Fostering Innovation
National Postdoctoral Association
8th Annual Meeting
March 12-14, 2010
Philadelphia
# AGENDA AT A GLANCE

**Friday, March 12, 2010 – National Postdoctoral Association (NPA) 8th Annual Meeting, Day 1**

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<tr>
<th>Time</th>
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<tr>
<td>7:30am-9:00am</td>
<td>Registration (Coffee and Light Breakfast)</td>
<td>UPenn BRB Lobby</td>
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<td>8:00am-8:50am</td>
<td>NPA Orientation Session</td>
<td>UPenn BRB Auditorium</td>
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<td>9:00am-9:45am</td>
<td><strong>Welcome and Chair’s Presentation, Kauffman Foundation Awards</strong></td>
<td>UPenn BRB Auditorium</td>
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<td>10:00am-11:45pm</td>
<td>NPA “Innovation in Action” Discussion Session 1</td>
<td>See Registration Packet</td>
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<td>12:00pm-12:30pm</td>
<td><strong>Plenary Session 1: Committees</strong></td>
<td>UPenn BRB Auditorium</td>
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<td>12:30pm-1:30pm</td>
<td>Boxed Lunch</td>
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<td>1:00pm-2:00pm</td>
<td>Committee Poster Session</td>
<td>UPenn BRB Lobby</td>
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<td>2:00pm-3:30pm</td>
<td>Concurrent Workshop Session 1</td>
<td>UPenn BRB 252</td>
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<td>Science for Policy &amp; Policy for Science</td>
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<td>An Assessment of a Pilot Postdoctoral Model to Prepare</td>
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<td>Underrepresented Minority Women in STEM for an Academic Career</td>
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<td>Academic Career and Immigration Planning for International Postdocs</td>
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<td>Working in the U.S.</td>
<td>UPenn BRB 1412</td>
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<td>From Congress to Your Mom: Communicating with Non-Scientific</td>
<td>CHOP ARC 123AB</td>
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<td>Audiences</td>
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<td>Postdoctoral Career Development: Gather Your Building Blocks</td>
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<td>3:30pm-4:00pm</td>
<td>Break</td>
<td>CHOP ARC 123 C</td>
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<td>4:00pm-5:00pm</td>
<td><strong>Plenary Session 2 – Transitioning from Academia to Industry</strong></td>
<td>CHOP Stokes Auditorum</td>
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<td>6:00pm-7:30pm</td>
<td>Opening Reception/Distinguished Service Award Presentation</td>
<td>Radisson Hotel Ballroom</td>
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<td>7:30pm</td>
<td>Dine Around</td>
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**Saturday, March 13, 2010 - NPA 8th Annual Meeting, Day 2**

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<tr>
<td>8:00am-9:00am</td>
<td>Registration (Coffee and Light Breakfast)</td>
<td>UPenn BRB Lobby</td>
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<tr>
<td>8:00am-9:00am</td>
<td>NPA Board / Committee Leadership Meeting (Closed)</td>
<td>UPenn BRB 1412</td>
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<tr>
<td>9:00am-11:00am</td>
<td>NPA “Innovation in Action” Discussion Session 2</td>
<td>See Registration Packet</td>
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<tr>
<td>11:00am-12:00pm</td>
<td>Poster Session</td>
<td>UPenn BRB Lobby</td>
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<td>12:00pm-1:00pm</td>
<td>Luncheon</td>
<td>CHOP Cafeteria</td>
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<td>1:30pm-2:30pm</td>
<td><strong>Keynote Address – Francis Collins, M.D., Ph.D.</strong></td>
<td>CHOP Stokes Auditorum</td>
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<td>2:45pm-4:00pm</td>
<td>Myers-Briggs Workshop, Part 1</td>
<td>CHOP Stokes Auditorum</td>
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<tr>
<td>4:00pm-4:15pm</td>
<td>Break</td>
<td>CHOP Stokes Auditorum</td>
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<tr>
<td>4:15pm-5:45pm</td>
<td>Myers-Briggs Workshop, Part 2</td>
<td>CHOP Stokes Auditorum</td>
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<td>6:00pm-9:00pm</td>
<td>Philly Dinner Event</td>
<td>CHOP Cafeteria</td>
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**Sunday, March 14, 2010 - NPA 8th Annual Meeting, Day 3 (NOTE DAYLIGHT SAVING TIME CHANGE)**

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<td>8:30am-9:15am</td>
<td>Coffee and Light Breakfast</td>
<td>UPenn BRB Lobby</td>
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<td>9:15am-10:45am</td>
<td>Concurrent Workshop Session 2</td>
<td>UPenn BRB 251</td>
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<td><strong>Update on Unionization of Postdocs at the University of California</strong></td>
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<td>Successful Postdoc Orientations</td>
<td>UPenn BRB 252</td>
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<td>Challenges and Benefits of Postdoctoral Diversity</td>
<td>UPenn BRB 253</td>
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<td>From the Lab to the Legislature: A Postdoc’s Guide to Advocacy</td>
<td>CHOP ARC 123AB</td>
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<td>Networking: A Tool for Building Relationships and Expanding Your</td>
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<td>Career Options</td>
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<tr>
<td>10:45am-11:00am</td>
<td>Break</td>
<td>UPenn BRB Lobby</td>
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<tr>
<td>11:00am-12:00pm</td>
<td><strong>Plenary Session 3 – Audrey Murrell, Ph.D., on Mentoring</strong></td>
<td>UPenn BRB Auditorum</td>
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<tr>
<td>12:00pm-1:00pm</td>
<td><strong>Plenary Session 4 – NPA Townhall Meeting</strong></td>
<td>UPenn BRB Auditorum</td>
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<tr>
<td>1:45pm</td>
<td>Optional Lunch Dine Around</td>
<td>Hotel Lobby</td>
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## Garnett-Powers & Associates, Inc.

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](http://www.Garnett-Powers.com), or contact Steve Johnson, VP of University Services, [SteveJohnson@Garnett-Powers.com](mailto:SteveJohnson@Garnett-Powers.com) or at 1-877-559-9922.
AGENDA

Friday, March 12, 2010

BRB: The University of Pennsylvania Biomedical Research Building 2/3, 421 Curie Boulevard
ARC: The Children's Hospital of Philadelphia Abramson Research Center, Osler Circle (off of Civic Center Boulevard)

7:00 a.m. – 10:00 a.m.
Buses depart from the Radisson.

7:30 a.m. – 9:00 a.m.
Registration and Continental Breakfast
UPenn BRB Lobby

8:00 a.m. – 8:50 a.m.
NPA Orientation Session
UPenn BRB Auditorium

MODERATOR: Sam Castaneda, B.A., Director, Visiting Scholar and Postdoc Affairs Program, University of California, Berkeley, and NPA Advisory Council Member
SPEAKERS: LaShauna M. Connell, Ph.D., NPA Diversity Officer; Stacy L. Gelhaus, Ph.D., Chair, NPA Board of Directors; Joan Lakoski, Ph.D., Associate Dean for Postdoctoral Education at the University of Pittsburgh School of Medicine and NPA Member; Paulette McRae, Ph.D., NPA Diversity Officer; Keith Micoli, Ph.D., Past Chair, NPA Board of Directors; Cathee Johnson Phillips, M.A., Executive Director, NPA

To better understand how you can help the NPA become a more successful advocate for postdocs, take a moment to exchange ideas with those who lead the NPA. This session provides an opportunity to meet members of the NPA Board of Directors as well as the NPA Advisory Council, who 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 update you with regard to the NPA’s past accomplishments as well as current projects. 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. – 9:45 a.m.
Opening Session
UPenn BRB Auditorium

