professional development is required. Fortunately, persistent growth of biotechnology and pharmaceutical industries along with reduced barriers to commercialization of scientific technologies provides a wellspring of opportunities for Ph.D.s outside academia. In response to the changing career opportunities available to trainees, the University of Chicago Biotechnology Association (UCBA) was founded in January 2009. The UCBA is a trainee-run organization under the auspices of the PDA. The mission of the UCBA is to promote professional development and career planning for postdocs and graduate students interested in business careers within the life sciences. In support of this mission, we focus on two main objectives. Our first objective is to establish networking as well as professional opportunities with the local industries. We have begun collaboration with on-campus career planning services to centralize networking and alumni resources specific to scientific professionals. Furthermore, we will host events for early-stage career exploration and plan to connect trainees with external resources capable of providing tangible opportunities. The second objective is to establish collaborative relationships with complementing professional programs at the University of Chicago. We plan to work with the Chicago Booth School of Business to build an official educational platform focusing on communications, management, business, finance, and entrepreneurship pertaining to life sciences. Our experiences generating institutional and extramural support along with collaborative efforts to develop official trainee opportunities will be detailed.

Proactive Postdocs: Enhancing Our Postdoctoral Training Experience
Jason E. Duex*, Karen S. Champagne, Tressa M. Allington, Valerie Saltou
University of Colorado Denver

The principal aim of postdoctoral training is to develop an ability to think critically about difficult problems and confront them with innovative approaches. Research institutions and their grant money provide an excellent environment for nurturing the development of this skill set. However, future employers are placing an ever increasing emphasis on hiring critically thinking postdocs who also possess advanced interpersonal skills. For example, the NIH is requiring Pathway to Independence (K99) grant applicants to significantly develop their communication and mentoring skills. The private sector is looking to hire postdocs who work effectively in a team setting and who are adept at communicating with clients and investors. Yet, due to limited funding, many institutions provide little
or no activities for postdocs to significantly develop their interpersonal skills. Here, members of the Pharmacology Postdoctoral Association at the University of Colorado at Denver, discuss postdoc-sponsored activities which provide this advanced training with little or no burden on the department/institution. Examples include establishment of an annual, audience-evaluated postdoc seminar series, orchestration of career development workshops, summer undergraduate lecture series, graduate student advisory committees, and others. All of these events were organized and facilitated by postdocs themselves. Interestingly, the success of these events encouraged the Pharmacology Department to provide some financial support for future endeavors. Overall, our experience demonstrates that postdocs themselves can enhance their own training environment and interpersonal skills, which are critical for future success in an increasingly competitive job market.

Postdoctoral Association and Office of Postdoctoral Affairs: Continued Progress through Collaboration

Carrie Kettel*, Noro Andriamanalina  
University of Minnesota  

The University of Minnesota Postdoctoral Association (PDA) has been working since 2002 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. The PDA was founded by a group of volunteer postdocs with an inaugural meeting called by the founding director of the Office of Postdoctoral Affairs (OPDA). Members of the PDA include three job class categories: postdoctoral associates, postdoctoral fellows, and research associates. 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, the PDA provided leadership in areas of career development/ job search, human resource policies, and international postdoc and family issues. This year, the PDA has formed partnerships with the Academic Corporate Relations Center (ACRC) in contacting local companies for non-academic partnerships with the Academic Corporate Relations Center. The PDA is also working with the College of Continuing Education to make courses available and affordable for non-native English speaking postdocs to work on their professional speaking and writing abilities. Another recent PDA-OPDA initiative includes PDA support for the University’s Postdoctoral Fellowship Program established by The Graduate School in fall 2006. The fellowship program aims to recruit promising scholars for faculty positions at the University and other research institutions. Other successful ongoing activities include: workshops; individual development plans (IDPs); monthly HR orientations for newly employed postdocs; and social networking events. Web site: www.grad.umn.edu/postdoctoral_affairs/PDA  
New Web site coming soon: www.pda.umn.edu

A New Dynamism for Knowledge Translation and Mentorship: Inception of a Student Association in a Mental Health Research Center