Welcome, Overview, and Chair’s Presentation
David Taylor, Ph.D., Chair, NPA Meetings Committee; Stacy L. Gelhaus, Ph.D., Chair, NPA Board of Directors

Presentation of the 2010 Ewing Marion Kauffman Foundation Outstanding and Emerging Postdoctoral Entrepreneur Awards
Sandra Miller, Director, the Advancing Innovation Group, The Kauffman Foundation

10:00 a.m. – 11:45 a.m.
NPA “Innovation in Action” Discussion Session I
Individual Locations Indicated in Your Registration Packet

MODERATORS: Philip Clifford, Ph.D., Associate Dean for Postdoctoral Education and Professor of Anesthesiology and Physiology, Medical College of Wisconsin; Diane M. Klotz, Ph.D., Director, Office of Fellows’ Career Development, Office of the Scientific Director, National Institute of Environmental Health Sciences; Mahadeo Sukhai, Ph.D., Postdoctoral Fellow, University of Toronto; and Jonathan S. West, Ph.D., Director, Center for Cancer Training, National Cancer Institute

These discussion sessions will provide a forum for all participants in the NPA Meeting (including postdoctoral fellows, current and/or prospective postdoc association leaders, and postdoc office administrators) to share information and successful strategies for addressing the needs of postdoctoral scholars. This session will consist of facilitated roundtable discussions focused on two significant topics for stakeholders in the postdoctoral community: “Communication Among and To Postdoctoral Scholars” and “Building and Retaining Interest in Postdoctoral Development Activities.”

12:00 p.m. – 12:30 p.m.
Plenary Session I: Committees
UPenn BRB Auditorium

SPEAKER: Lorraine Tracey, 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 of the Membership (Advocacy, Meetings, Outreach, and Resource Development) along with the function and roles of the Diversity and International Officers. 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 Committee’s Poster Session, which will follow this plenary. The Committees and the Officers will have posters and explain their efforts in greater detail.

12:30 p.m. – 1:30 p.m.
Boxed Lunch
UPenn BRB Lobby

Be sure to sign up for the dine-around at the table in the UPenn BRB Lobby by 1:45 p.m.
1:00 p.m. – 2:00 p.m.
Committee Poster Session
UPenn BRB Lobby

2:00 p.m. – 3:30 p.m.
Concurrent Workshop Session I

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

Science for Policy & Policy for Science
UPenn BRB 252
(Intended Audience: All)

SPEAKERS: Daniel Gorelick, Ph.D., Postdoctoral Fellow, Embryology Department, Carnegie Institute of Science and NPA Board Member; Andrew M. Hebbeler, Ph.D., AAAS Science & Technology Policy Fellow, Bureau of International Security and Nonproliferation, Office of Cooperative Threat Reduction, U.S. Department of State and NPA Board Member; Dan Poux, M.S., Associate Director for Outreach and Leadership Development for the S&T Policy Fellowships, AAAS; Jennifer Reineke Pohlhaus, Ph.D., Director of Science & Policy, Ripple Effect Communications and former NPA Board Member

"Science and technology are responsible for almost every advance in our modern quality of life. Yet science isn’t just about laboratories, telescopes and particle accelerators. Public policy exerts a huge impact on how the scientific community conducts its work." From Beyond Sputnik: U.S. Science Policy in the 21st Century by Homer Neal, Tobin Smith and Jennifer McCormick.

This session will explore fellowship opportunities at the intersection of science and policy, both in terms of “science for policy” and “policy for science”. The session will highlight needed skills in the realm of science policy, as well as introduce several ways scientists can learn more about opportunities in science policy, including the AAAS Science & Technology Policy Fellowships.

An Assessment of a Pilot Postdoctoral Model to Prepare Underrepresented Minority Women in STEM for an Academic Career
UPenn BRB 253
(Intended Audience: PDO)

SPEAKERS: Manorama M. Khare, Ph.D., Senior Research Associate, Center for Research on Women and Gender, University of Illinois at Chicago; Mo-Yin S. Tam, Ph.D., Professor of Economics and Vice Provost for Faculty Affairs, University of Illinois at Chicago

This workshop will present assessment results from an innovative pilot initiative – The WISEST Post Doctoral Research Associates Program - designed to mentor and prepare underrepresented minority (URM) science, technology, engineering, and mathematics (STEM) women postdocs for a successful academic career. This program is a key component of WISEST, the National Science Foundation funded ADVANCE Institutional Transformation (IT) grant at the University of Illinois at Chicago (UIC). The program was conceptualized by the WISEST Facilitators with assistance from National Postdoctoral Association Diversity Subcommittee.

Five URM women participated in this program from Aug. 2007- Aug. 2009. Each postdoc had an advisory team that includes a research adviser, a departmental mentor and a WISEST Facilitator. Special features of the program included a proactive recruitment strategy, a strong mentoring team, a joint research proposal prepared with an identified advisor at UIC and a series of career-building seminars. The evaluation of this pilot initiative used data from multiple sources to assess the success of the program, including qualitative one-on-one interviews with the postdocs before and after the 2-year experience, an extensive online survey to obtain the perspective of the mentors and advisors, and evaluations at the end of each career building seminar.

Academic Career and Immigration Planning for International Postdocs Working in the U.S.
UPenn BRB 1412
(Intended Audience: IP)

MODERATOR: Yi Cai, M.S., Ph.D., Postdoctoral Fellow, Department of Oncology, Johns Hopkins University School of Medicine and NPA International Officer
SPEAKERS: Brendan Delaney, Attorney, Leavy, Frank & Delaney, LLC; Long Zheng, M.D., Ph.D., Assistant Professor of Pathology and Laboratory Medicine Director of Coagulation Laboratory, Children’s Hospital of Philadelphia and the University of Pennsylvania Medical Center

International postdocs often face additional challenges when they apply for academic positions, either due to a language barrier, cultural differences or immigration status. This workshop is designed to help international postdocs to get familiar with the job hunting process with emphasis on the international background of the postdoc applicants. Because some job positions requires the applicant to be a U.S. citizen or permanent resident, this workshop will also discuss immigration issues, including green card applications.

From Congress to Your Mom: Communicating with Non-Scientific Audiences
CHOP ARC 123AB
(Intended Audience: All)

SPEAKERS: Stacie Propst, Ph.D., Vice President of Policy and Outreach, Research!America; Emily Connelly, Director of Science Policy and Research!America; Heather Benson, Manager of Science Outreach, Research!America
Every day, Americans are faced with issues that require scientific understanding, such as stem cell research, climate change, biotechnology and evolution. There are many voices speaking out on these controversial issues and the scientific community is often conspicuously silent. Scientists can and must learn to convey the value of science in a way that anyone can relate to and understand.

This communication and advocacy training session is specifically for scientists who seek to communicate more effectively with the broader public, media and elected officials who make the decisions about investment and policies that impact the progress of research. Participants will be introduced to the basic skills necessary to be a spokesperson for science in their own communities.

Research!America has 20 years of experience training a variety of messengers and spokespersons to convey the critical importance of making science and research a higher national priority.

Postdoctoral Career Development: Gather Your Building Blocks for Success
CHOP ARC 123C
(Intended Audience: All)

SPEAKERS: Jennifer E. Hobbs, Ph.D., Postdoctoral Fellow, St. Jude Children’s Research Hospital; Kristin Walters, Ph.D., Postdoctoral Fellow, St. Jude Children’s Research Hospital

The initiation or expansion of a postdoctoral career development program can be a daunting task. Attempts to establish workshops and seminars that will be of particular interest to the postdoctoral fellows at your institution can be compounded by budgetary issues and the inability to identify and recruit available speakers. The goal of this workshop is to help postdoctoral fellows and postdoctoral administrators discover and discuss the key basics for building a successful career development program at your home institution. The workshop will address how to determine what kinds of speakers to invite, how to find speakers, and how to keep your career development seminar series cost effective. Examples of career resources, links to career development Web sites, the NPA resources, and examples of institutions with robust career development programs in place will be highlighted.

3:30 p.m. – 4:00 p.m.
Break
CHOP Stokes Auditorium

4:00 p.m. – 5:00 p.m.
Plenary Session II: Transitioning from Academia to Industry
CHOP Stokes Auditorium
Sponsored by Life Technologies

PANELISTS: Mahendra Rao, Ph.D., Vice President of Stem Cell Research, Life Technologies; Michelle Sabourin, Ph.D., Research and Development Scientist, BioProduction Team, Life Technologies; James R. Paterniti, Ph.D., Pharmaceutical Research and Development Scientist and Career Mentor; James Sterling, Ph.D., Vice President for Academic Affairs and Dean of Faculty at Keck Graduate Institute of Applied Life Sciences (also serving as Chair/Moderator of panel)

What knowledge and skills are needed to succeed in industry? In a research role, the careers of Ph.D.s typically evolve to spend less time at the bench and more time writing, reviewing, and performing work associated with financing of the research. In industry, many Ph.D.s move away from laboratory research altogether and into positions that require a strong understanding of science and the application of science in jobs that are critical to commercial success.

In preparation for its Postdoctoral Professional Masters (PPM), a professional master’s program for postdoctoral fellows with backgrounds in science and engineering, The Keck Graduate Institute (KGI) has conducted focus groups with over 500 postdoctoral scholars across the country and will present those findings. Following that presentation, the panelists will discuss their own experiences and share their insights about preparing for a rewarding career in either high-tech startups or in larger companies.

5:00 p.m. - 6:00 p.m.
Buses depart from Penn on Marie Curie Boulevard.

6:00 p.m. – 7:30 p.m.
Opening Reception and Distinguished Service Award Presentation
Radisson Hotel Ballroom
Chestnut Street and South 36th Street
Sponsored by Garnett-Powers & Associates, Inc.

The 2010 Distinguished Service Award recipient is Trevor Penning, Ph.D., Professor of Pharmacology, Biochemistry and Biophysics, University of Pennsylvania.

7:30 p.m.
Optional Dine-Around
The dine-around is a great opportunity to network. Please sign up at the table in the UPenn BRB Lobby by 1:45 p.m. to allow time to make reservations. Groups will leave from the Radisson Hotel.
AGENDA

Saturday, March 13, 2010

7:30 a.m. - 9:00 a.m.
Buses depart from the Radisson.

8:00 a.m. – 9:00 a.m.
Registration and Continental Breakfast
UPenn BRB Lobby
Sponsored by Temple University

8:00 a.m. – 9:00 a.m.
NPA Board/Committee Leadership Joint Closed Session
UPenn BRB 14th Floor

The NPA Board of Directors, Chairs and Vice Chairs of the Committees of the Membership, the Diversity and International Officers, and the NPA Advisory Council will gather to discuss the future direction of the NPA. This session is closed to other attendees.

9:00 a.m. – 11:00 a.m.
NPA “Innovation in Action” Discussion Session II
Individual Locations Indicated in Your Registration Packet
MODERATORS: Philip Clifford, Ph.D.; Diane M. Klotz, Ph.D.; Mahadeo Sukhai, Ph.D.; and Jonathan S. Wiest, Ph.D.

This session will be an informal, idea-sharing “speed-dating” exercise. Roundtable participants will have approximately 30 minutes to network and share ideas and best practices on a particular topic. Participants will rotate among topics for the length of the session. Examples of topics include “Accessing Career Counseling Services,” and “Building an Interest in Leadership.”

11:00 a.m. – 12:00 p.m.
Poster Session and Social Hour
UPenn BRB Lobby
Poster presenters should remain at their posters for the duration of the session to be judged as part of the NPA Poster Competition.

12:00 p.m. – 1:00 p.m.
Luncheon
CHOP ARC Cafeteria
Sponsored by The Children’s Hospital of Philadelphia Research Institute

1:30 p.m. – 2:30 p.m.
Keynote Address:
Exceptional Opportunities for Biomedical Research
CHOP Stokes Auditorium
Francis Collins, M.D., Ph.D., Director, National Institutes of Health

2:45 p.m. – 4:00 p.m.
Working and Playing Well with Others: Using the Myers-Briggs Type Indicator to Understand Yourself and Those around You, Part I
CHOP Stokes Auditorium
Sponsored by the NIH Office of Intramural Training & Education (OITE); workbooks kindly provided by Otto Kroeger Associates

SPEAKER: Sharon Milgram, Ph.D., Director, Office of Intramural Training and Education, National Institutes of Health

The Myers-Briggs Type Indicator (MBTI) is the most widely used personality assessment in the world for understanding individual differences and uncovering new ways to work and interact with others. Once we understand how we relate to others, ourselves, and the world around us, we can learn how to work with others who view the world through a different lens. This three-hour two-part session uses the MBTI to help participants understand their own and others’ styles in order to enhance individual and team performance at work, develop leadership skills, and reduce workplace conflict through improved interactions.

4:00 p.m. – 4:15 p.m.
Break
CHOP Stokes Auditorium

4:15 p.m. – 5:45 p.m.
Working and Playing Well with Others, Part II
CHOP Stokes Auditorium

6:00 p.m. – 9:00 p.m.
Philly Dinner Event
CHOP ARC Cafeteria
Sponsored by: Brown University; the Center for Cancer Training/National Institute of Cancer; the Children’s Hospital of Philadelphia; Corning; the Medical College of Wisconsin; Novartis; the University of California-San Francisco; and the University of Pennsylvania

This “Philly Style” dinner will feature cheese steaks and other Philadelphia delicacies, and introduce you to “Quizzo,” a Philly-born question-and-answer trivia contest that’s sure to bring out your competitive spirit! The Poster Competition Award winners will also be announced.

7:30 p.m. - 9:30 p.m.
Buses depart from Penn on Marie Curie Boulevard.

Set clocks ahead one hour for DAYLIGHT SAVING TIME!
AGENDA

PLEASE NOTE: Please account for the Daylight Saving Time change; be sure to set your clocks one hour ahead on Saturday night and request a wake up-call for Sunday morning.

8:00 p.m. - 9:30 a.m.
Buses depart from the Radisson.

8:30 a.m. – 9:15 a.m.
Continental Breakfast
UPenn BRB Lobby

9:15 a.m. – 10:45 a.m.
Concurrent Workshop Session II

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

Update on Unionization of Postdocs at the University of California (UC)
UPenn BRB 251
(Intended Audience: PDO)

SPEAKERS: Christine D. Des Jarlais, Ed.D., Assistant Dean, Postdoctoral Affairs & Graduate Outreach, University of California - San Francisco; Sam Castañeda, Director, Visiting Scholar and Postdoc Affairs Program, University of California - Berkeley

In January, 2008, the United Auto Workers (UAW) reconstituted an organizing campaign that had begun in 2006 to unionize the 6,400 postdocs at all 10 campuses of UC. On June 30, 2008, UAW submitted signature cards to the California Public Employment Relations Board (PERB) (“card check” process), which verified that UAW had obtained at least 50% + 1 postdoc signature; hence, no election was held. In November, 2008, PERB certified the UAW as the exclusive representative for all UC postdocs. The bargaining unit includes Postdoc-Employees, who are paid from research grants though a payroll system; Postdoc-Fellows, who are paid stipends through a financial disbursement system; and Postdoc-Paid Directs, who are paid directly by an outside agency. Contract negotiations began in February 2009 and as of January 2010 are still ongoing. The unionization of approximately 10% of the nation’s postdocs is an historic event that has considerable implications for other major universities with large postdoc populations.