Jean-Francois*, Tommy Chevrette, Naddley Desire,  

The Fernand-Seguin Research Centre (FSRC) is affiliated with the Department of Psychiatry of the University of Montreal, Canada. While a new scientific direction has been appointed at the FSRC to renew its research centre status, the students of the various clinics, faculties, and laboratories have recently come together to form a student association. The first author of this poster is a student representative of the FSRC Social Psychiatry Axis and Fellow at the Yale School of Medicine, Department of Psychiatry, and also member of the National Postdoctoral Association (NPA). This poster presents: 1) how the students collaborate across the three sites of the Research Centre scattered across Eastern Montreal, Louis-H. Lafontaine Psychiatric Hospital, Rivière-des-Prairies Hospital and Philippe-Pinel Forensic Institute; 2) a summary of what has been done so far in line with the new Direction toward greater visibility for the FSRC; and 3) the particular challenges of a working partnership between four research axes, two laboratories, and five study centres/intervention clinics. Thus, the FSRC Student Association strives to foster a new dynamism between these various and diversified components and acts as a proxy with senior researchers willing to organize joint scientific events. For instance, monthly lectures allow students to present the specificity of their studies and their field to other students from the research center. In sum, this poster will give a general picture of the challenges and opportunities for fellows to contribute in a student association.

Canada’s University of Ottawa: Taking the Lead in Canadian Postdoc Training

Angela M. Crawley*, Marianne Stanford, Noel Ghanem, Erin Seifert, Gary Marsat, Katerina Venderova, Denis Bouchard, Irena Makaryk, Christian Blanchette  
University of Ottawa  

The University of Ottawa (UofO) and its affiliated research institutes are situated in the beautiful capital of Canada (Ottawa, Ontario). Many Canadian universities lack any formal structure or program to enrich postdoc training. In 2006, a grass roots effort founded the Faculty of Medicine Postdoctoral Association. Initially, we focused on improving internal teaching opportunities and inter-postdoc communications. We then partnered with the Faculty of Graduate and Postdoctoral Studies (FPGS) to design a Postdoctoral Fellow Academic Program. Our primary goal is to ensure that UofO postdocs are given every opportunity to plan and train for a career in academia, industry or government. We were further emboldened to unite to ensure that postdocs were recognized by the university as “tax exempt” due to a recent change to the Canadian income tax act and have since been successful (a status shared by only three Canadian universities). We have come a long way over the past three years: we have designed several career-building workshops; we will host our first
annual postdoc research day; and we have submitted our first annual budget. We are recognized nationwide as a model postdoc association, and our method of training has been adopted by several other universities. We are working with FGPS to form a UofO campus-wide postdoc association and have formed strong ties with the new Canadian Association of Postdoctoral Scholars. Our strategy of building a PDO from a small group into a well organized entity, lead by postdocs, has been the most effective way in improving postdoc training.

Growing Pains of a New PDA
Gillian Little*, Krishna Ramaswamy
University of Southern California

The Keck Postdoctoral Association (PDA) of the Keck School of Medicine of the University of Southern California was initiated in fall 2007 following the closure of the Office of Postdoctoral Affairs due to budget constraints. In order to make the PDA official, we researched the Web sites of established PDAs, drew up official bylaws, and created an Executive Council with established positions and election procedures. We were given a small budget to start a PDA. Our initial aims were to lobby for the reinstatement of the PDO, to improve the postdoctoral experience at USC, and, of course, to make postdocs aware of the Keck PDA. We had a very successful first year, holding two professional development and several networking events. Our other aim was less successful; due to a change in the Keck School of Medicine administration and, thereby, the policies, we now have limited funds. Thus, at this moment, the reinstatement of the PDO does not seem to be feasible. We are in our second year and holding regular professional development and networking events. The Office of Research Advancement oversees postdoctoral affairs and manages the paperwork for Postdoctoral Fellows. Additionally, the Director of Research Development in the Office of Research Advancement acts as faculty liaison to the PDA. We are still facing growing pains such as turnover of postdocs and lack of enthusiasm among the postdocs in the organizational process. Those of us who are involved have found the PDA to be an excellent resource and a rewarding experience.

Assessing the Need of Responsible Conduct of Research at M. D. Anderson
Hui Zhao*, Martha Skender, Carrie Cameron, Robert M. Chamberlain, Shine Chang
University of Texas M. D. Anderson Cancer Center

Responsible conduct of research (RCR) is required for trainees supported by federal grants. Currently, no formal RCR training targets postdoctoral fellows at M. D. Anderson. To assess RCR training needs, we surveyed 524 postdocs using the institution’s postdoctoral fellow email list. 189 (33%) responded to the survey; 70% were visa holders. Of the respondents, 39.2% had formal RCR training. Of postdocs who were supported by federal grants, 45.6%
completed formal RCR training. Postdocs holding visas had a significantly lower rate (29.1%) of formal RCR training compared with non-visa holders (64.9%). About 30% of postdocs felt M. D. Anderson or its departments provided adequate RCR training for postdocs. Although 70% of postdocs reported that their mentors had adequate RCR knowledge, only 49% reported their mentors endorsed the postdocs’ RCR training. Regarding research misconduct, 20% of survey respondents reported of observing unethical practices or instances of research misconduct in their lab or department; 96.8% respondents reported RCR training was relevant to their work; 84.7% reported that they would attend RCR training to enhance their research integrity knowledge; and 77.2% reported that receiving a certificate acknowledging their participating in RCR training would encourage them to attend such program.

In conclusion, M. D. Anderson postdocs perceived a need for RCR training. The international postdocs had a greater need for formal RCR training than did non-visa holders. Institutions, departments, and mentors should take a more active role in postdoctoral fellows’ RCR training.

Responsible Conduct of Research Training -- the M. D. Anderson Experience
Hui Zhao*, Martha Skender, Carrie Cameron, Qingyi Wei, Robert M. Chamberlain, Shine Chang
University of Texas M. D. Anderson Cancer Center

Postdoctoral fellows are not immune to research misconduct and need Responsible Conduct of Research (RCR) training. Supported by a Bring RCR Home seed grant from the National Postdoctoral Association, we organized a pilot RCR training program for postdocs at M. D. Anderson. The program included five RCR seminars that covered mentor and trainee responsibilities, authorship, peer review, and communication between mentors and trainees. The program was targeted for postdocs, however, it drew audience of graduate students, research scientists, and visiting scholars. To promote seminar attendance, we sent four e-mails to announce each RCR seminar, provided RCR certificates to postdocs who attended at least four seminars, chose convenient times and locations, and video-conferenced these events to postdocs working at other M. D. Anderson campuses. Free pizzas were served at the main campus. Altogether, 353 participants attended some or all of the RCR seminars, and 30 postdocs received RCR certificates for attendance. Feedback forms designed for each seminar were collected at the end of each seminar; 90 percent reported the seminars provided them with valuable knowledge, and 85 percent reported the seminars provided them with needed skills. The last three seminars were recorded into DVDs for postdocs who were unable to attend. All study materials gathered from the program will be posted on the M. D. Anderson Postdoctoral Association Web site for reference. We are now working with the Department of Trainee & Alumni Affairs and the Postdoctoral Advisory Committee to establish the RCR training for postdocs as a regularly offered program.

Career Development Committee: A Forum to Help Postdocs at UT Southwestern Medical Center in their Quest for Careers
Pavan Battiprolu*, Cory Blaiss, Sohini Mukherjee
University of Texas Southwestern Medical Center

The Career Development Committee (CDC) was formed in 2007 as a standing committee of the Postdoctoral Association at The University of Texas Southwestern Medical Center (UTSW). The objective of this committee is to organize events that promote training and provide information about different career opportunities for postdocs. The CDC mainly accomplishes this objective through organizing career seminars. After choosing a speaker, the CDC organizes the speaker’s visit, schedules a one-hour formal seminar, and provides an opportunity for interested postdocs to meet with the speaker in a small group setting, usually over lunch or dinner. In 2008, the CDC organized six career seminars. Attendance at these seminars ranged from 45 to 125 people, and seminar topics included the hiring process at academic research institutions, information about postdoctoral NRSA fellowships, career opportunities in regulatory affairs, and prospects at non-profit research foundations. Furthermore, in 2008, the CDC started a “peer-mentoring” program, where postdocs divide into small groups of similar interest, meet regularly, and benefit from sharing information or mentoring each other. However, based on the results of the annual survey conducted by the Postdoctoral Association,
about 48 percent of the respondents were unaware of this new program; therefore, we hope to increase awareness in the coming year. In the future, the CDC aims to conduct career fairs and workshops on topics such as resume and CV writing, setting up one’s own lab, and applying for transition grants. Ultimately, CDC’s goal is to help postdocs in their journey for a successful career.