Successful Postdoc Orientations
UPenn BRB 252
(Intended Audience: PDO/PDA)

SPEAKER: Lori M. Conlan, Ph.D., Director, Office of Postdoctoral Services, OITE, NIH, and NPA Board Member

Postdoc orientations are a perfect way to bring home the mission of the NPA, enabling you to provide the best first impression to enhance each individual’s postdoc experience. This introduction to your postdoc office or association and the institution often becomes a dry session of policies and procedures. In the Office of Intramural Training & Education (OITE), our interactive orientation aims to provide postdocs with the tools and resources available to ensure a successful experience at the NIH. The discussion includes tips on establishing good mentoring relationships, setting goals and timelines to achieve both scientific and career success, and descriptions of workshops and campus resources. This workshop aims to present the OITE orientation as a model of a successful start to the postdoc experience. We will encourage workshop attendees to discuss their orientations and to leave this session with an action plan to develop or improve upon an orientation that suits the needs of their institution.

Challenges and Benefits of Postdoctoral Diversity
UPenn BRB 253
(Intended Audience: All)

MODERATOR: Jasmine McDonald, Ph.D.
SPEAKERS: Jabbar R. Bennett, Ph.D., Assistant Dean, Recruiting and Professional Development, Graduate School, Brown University; Sallyann M. Bowman, M.D., FACP, Deputy Director, Student Health Services, University of Pennsylvania and Clinical Associate Professor, University of Pennsylvania School of Medicine; Shawn R. Drew, Ph.D., Program Director, Minority Access to Research Careers Branch and Program Director, Biostatistics Research Training Grant Program, National Institute of General Medical Sciences (NIGMS), National Institutes of Health (NIH)

The focus of the “Challenges and Benefits of Postdoctoral Diversity” workshop is to explore and celebrate the richness diversity can add to a postdoctoral experience. The workshop will bring awareness to the benefits and challenges of diversity, show how to diversify postdoctoral programs, and present supportive tools to assist postdocs in their career trajectory. There are certainly challenges in the recruitment and retention of minority postdocs;
however, maintaining a supportive environment that encourages diversity will help overcome some of these challenges. Each panelist will have a different viewpoint on tools to bring awareness, diversity, and the tools to create an environment that supports diversity within the Postdoctoral environment. This panel discussion will leave attendees with tools to incorporate within their own institutions.

**From the Lab to the Legislature: A Postdoc's Guide to Advocacy**

CHOP ARC 123AB

(Intended Audience: All)

**SPEAKERS:** Jennifer Zeitzer, Director of Legislative Relations, Federation of American Societies for Experimental Biology; Jennifer A. Hobin, Ph.D., Associate Director for Scientific Affairs, Federation of American Societies for Experimental Biology

Many of the issues affecting the quality of the postdoctoral experience are national in scope. Whether it’s increasing postdoctoral stipends, improving the collection of data on the postdoctoral workforce, or facilitating visa processing for international scholars, postdocs themselves have a key role in shaping the dialogue—and the outcome—on these issues. Understanding who makes decisions on Capitol Hill, knowing when and how to get involved in the legislative process, and being able to articulate the need for change are key steps to successfully advocating for new policies and practices that would broadly benefit the postdoc community. Participants in this session will:

- Gain a basic understanding of the legislative process and the key players involved in decision making
- Find out how they can use their expertise to advocate for and influence policymakers about issues important to the postdoc community
- Hear about tools and resources available to help scientists monitor key legislative developments on Capitol Hill and speak out on issues important to the biomedical research community
- Learn the most effective ways to communicate with elected officials and their staff.

**Networking: A Tool for Building Relationships and Expanding Your Career Options**

CHOP ARC 123C

(Intended Audience: IP)

**Sponsored by the National Institute of Environmental Health Sciences, National Institutes of Health**

**SPEAKER:** Dara Wilson-Grant, M.S.Ed., NCC, Associate Director, Office of Postdoctoral Affairs, UNC Chapel Hill

Networking is one of the most effective approaches to getting your career on the fast track. Yet, for a variety of reasons, most of us fail to make networking an active part of our ongoing career development plan. In this workshop, you will learn the value of using networking as a tool for building collaborative relationships and expanding your career options. You will also learn the keys to tactful networking, including guidelines for face-to-face networking, email correspondence, and the use of social media. At the end of this session, participants will be able to:

- Formulate an action plan for building and strengthening their professional network
- Access a variety of resources to help expand their network
- Connect with confidence and clarity.

10:45 a.m. – 11:00 a.m.

**Break**

UPenn BRB Lobby

11:00 a.m. – 12:00 p.m.

**Plenary Session III: Mentoring Matters**

UPenn BRB Auditorium

**SPEAKER:** Audrey Murrell, Ph.D., Associate Professor of Business Administration, Psychology, Public & International Affairs, Director, David Berg Center for Ethics & Leadership, University of Pittsburgh

Mentoring is a powerful tool for preparing individuals pursuing all fields of science, particularly in today’s dynamic and uncertain career environment. Mentoring matters not only for providing social support but also as an essential tool for personal and professional development. We will discuss research on and best practice for the impact of mentoring that includes diverse forms, functions and outcomes of effective mentoring relationships. Come prepared to explore how you can take action to expand your use of mentoring to cultivate more effective and mutually beneficial relationships.

12:00 p.m. – 1:00 p.m.

**Plenary Session IV: Town Hall Meeting**

**MODERATORS:** Stacy L. 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 2010 NPA Annual Meeting. Thanks for participating – see you in Bethesda for the 2011 meeting!

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

**Buses depart from Penn on Marie Curie Boulevard.**

1:45 p.m.

**Optional Lunch Dine-Around**

Meet in the hotel lobby for an optional lunch trip with your friends at the NPA.
The National Postdoctoral Association (NPA) wishes to thank the following organizations for their generous support of our Eighth Annual Meeting.

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**MEETINGS COMMITTEE for the Eighth Annual Meeting**

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Michael Seiler, Chair, Fundraising Subcommittee  
Kathleen Tencer, Chair, Local Host Subcommittee  
Kryste Ferguson, Local Host Sub-committee  
Stacy L. Gelhaus, Chair, Travel Awards Subcommittee  
Phillip Clifford, Co-Chair, NPA Discussion Session Subcommittee  
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Amanda Stiles  
Xia Tao  
Brenda Timmons  
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Steve Wendell  
Jonathon Wiest
The 2010 National Postdoctoral Association (NPA) Distinguished Service Award recipient is Trevor Penning, Ph.D., Professor of Pharmacology, Biochemistry and Biophysics, University of Pennsylvania (UPenn). He also serves as the Director of the Center of Excellence in Environmental Toxicology (CEET) at the UPenn School of Medicine. The CEET is an Environmental Health Sciences Core Center funded by the National Institute of Environmental Health Sciences (NIEHS). He is internationally recognized for his research on steroid hormone enzymology and mechanisms by which polycyclic aromatic hydrocarbons cause cancer.

At the University of Pennsylvania, Dr. Penning was the Director of the Office of Postdoctoral Programs, and Associate Dean for Postdoctoral Research Training, School of Medicine from 1997-2001, and the Director of Biomedical Postdoctoral Programs (BPP) from 2001-2005. As Director of BPP, he oversaw the appointments, training, and education of 850 postdoctoral fellows across the Schools of Medicine, Veterinary Medicine, and Dental Medicine. UPenn’s BPP was one of the first postdoctoral offices in the country. As one nominator noted "Other institutions started postdoc associations that were postdoc-driven. In this case, postdoc representation was initiated by a faculty member!" As another nominator noted "...under his leadership it (the BPP) developed a training program for postdocs that is unequaled anywhere."