The Postdoctoral Association at the UT Southwestern Medical Center: Accomplishments and Challenges in 2008

Cory A. Blaiss*, Pavan K. Battiprolu, Jill E. Larsen, Sohini Mukherjee, Brenda C. Timmons
University of Texas Southwestern Medical Center

The Postdoctoral Association (PDA) at The University of Texas Southwestern (UTSW) Medical Center is now firmly established within our university. In 2008, we developed and implemented a number of new events and programs. This includes the addition of a new standing committee, Outreach, whose mission is to promote community understanding of science and raise awareness in school-aged children about career paths in the sciences. Our International Committee has partnered with The UTSW International Office to start a “buddy” program for international postdocs. Our Standards Committee has worked with the administration to supplement the pay of externally funded postdocs who are ineligible for university retirement benefits. Our Social Committee has sponsored our first postdoctoral intramural sports team and co-hosted social events with the Graduate Student Organization. The Career Development Committee continues to organize career development seminars. We have started publishing a monthly electronic newsletter, the “Postdoc Informer,” which provides postdocs with information about upcoming PDA events, career development information, and updates from the university administration.

For our 6th annual Postdoctoral Research Symposium, we had a 50-percent increase from 2007 in the number of abstracts submitted by UTSW postdocs, and we also introduced two new awards, including the Excellence in Postdoctoral Mentoring Award. Our Web committee is currently redesigning the PDA Web site to make it up-to-date and user friendly; visit us at http://www.utsouthwestern.edu/pda. Our future goals include expanding our programs, increasing postdoc involvement, and enhancing our effectiveness. We are interested in collaborating with other PDAs, so please contact us.

A Responsible Conduct of Research (RCR) Program by Postdocs for Postdocs

Ann M. Peiffer*, Ann Lambros, David J. Lyons, Dwayne W. Godwin
Wake Forest University School of Medicine

Our training program was developed to 1) expand an existing problem-based learning (PBL) and certified RCR training program serving less than 10 percent of the postdoc community to all postdoctoral trainees at Wake Forest University; 2) create relevant, engaging RCR training specifically for postdoctoral trainees; and 3) debut an original workshop certiﬁed RCR recommended by the Ofﬁce of Research Integrity, and moral reasoning techniques and then break into groups of 6 to 8 postdocs. These small groups will be facilitated by experienced postdocs, who have been certiﬁed as small group facilitators for the graduate student PBL curriculum. Following the workshop, the graduate school will sponsor a social hour to promote networking among the institution’s postdocs. In conclusion, by developing this program, we have enabled postdocs to plan and implement their own professional development in RCR. We feel this underutilized resource in RCR education greatly beneﬁts both individual professional development and the overall quality of the RCR training program by adding richness and an “in-the-trenches” perspective to the process.
The National Postdoctoral Association would like to express its great appreciation to the organizations and people who sponsored travel awards. Because of their generosity, 21 postdoctoral scholars were able to attend the 2009 Annual Meeting. A Selection Committee chose the recipients, who were then matched with sponsors according to the amounts received.

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Addresses all advocacy and policy issues relating to and affecting the postdoctoral community.

Chair (left)—Lucia Mokres, Ph.D.  
Vice Chair—Juliet Moncaster, Ph.D.

## Meetings
Plans and organizes the NPA Annual Meeting as well as regional meetings and seminars.

Outgoing Chair (left)—Brenda Timmons, Ph.D.  
Outgoing Vice Chair—Martha Skender, Ph.D.  
Incoming Chair (right)—Dave Taylor, Ph.D.  
Incoming Vice Chair—TBD

## Outreach
Promotes the mission, values, goals, and business objectives of the NPA.

Chair (left)—L. David Finger Jr., Ph.D.  
Vice Chair—Zoe Fonseca-Kelly, Ph.D.

## Resource Development
Develops tools and resources for the postdoctoral community (including Web site and POSTDOCket).

Chair (left)—Rachel Ruhlen, Ph.D.  
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## Diversity Officers

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# 2010 ANNUAL MEETING

## March 12-14, 2010

Philadelphia, Pennsylvania

Hosted by:  
University of Pennsylvania  
The Children’s Hospital of Philadelphia  
Drexel University  
Temple University  
Thomas Jefferson University
WELCOME TO THE NPA!

Special thanks to Katie Kelm and the Resource Development Committee for preparing the NPA Welcome Packet!

History of the NPA
Before 2003, there was no national organization with the sole aim of achieving improvements in the postdoctoral experience. The NPA sought to crystallize the diffuse postdoc debate and provide a focal point for achieving administrative and policy changes.

In 2002, a steering committee comprised of chairs and founding member of institutional postdoctoral associations coalesced during Science’s NextWave Postdoc Network meeting in Washington D.C.

The NPA was founded in 2003 with an ambitious agenda to enhance the quality of the postdoctoral experience. The American Association for the Advancement of Science (AAAS) and The Alfred P. Sloan Foundation were instrumental in establishing the NPA, which was incorporated in 2005 as a non-profit organization.

Since its founding, the NPA has assumed a leadership role in addressing the many issues confronting the postdoctoral community that are national in scope, requiring action beyond the local level. Through advocacy based on hard data, the NPA brings about changes that benefit postdocs and other parties interested in seeing the research enterprise flourish.

Key alliances include the following:
• research institutions;
• postdoctoral affairs offices;
• postdoctoral associations;
• professional organizations, including American Association for the Advancement of Science (AAAS), Alfred P. Sloan Foundation, Association of American Medical Colleges (AAMC) Great Group, Burroughs Wellcome, and Sigma Xi;
• scientific funding agencies.

NPA Mission Statement
The mission of the NPA is to advance the U.S. research enterprise by maximizing the effectiveness of the research community and enhancing the quality of the postdoctoral experience for all participants.

NPA Vision Statement
Working in collaboration with the entire research community, the NPA envisions changing the culture of those individuals and institutions engaged in the U.S. research enterprise so that the contributions of postdoctoral scholars are fully valued and recognized.

NPA Values
The NPA believes that
• Postdocs make invaluable contributions to the research enterprise.
• Postdocs share personal responsibility for the progression and outcome of their careers.
• Inequities within the postdoctoral community should be rectified to the maximum extent practicable, while recognizing the unique needs of each stakeholder.
• The U.S. research community should make every effort to attract the best and the brightest men and women from all groups, including international scholars, underrepresented minorities, and persons with disabilities.

The NPA values
• Grassroots participation in the decision-making process, both internally and externally.
• Professional satisfaction and meaningful career opportunities for postdoctoral scholars, which recognize the importance of balancing work and personal needs.
• Collaboration and dialogue to achieve consensus among all stakeholders on the best methods for addressing issues and obtaining desired outcomes for the postdoctoral community.
• Objective data to inform critical decision-making.

Non-Profit Organization
The NPA is a 501(c)3 non-profit organization. The following is a description of what it means to be a non-profit organization:
• Nonprofit sector organizations exist to serve a social purpose, constituency, or cause. To be successful, they must earn or raise enough funds to cover expenses and safeguard the organization’s future. Profits made must be used to support the organization’s mission.
• The 501(c)3 is the largest IRS classification for nonprofits and the NPA falls in this category because it is classified as a charity established for scientific and educational purposes.
• The 501(c)3 organizations are limited by the extent to which they can lobby for their cause. They may lobby but may not engage in electoral politics.
• Contributions are tax-deductible.

Information on the Web site www.nationalpostdoc.org
NPA Position Statements
NPA Bylaws
Recent Accomplishments of the NPA
NPA Membership Benefits
Donate to the NPA
International Postdoc Programs and Resources
Career Development Resources
NPA Job Board (powered by Science Careers)
Access to the POSTDOCKet
And much more!
(Some material is restricted to members-only access.)
How can you improve postdoctoral training with the National Postdoctoral Association (NPA)?

If you are a person who wants to take action now, join a committee. If you want to help guide the NPA’s decisions, get to know the organization by joining a committee and then consider running for a position on the Board of Directors. Either way, you can start by joining a committee!

The Board of Directors is the brain that guides the NPA; the Committees of the Membership, Officers and staff are the arms and legs that do the work; and the Executive Director is the center that holds us all together (see Figure 1). This structure helps us overcome the special challenges of the transient nature of postdocs (and thus NPA volunteers), ensuring

- that important projects started years ago and consuming many volunteer hours comes to pass before they are obsolete,
- a compliance with our 501(c)3 non-profit status,
- a united front, as the Board debates and chooses thoughtful and informed positions on each issue.

How an idea becomes a project:
1. You submit an action item to the board (either individually or through a committee).
2. The Board discusses and votes on the project.
3. If the Board approves the project, the Board will then assign the project to a committee.