Dr. Penning has also worked for change at the national level. When the NPA was formed in 2001, he joined the Advisory Board and remained in that role for several years. Dr. Penning also chaired the Association of American Medical Colleges (AAMC) Group on Graduate Research, Education, and Training (GREAT) Group Postdoctoral Steering Committee. This subgroup of GREAT did not become a standing part of the organization’s structure until 2007, when Dr. Penning was chair of the GREAT Group. This accomplishment was a tremendous achievement, elevating postdoctoral training to a level equal to graduate and M.D./Ph.D. training within AAMC. Dr. Penning also oversaw, and helped write, the AAMC/GREAT Group Compact Between Postdoctoral Appointees and Their Mentors. Since its publication, this document has been a key part of defining the role of the postdoc in institutions as well as providing explicit parameters for the mentor/"mentee" relationship.

The following quote from one of the nominations encapsulates the spirit of the award: "...if every institution with postdocs modeled their training efforts after those initiated at Penn by Dr. Penning, there might not even be a need for the advocacy efforts of the NPA. The unflagging support he has given the NPA and his advocacy for improved postdoctoral training in general, is deserving of our highest honor, the DSA."

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**About the Award**

Each year, the NPA offers a Distinguished Service Award to an individual or entity that has demonstrated a profound, sustained, or leadership contribution to improving the postdoctoral training experience. Nominations are welcomed from the public, including NPA members, and a formal call for nominations is issued.

_Members of the Nominating Committee were Walter Goldschmidts, 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; Lori Conlan, Ph.D., NIH; Joan Lakoski, Ph.D., University of Pittsburgh Schools of the Health Sciences; Caroline Rotondi, Brigham and Women’s Hospital; David Taylor, Ph.D., The Children’s Hospital of Philadelphia._

**Past Recipients**

- **2009** The Alfred P. Sloan Foundation
- **2008** Shirley Malcom, Ph.D., Director, Education and Human Resources Programs, American Association for the Advancement of Science
- **2007** Federation of American Societies for Experimental Biology (FASEB)
- **2006** Laurel L. Haak, Ph.D., Science Director, Discovery Logics
- **2005** National Academies’ Committee on Science, Engineering and Public Policy
- **2004** Ruth Kirschstein, M.D., Senior Advisor to the Director, National Institutes of Health
Francis S. Collins, M.D., Ph.D., NIH Director

Francis S. Collins, M.D., Ph.D., was officially sworn in on Monday, August 17, 2009 as the 16th director of the National Institutes of Health (NIH). Dr. Collins was nominated by President Barack Obama on July 8, and was unanimously confirmed by the U.S. Senate on August 7.

Dr. Collins, a physician-geneticist noted for his landmark discoveries of disease genes and his leadership of the Human Genome Project, served as director of the National Human Genome Research Institute (NHGRI) at the NIH from 1993-2008. With Dr. Collins at the helm, the Human Genome Project consistently met projected milestones ahead of schedule and under budget. This remarkable international project culminated in April 2003 with the completion of a finished sequence of the human DNA instruction book.

In addition to his achievements as the NHGRI director, Dr. Collins' own research laboratory has discovered a number of important genes, including those responsible for cystic fibrosis, neurofibromatosis, Huntington's disease, a familial endocrine cancer syndrome, and most recently, genes for type 2 diabetes and the gene that causes Hutchinson-Gilford progeria syndrome.

Dr. Collins has a longstanding interest in the interface between science and faith, and has written about this in The Language of God: A Scientist Presents Evidence for Belief (Free Press, 2006), which spent many weeks on The New York Times bestseller list. He is the author of a new book on personalized medicine, The Language of Life: DNA and the Revolution in Personalized Medicine (HarperCollins, to be published in early 2010).

Dr. Collins received a B.S. in chemistry from the University of Virginia, a Ph.D. in physical chemistry from Yale University, and an M.D. with honors from the University of North Carolina at Chapel Hill. Prior to coming to the NIH in 1993, he spent nine years on the faculty of the University of Michigan, where he was a Howard Hughes Medical Institute investigator. He is an elected member of the Institute of Medicine and the National Academy of Sciences. Dr. Collins was awarded the Presidential Medal of Freedom in November 2007.

In a White House ceremony on October 7, 2009, Dr. Collins received the National Medal of Science, the highest honor bestowed on scientists by the United States government.
MEET THE SPEAKERS

Biosketches have been edited to fit.

Jabbar R. Bennett, Ph.D., is Assistant Dean for Recruiting and Professional Development in the Graduate School at Brown University. He is primarily responsible for Graduate School recruitment and mentoring and counseling graduate students and postdocs on issues related to career progression. Prior to joining Brown he served on the faculty at Harvard Medical School and directed the Office for Multicultural Faculty Careers at Brigham and Women’s Hospital, a Harvard Medical School teaching affiliate. Previously, Dr. Bennett also served as Senior Director of Development for Life Sciences, Healthcare and Education Industry Partnerships with United Way of Massachusetts Bay (UWMB) in Boston, and as Research and Science Specialist in the Office for Diversity and Community Partnership at Harvard Medical School.

Dr. Bennett received his B.S. in Biology and minor in Spanish from North Carolina Agricultural and Technical (A&T) State University, and his Ph.D. in biomedical sciences from Meharry Medical College. He is an alumnus of the Massachusetts Education Policy Fellowship Program and the Harvard University Administrative Fellowship Program.

Heather C. Benson, M.A., is Manager of Science Outreach at Research!America. Her responsibilities include designing and implementing programs that bring together diverse audiences invested in research and writing editorials and other outreach materials, as well as managing the New Voices for Research online communities and daily blog posts. The New Voices initiative seeks to empower scientists to become better communicators and advocates.

She has a strong background in leadership training and social media. She earned a Master of Arts in Public Communication from American University and Bachelors of Arts and Sciences in General Science, Musical Theater, and French from the University of South Carolina Honors College.

Sallyann M. Bowman, M.D., FACP, is the Deputy Director of Student Health Services at the University of Pennsylvania. She specializes in internal medicine and primary care. She is a Clinical Associate Professor at the University of Pennsylvania School of Medicine. Dr. Bowman has had long association with the Gay & Lesbian Medical Association, Lesbian Health Fund and Women in Medicine: Lesbian Physicians Retreat.

Yi Cai, Ph.D., received his B.S. in Biology from Wuhan University and M.S. in Genetics from Shanghai Institute of Plant Physiology, China. In 2007, he obtained his Ph.D. in Genetics from University of Wisconsin-Madison. Currently, he is a postdoctoral fellow studying cancer epigenetics in the laboratory of Dr. Steve B. Baylin at the Johns Hopkins University in Baltimore, Maryland. He became active in the NPA in 2009.

Sam Castañeda graduated with a B.A. in sociology from San Francisco State, and has worked for the University of California (UC)—at the Berkeley and Los Angeles campuses—for more than 20 years. During this time, he created innovative programs that lent support to international students and scholars. Concurrently, Sam also held leadership positions with the California chapter of NAFSA: Association of International Educators. At the national level, Sam is currently chair of the newly formed NAFSA Postdoc Special Interest Group and is the institutional liaison between NAFSA and the National Postdoctoral Association.

At UC Berkeley, he was instrumental in the development of the Visiting Scholar and Postdoc Affairs (VSPA) Program, one of the first postdoc offices in the University of California system and also one of the first in the United States. Under his tutelage, postdocs at Berkeley are provided with a variety of professional support systems that help to broaden the careers of Berkeley’s postdocs. He is founder and managing editor of UC Postdoc Newsletter, an electronic journal that connects more than 6,500 postdocs with 500 faculty and staff administrators who work together to enhance the postdoctoral experience at UC.

Since the inception of the NPA, he has been a member of the Advisory Council (formerly called the Advisory Board) and is responsible for creating the Quick Guide to Visas for International Postdocs, one of the first NPA publications.

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 longstanding interest in postdoctoral issues and was one of the founding members of the Advisory Board of the National Postdoctoral Association. As a part of FASEB’s Science Policy Committee on Training and Careers, he was a coauthor of the Individual Development Plan for postdoctoral fellows. He also contributed to the “Compact Between Postdoctoral Appointees and Their Mentors” as a member of the AAMC GREAT Group Postdoctorate Section.

Dr. Clifford heads an active research program investigating the physiological mechanisms regulating skeletal muscle blood flow during exercise. His research laboratory has been funded by the NIH, 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, sits on the editorial boards of several physiological journals, and participates on grant review panels at the NIH, NASA, and the American Heart Association. He is also a consultant in the medical device industry and a member of the Anesthesia and Respiratory Devices Panel at the FDA.

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, NYS 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 now is at the NIH in the Office of Intramural Training & Education assisting the 4000 NIH postdocs in their personal career choices. She is a nationally recognized speaker in career development topics. Additionally, she volunteers as a Board member for the National Postdoctoral Association (NPA).

Emily T. Connelly, M.A., is Director of Science Policy and Outreach at Research!America. Her responsibilities include writing advocacy-based publications for the public and Congress, overseeing public opinion surveys, and managing Research!America’s national network of over 4,000 advocates. Her areas of expertise include the U.S. investment in health research and the economic impact of research.

Prior to joining Research!America, she was Education Associate at the American Chemical Society where she managed the Experiential Programs in Chemistry (EPiC) program, served as associate editor of in Chemistry, the magazine for ACS student affiliates, and directed the student affiliates regional meeting grants program. She received a Master of Arts in Science, Technology and Public Policy from the Elliott School of International Affairs at The George Washington University and a Bachelor of Arts in Natural Science from Fordham University.

Brendan Delaney, J.D., is a partner and attorney with Leavy, Frank & Delaney, LLC, located in Bethesda, Md. He practices immigration law, specializing in the areas of self-sponsored immigration petitions, business immigrant and non-immigrant visas, and family immigration. Delaney, who was born in Randalstown, Northern Ireland, holds his Juris Doctorate from The Catholic University School of Law and a Bachelor of Arts degree from the University of Ulster. He was admitted to the Maryland State Bar in 2008. Delaney has served as a lecturer for the NPA’s International Postdoc Legal Seminars since 2007. Leavy, Frank & Delaney are longtime friends and supporters of the NPA.

Christine D. Des Jarlais, Ed.D., became the first Assistant Dean for Postdoctoral Affairs & Graduate Outreach at the University of California (UC), San Francisco in 2001. As director of the Office of Postdoctoral Affairs (OPA), she participated in the development and implementation of UC’s 10-campus postdoc policy, as well as the comprehensive benefits plan that is unique to UC’s 6,400 Postdocs. Overall, she works to improve the quality of training and academic life for UCSF’s 1,100 postdocs by heightening their visibility as a major constituency on campus. She developed the OPA Web site; initiated Postdoc and Postdoc Administrators listserv; established a “Postdocs” link on the UCSF homepage; developed postdoc mentoring guidelines for faculty; works closely with the Postdoctoral Scholars Association; ensures that postdocs are represented on every major campus committee; and advocates for Postdocs with the senior leadership.

In November 2008, the United Auto Workers became the exclusive representative of the 6,400 Postdocs in the UC system. She was appointed to the UC bargaining team that has been negotiating the UC-UAW contract since February 2009. Her other responsibilities focus on Graduate Division initiatives aimed at increasing diversity among graduate students and postdocs. She earned her B.A. in Psychology from Smith College, M.A. in Psychology from Pepperdine University, and Ed.D. in Higher Education Administration from the University of Hawaii at Manoa.

Shawn R. Drew, Ph.D., joined the staff of the National Institute of General Medical Sciences (NIGMS), National Institutes of Health (NIH) in September 2003 as a Program Director in the Minority Access to Research Careers Branch where she manages research grants, training grants, and fellowships aimed at increasing the number of underrepresented minority scientists. Drew also serves as the institute’s Program Director for the Biostatistics Research Training Grant program and is the Chair of the Committee to Maximize Representation for research training grant programs. Prior to her appointment, she served as Director of the NIH Academy, an intramural postbaccalaureate research training program, and was an Adjunct Professor of Biology at the University of Maryland - University College, College Park, Md., and Prince Georges Community College, Largo, Md. Drew earned a bachelor’s degree in Natural Science with a concentration in Chemistry in 1991 from Spelman College in Atlanta, Ga., and went on to earn a Ph.D. in biology in 1998 from Howard University in Washington, D.C., where she conducted her Ph.D. dissertation research at the National Institute of Diabetes, Digestion, and Kidney Diseases (NIDDK), Laboratory of Chemical Biology. Her postdoctoral research was conducted in the Molecular and Clinical Hematology Branch, NIDDK.

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 (Penn). Her current research is focused in the metabolic activation of environmental chemicals and their contribution to lung and airway disease. 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 an active member of the Biomedical Postdoctoral Council at Penn and served as Co-chair of that group from 2006 to 2009.

Daniel Gorelick, Ph.D., was a AAAS S&T Policy Fellow at the State Department in the Bureau of International Information Programs. He is currently a Post-Doctoral Fellow in the Embryology Department at the Carnegie Institute of Science. He is a Board member of the National Postdoctoral Association. He has a Ph.D. in Cellular and Molecular Medicine from Johns Hopkins University.
Andrew M. Hebbeeler, Ph.D., is an American Association for the Advancement of Science (AAAS) Science & Technology Policy Fellow at the Bureau of International Security and Nonproliferation, Office of Cooperative Threat Reduction, in the U.S. Department of State. He holds a Ph.D. in Molecular Microbiology and Immunology from the University of Maryland-Baltimore. He was a Postdoctoral Fellow at the J. David Gladstone Institute, where he served as Chair of the Gladstone Postdoctoral Advisory Committee. He has been active on the NPA Resource Development Committee since 2007 and has served as the Editor-in-Chief of the NPA's quarterly newsletter, the POSTDOCket, since 2008. He currently serves as a member of the NPA Board.

Jennifer E. Hobbs, Ph.D., is a Postdoctoral Research Associate in the Department of Infectious Diseases at St. Jude Children’s Research Hospital in Memphis, Tenn. She obtained her Ph.D. in Cancer Biology from the Feinberg School of Medicine at Northwestern University in Chicago, IL. At Northwestern University, she participated in the design and implementation of initiatives to increase the recruitment and retention of multicultural graduate students and faculty. For the past two years she has provided leadership for the Career Development committee within the Postdoctoral Association Council at St. Jude Children's Research Hospital. At the 2009 NPA Annual Meeting she co-presented a workshop entitled, “The Citizen Scientist: How to become an ambassador for science in your community.” Along with her passion for cancer research, she has been an active speaker in Chicago and Memphis with the aim of educating students of diverse ethnic and economic backgrounds on opportunities in science, technology, engineering, and math (STEM) fields.