Many new committee members come up with similar ideas. For example, a postdoc may suggest demanding that NIH enforce postdoctoral practices. Actually, we have a working relationship with NIH (and other organizations). Change takes time, but as you get familiar with NPA history you will realize we have already seen progress. With NPA input, NIH is beginning to collect data to track postdocs, and NSF guidelines now include a mandatory mentoring statement for grants which will be funding a postdoc. As you choose your committee, please respect the chain of command, and remember that you should not present your personal opinions as those of the NPA when talking to the media.

The four Committees of the Membership are Advocacy, Meetings, Outreach, and Resource Development. Diversity and International Officers ensure inclusion of these important issues in all our activities. Two liaisons, Board and staff, sit on each committee to help facilitate communication between committees, the Board, and staff (see Figure 2 on page 44).

Committees meet by teleconference about once a month. NPA forums and emails play a large role in committee activities.

Advocacy Committee

Joining the Advocacy Committee is a fantastic way to learn about the policies that affect postdoctorates on an institutional and federal level, to have a direct impact on the advocacy work of the NPA, and to network with others with similar interests at institutions and organizations across the country. The Advocacy Committee provides a great opportunity to develop and showcase your writing and organizational skills, and, due to the scope of the tasks that we tackle, the opportunities for leadership are boundless. We work cross-functionally with the other Committees of the Membership, and also with the Diversity Officer and International Officers, providing you with exposure to all facets of postdoctoral policy and advocacy work.

MISSION: To address advocacy and policy issues relating to and affecting the postdoctoral community.

CHARGES
- Develop and advocate for implementation of NPA recommended policies and practices, including the Agenda for Change.
- Advocate for increased diversity among postdoctoral scholars, ensuring the needs of under-represented groups are addressed.
- Advocate for the interests of international postdocs training in the United States.

Figure 1. NPA organizational structure.
• Maintain and expand relationships with federal agencies and national organizations that have an interest in postdoctoral policies.
• Monitor policy issues of interest to the postdoctoral community and respond as appropriate.
• Seek public opportunities to advocate for postdoctoral policy positions, such as testimony, comments on federal notices, conferences, and other national meetings.
• Consult with other committees and Officers to avoid project duplication and promote coordination.

Meetings Committee

This committee interacts with all NPA committees, officers, and staff to develop programmatic content for all NPA sponsored meetings and works with the Outreach and Resource Development committees to help advertise the meetings. This committee offers an opportunity to network with postdocs and administrators from institutions across the country. It also provides a great way to develop management and organizational skills. There are many small tasks on this committee if your availability is limited. The Annual Meeting is the showcase event of the NPA. Join us to help keep the meetings vibrant!

MISSION: To plan and coordinate NPA-sponsored meetings and seminars.

CHARGES
• Identify and announce venues for NPA-sponsored meetings, including Annual and Regional Meetings and seminars.
• Develop agendas and programmatic content for meetings.
• Convene a fundraising team to secure sponsors, exhibitors, and advertisers for meetings.
• Convene teams to solicit and recommend travel and service awards.
• Consult with staff and the Finance Committee to establish budgets for meetings.
• Consult with Outreach Committee to market/advertise meetings.
• Complete post-meeting functions, including evaluation and debriefing activities.
• Consult with other committees and Officers to avoid project duplication and promote coordination.

Outreach Committee

Interested in promoting the public image of the NPA while increasing your own personal network? This committee is always seeking outgoing, fun, and dependable individuals to increase the influence and visibility of the NPA through contacts with the media and professional societies. This committee is perfect for a “people-person.”

MISSION: To conduct outreach activities to promote the mission, values, goals, and business objectives of the NPA.

CHARGES
• Promote resources, projects, policy issues, events, and related activities of the NPA, in consultation with all committees.
• Develop and implement an Annual Marketing Plan, in collaboration with the Finance Committee.
• Develop and implement an Annual Outreach Campaign to recruit and retain NPA members.
• Cultivate relationships with news media and seek coverage of topics that support other committees’ work.
• Cultivate relationships with professional societies, industry, and other groups interested in postdoctoral issues.
• Expand member benefits through partnerships with organizations, businesses, and institutions.
• Consult with the Resource Development Committee to ensure that the NPA Web site is an effective tool for communicating the NPA’s mission.
• Consult with other committees and Officers to avoid project duplication and promote coordination.