Jennifer A. Hobin, Ph.D., is the Associate Director for Scientific Affairs at the Federation of American Societies for Experimental Biology (FASEB). At FASEB, Dr. Hobin 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, Dr. Hobin 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. Dr. Hobin serves on the National Postdoctoral Association’s Advocacy Committee and is President of the Association for Women in Science, Washington, D.C. Metropolitan Chapter.

Cathee Johnson Phillips, M.A., serves as the Executive Director of the National Postdoctoral Association (NPA), headquartered in Washington, D.C. She manages operations of the association and works to develop programming that benefits the postdoctoral community. She is the Principal Investigator for the NPA’s project, From Postdoc to Faculty: Transition Issues for Women Scientists, funded by a National Science Foundation (NSF) ADVANCE Partnerships for Adaptation, Implementation, and Dissemination (PAID) Award.

Johnson Phillips holds a master’s degree in leadership from Bellevue University in Omaha, Nebraska, and a bachelor’s degree in English and Spanish from Morningside College in Sioux City, Iowa. She came to the NPA from Morningside, where she served as the Director of Foundation and Grant Development, Chair of the Leadership Exploration Committee, Adjunct Instructor with the Department of Mass Communication, and as a member of the Institutional Research Board. She also served as the president’s researcher and writer for the college’s strategic plan through 2019. She was co-author of a grant proposal that garnered Morningside a five-year, $1.2 million award from the U.S. Department of Education, Office of English Language Acquisition, in support of training in-service teachers in preparation for English as a Second Language endorsement. She also co-authored a successful $600,000 grant proposal for the NSF S-STEM program.

Manorama M. Khare, Ph.D., is a Senior Research Specialist at the Center for Research on Women and Gender at University of Illinois at Chicago (UIC). As the Monitoring and Evaluation coordinator for WISEST – the NSF funded ADVANCE project at UIC, She is responsible for developing and implementing the internal evaluation for the program. Prior to the NSF ADVANCE grant, she developed and implemented a Work Climate Survey for UIC faculty in the Colleges of Engineering and Liberal Arts & Sciences. Currently, she is also the lead evaluator for a three year DHHS funded chronic disease prevention program being implemented in the seven southernmost rural counties of Illinois. She was the lead evaluator for a 5 year multi-site randomized trial funded by CDC to reduce cardiovascular risk in women.

She has over 10 years experience in research related to underserved populations, women’s health and diversity in higher education. Her technical expertise includes program evaluation, planning and implementation of community-based programs, quantitative and qualitative research methods, quasi experimental research designs, survey development and multivariate data analysis. She has a doctoral degree in Public Health from the University of Illinois at Chicago and a master’s degree in Preventive Medicine from The Ohio State University. She also has a master’s degree in Community Nutrition from Mumbai, India. She has been the lead evaluator for grants funded by federal agencies including the CDC, DHHS, SAMHSA & NSF.
Joan M. Lakoski, Ph.D., is the Associate Vice Chancellor for Academic Career Development at the University of Pittsburgh Schools of the Health Sciences, Associate Dean for Postdoctoral Education and Professor of Pharmacology and Chemical Biology 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. has held faculty positions at The University of Texas Medical Branch in Galveston and the Pennsylvania State University College of Medicine, 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 leadership positions, she serves on the Board Development Committee for the NPA, is Past Chair of the Postdoctorate Section for the AAMC Graduate Research and Education Training Group, and is a member of the National Academies’ Committee on Assessing National Needs for Biomedical, Behavioral, and Clinical Research Personnel.

Jasmine McDonald, Ph.D., began a Postdoctoral Traineeship at the University of Pennsylvania Center for the Integration of Genetic Healthcare Technology (CIGHT) in August 2009. Her research addresses the sociocultural factors related to BRCA1 and BRCA2 breast cancer prevention and control behaviors and increasing genetic technology literacy within the African American community.

Prior to joining the University of Pennsylvania, Dr. McDonald received her Ph.D. in Biological Sciences in Public Health with a concentration in Immunology and Infectious Disease in May 2009 from Harvard University. Her doctoral research examined the signaling molecules and conditions involved in the anti-inflammatory response to Schistosome Worm related products. Prior to her doctoral program, she received her B.S. in Biochemistry/Molecular Biology from the University of Maryland, Baltimore County (2003) where she was a Meyerhoff and a MARC U*STAR Scholar.

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.

Sharon Milgram, Ph.D., received a B.S. degree in Physical Therapy from Temple University in 1984 and a Ph.D. in Cell Biology from Emory University in 1991. She completed a postdoctoral fellowship at The Johns Hopkins University before joining the faculty at The University of North Carolina (UNC) at Chapel Hill in 1994. At UNC Dr. Milgram rose to the rank of Full Professor with Tenure in the Department of Cell & Developmental Biology. Her research was supported by grants from the NIH, NSF, Cystic Fibrosis Foundation and American Heart Association. Dr. Milgram held a number of administrative positions at UNC including the Associate Director of the Medical Scientist Training Program, Director of the Interdisciplinary Biomedical Sciences Graduate Program, and the Director of the Summer Undergraduate Research Experience. She founded and advised the UNC Office of Postdoctoral Services and served on the advisory committee of the Signal Xi National Postdoc Survey. She served as Principle Investigator on a number of training grants including an NSF REU grant, and NIH grants to support predoctoral students in cell & molecular biology as well as an Initiative to Maximize Student Diversity. In 2007 Dr. Milgram joined the NIH Office of the Director as the Director of the Office of Intramural Training and Education. There she directs a trans-NIH Office dedicated to the career advancement of over 5000 trainees, ranging from college students to postdoctoral and clinical fellows. Dr. Milgram is also a Senior Investigator in the National Heart Lung and Blood Institute and an Adjunct Investigator in the National Human Genome Research Institute.
Audrey J. Murrell, Ph.D., conducts research, teaching and consulting that helps organizations better utilize and engage their most important assets – their human and social capital. She is currently an Associate Professor of Business Administration, Psychology, Public and International Affairs at the University of Pittsburgh, Katz/CBA School of Business. Dr. Murrell serves as the Director of the David Berg Center for Ethics and Leadership at the University of Pittsburgh. She received her B.S. from Howard University, magna cum laud in 1983, and her M.S. in 1985 and Ph.D. in 1987 from the University of Delaware. After obtaining her Ph.D., she joined the faculty at the University of Pittsburgh in 1987.

She instructs courses in Organizational Behavior, Men and Women at Work, Careers in Organizations, Business Communication and Workforce Diversity and conducts research on mentoring, careers in organizations, workplace/supplier diversity and social issues in management. This work has been published widely in management and psychology journals as well as book chapters and special issues. Popular media has also highlighted this work including, among others, the Wall Street Journal, Atlanta Journal and Constitution, Jet Magazine and Vida Executive (in Brazil). She has received numerous awards, among which are the Susan B. Anthony “Women of Vision” award from the Women’s Leadership Assembly and the Chancellor’s Distinguished Public and Community Service Award from the University of Pittsburgh.

She serves as a consultant in the areas of mentoring, leadership development, and workforce/supplier diversity. Her clients have included Alcoa, IBM, Microsoft, Heinz, Bayer, Eli Lilly, Kaiser Permanente, Fed-Ex Ground, Executive Leadership Council (ELC), National Association of Minorities in Communication (NAMIC), YWCA, Carnegie Libraries, Howard University, and Hampton University. She participated in a congressional briefing sponsored by Senator Arlen Spector (R-Pa) on the issue of affirmative action.

Sandra Miller is the Director of the Ewing Marion Kauffman Foundation’s Advancing Innovation Group, where she is charged with developing programs to cultivate entrepreneurs among the U.S. postdoctoral researcher community, (see www.kauffman.org/postdocs ). The Advancing Innovation initiative explores ways to partner with universities to foster higher levels of innovative entrepreneurship through the commercialization of university-based technologies.