Resource Development Committee

How do you want to work with the NPA? If you’ve checked out our Web site, you already know that there are plenty of opportunities to be active. Are you interested in resources for international postdocs and efforts towards diversity? Do you want to gain experience in writing and editing or Web site development? Are you interested in communicating with the membership of the NPA about important policies, articles and initiatives? The Resource Development Committee interfaces with many of the NPA’s committees, goals, and projects as it provides relevant information and resources to the postdoc population. This committee can provide you with many chances to be effective in postdoc affairs while adding to your own skill set.

MISSION: To develop and maintain tools and resources for use by the postdoctoral community.

CHARGES
• Develop, maintain, and update all website content and resources, in collaboration with all committees and staff as appropriate.
• Develop resource materials for the postdoctoral community, in collaboration with all committees.
• Compose/edit quarterly issues of the POSTDOCKet and provide input to staff on periodic issues of E-Alerts as appropriate.
• Serve as a resource for postdoc offices and associations, including coordination of the team visit program with NPA staff and Outreach Committee.
• Create and implement NPA-sponsored surveys, in consultation with staff.
• Consult with all committees to facilitate resource development.
• Consult with other committees and Officers to avoid project duplication and promote coordination.
International Officer

The NPA is committed to addressing the issues and special needs of the International Postdoc community. To assist in this effort, the NPA created the position of International Officer. The International Officer is the primary resource and expert advisor for the NPA Board of Directors, the staff, and committees. If you have interest in immigration policy, tax law, visa issues, or other matters affecting international postdocs, please talk to the International Officers.

The specific responsibilities of the NPA International Officer include the following:
• Assist in the development and maintenance of NPA resources for international postdocs.
• Advocate for the interests of international postdocs training in the US.
• Maintain and expand relationships with federal agencies and national organizations that have an interest in international postdoctoral policies.
• Monitor external policies and developments on international issues of concern to the postdoctoral community.
• Address public inquiries on the NPA policies and recommended practices for international postdocs.

Diversity Officer

The NPA is committed to serving a diverse postdoctoral community. This commitment includes working to address the issues and concerns of underrepresented groups of postdocs including African-Americans, American Indians, Latinos, and women. The NPA is also committed to addressing the challenges for postdocs as it relates to physical abilities, sexual orientation and gender identities. To learn more about how you can get involved in NPA’s diversity initiatives, contact the Diversity Officer.

The specific responsibilities of the NPA Diversity Officer include the following:
• Assist in the development and maintenance of NPA resources on diversity.
• Advocate for increased diversity among postdoctoral scholars, ensuring the needs of under-represented groups are addressed.
• Maintain and expand relationships with federal agencies and national organizations that have an interest in diversity issues and policies.
• Monitor external policies and developments on diversity issues.
• Address public inquiries on the NPA policies and recommended practices on increasing and maintaining diversity within the postdoc community.

NPA MEMBER BENEFITS

Full (Individual) Members

Full members receive:
• National representation
• Eligibility to vote in NPA elections
• Eligibility to serve on the NPA Board of Directors
• Discounts on NPA annual and regional meetings fees
• Access to members-only content
• Participation on NPA non-governance committees
• Discounts on publications and services
  • youPlus Personal Coaching, Inc.
  • MetLife
  • and more!

Affiliate (Institutional) Members

Postdoctoral scholars, administrators, faculty, and graduate students at institutions that are NPA Sustaining Members may register online to become affiliate members free of charge and receive:
• National representation
• Discount on NPA annual and regional meetings fees
• Access to members-only content
• Participation on NPA non-governance committees
• Discounts on most publications and services.
Take a step outside
to see a better world.

Discover entrepreneurship with the Kauffman Postdoctoral Fellowship.

Postdoctoral researchers are essential to bringing new discoveries to the world. The Kauffman Foundation’s Entrepreneur Postdoctoral Fellows program provides a unique opportunity for postdocs in science and technology fields to launch their innovative research from the lab to the marketplace. Twelve selected individuals at U.S. Institutions will be mentored by leading science entrepreneurs, along with legal, business, and financial experts, with the ultimate goal to develop their own startup companies. By fostering entrepreneurship among the best and brightest in such influential fields of study, research and ideas will transform into the next key innovations that will improve lives and grow the economy.

Interested applicants can submit qualifications, including cover letter and resume, at www.kauffman.org/postdocs. Application deadline for the 2009-2010 Fellowship is May 1, 2009. Applicants’ Academic Advisor submissions must be received by May 15, 2009. A diverse pool of candidates is welcomed and encouraged.

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www.kauffman.org