She joined the Kauffman Foundation after 13 years at Stanford, where she had a major role in the formation of the Stanford Biodesign Program -- a landmark educational program training the next generation of biomedical technology leaders. As Managing Director of Biodesign, Sandra counseled numerous Stanford inventors on issues such as license agreement terms, new company and founding team formation, fundraising strategy, and university policies (consulting, intellectual property ownership, conflict of interest). More recently, she was the Program Director for the Stanford Bioengineering Department’s Translational Research Partnership Award from the Wallace Coulter Foundation. She has served as a Phase II reviewer for the National Science Foundation’s SBIR/STTR grants program’s Biotechnology section and is on the Board of Trustees of the Licensing Executives Society Foundation.

Dr. Murrell is the author (along with Crosby and Ely) of the book entitled, Mentoring Dilemmas: Developmental Relationships within Multicultural Organizations and the recent book entitled, IntelligentMentoring: How IBM Creates Value through People, Knowledge and Relationships with Forte-Trummel and Bing.

James Paterniti, Ph.D., is an Independent Consultant providing portfolio assessments and development services to global pharma and biotech R&D in the areas of cardiology, metabolic diseases, pulmonology and gastroenterology. Over the past 25 years, he led drug discovery and development efforts in many settings. As Sr. Director of Discovery Research at Amylin Pharmaceuticals he formed the Department of Pharmacology, which delivered a successful NDA package for the Company’s largest-selling drug, BYETTA. He led the project team that brought the peptide hormone PYY[3-36] to clinical trials for obesity. He pioneered the research planning function at Amylin, to enable effective drug candidate advancement and high quality development decisions. In 2004, Research Program Planning became part of Amylin’s Project Management organization. Prior to joining Amylin, Jim started and led the Departments of Cardiovascular Disease Research and Metabolic Disease Pharmacology at Ligand Pharmaceuticals, Inc. These departments pursued separate drug discovery alliances with GSK and Lilly, that brought six novel molecules to the clinic for cardiovascular and diabetes indications.

He began his career in pharmaceutical R&D at Sandoz Pharmaceuticals, (Novartis) where he assumed preclinical responsibility for Lescol (fluvastatin sodium) a statin-class drug, marketed for heart disease prevention. He also led the team that discovered and advanced a novel molecule to the clinic for heart disease prevention through HDLc elevation. Throughout his career, he held adjunct academic appointments including Professor of Cell and Molecular Biology at San Diego State University. He is currently an advisor to Keck Graduate Institute. He has published some 60 invited and peer-reviewed journal articles. He mentors and coaches more than a dozen scientists and former scientists on career issues. Dr. Paterniti received bachelor’s and doctoral degrees in Biology from the City University of New York, and postdoctoral training at the Mt. Sinai School of Medicine, in New York. Following this training, Jim held research faculty positions at Mt. Sinai and Columbia University School of Medicine. He resides in San Diego, California.

Dan Poux, M.S., is Associate Director for Outreach and Leadership Development for the Science & Technology (S&T) Policy Fellows. He directs the fellowships’ communications, recruitment and outreach efforts as well as the year-long professional development program for more than 160 Congressional and Executive Branch Fellows. He also directs the monitoring and evaluation functions of the AAAS Fellowships. Dan received a bachelor’s degree in Political Psychology and a master’s degree in Natural Resource Policy and behavior from the University of Michigan and conducted his master’s thesis research on volunteerism and mentoring.

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Continued from page 15...

Stacie Propst, Ph.D., is Vice President of Science Policy and Outreach at Research!America. In her position, she oversees programmatic activities and communications for policy makers including opinion survey research commissioned by Research!America; federal and state activity having impact on investment in medical, health and scientific research; and advocacy strategies, tools and programs designed to protect and increase the nation’s overall investment in research.

As a leader in the science policy and advocacy community, she regularly gives presentations at universities, forums, and congressional briefings and taught a course in science policy and advocacy at Georgetown University. Additionally, as a spokesperson for Research!America, she has worked with a variety of media including radio, print, television, and online outlets. She earned her doctorate in Physiology and Biophysics from the University of Alabama at Birmingham in 2000 and continued as a Postdoctoral Fellow until she joined Research!America in 2001.

Mahendra S. Rao, M.D., Ph.D., is an Adjunct Faculty Member at the Buck Institute for Age Research. Dr. Rao is internationally known for his research involving human embryonic stem cells (hESCs). After medical training in India, Dr. Rao obtained a doctorate at Caltech and embarked on a career in Developmental Biology that included faculty positions of increasing seniority at the University of Utah and the NIH (NIA). Dr. Rao has published more than 250 papers on stem cell research and is the co-founder of a neural stem cell company Qtherapeutics based in Salt lake City, Utah. He also has an extensive background teaching medical and graduate students, as well as postdoctoral fellows at institutions including The Johns Hopkins University School of Medicine, The National Centre for Biological Sciences in Bangalore, India, and the University of Utah School of Medicine. He has served on several editorial boards, review panels, scientific advisory boards, and company boards. He served as the Chair of the CBER (FDA) advisory committee (CTGTAC) and has served on advisory panels the governments of the United States, Singapore, and India on ESC policy. He continues to work with the FDA and other regulatory authorities on ESC related issues most recently as the ISSCR liaison to the ISCT. Dr. Rao is currently the Vice President of Research in Regenerative Medicine at Life Technologies and maintains academic and adjunct appointments at several institutes. He currently serves on the Board of ThermoGenesis, a company involved in devices for stem cell processing.

Jennifer Reineke Pohlhaus, Ph.D., was an American Association for the Advancement of Science (AAAS) Science & Technology Policy Fellow at the National Institutes of Health in the Office of Research on Women’s Health. She is currently the Director of Science & Policy at Ripple Effect Communications. She is a former Board member of the National Postdoctoral Association. She has a Ph.D. in Biochemistry and a certificate in Health Policy from Duke University.

Michelle Sabourin, Ph.D., is an R&D Scientist in BioProduction with Life Technologies in Frederick, Md. She obtained her Bachelor’s of Arts in Biology/Biochemistry from McDaniel College in 1995 and a Ph.D. in Biochemistry from Vanderbilt University in 2001. Her Ph.D. research focused

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James Sterling, Ph.D., is the Vice President for Academic Affairs and Dean of Faculty at Keck Graduate Institute (KGI) of Applied Life Sciences in Claremont, California. Dr. Sterling received degrees in Mechanical Engineering with a B.S. from Texas A&M University and M.S. and Ph.D. degrees from Caltech. At KGI, he has developed engineering coursework that prepares students of the applied life sciences to work in the development of laboratory research tools, laboratory automation, and micro-bioanalytical methods. He also directs the program of capstone, industry-sponsored projects for KGI Professional Masters degrees: the Team Masters Projects (TMP). He was the 2009 President of the Association for Laboratory Automation. His research interests are aimed at the development of miniaturized and automated systems for biomolecular analysis. Recently, the research has focused on the development of automated sample-to-answer systems for nucleic acid diagnostics of pathogenic organisms in compact, rapid, disposable systems that manipulate samples using flexible pouches or electrowetting-based digital-microfluidic systems.

Mahadeo Sukhai, PhD, is a Post-doctoral Fellow at the University Health Network in Toronto, Ontario, Canada, and an Associate Researcher at the Centre for the Study of Students in Post-Secondary Education at the Toronto Institute for Studies in Education/University of Toronto. He was a founding member of the University of Toronto Post-Doctoral Association in 2007, helping to design the Association’s constitution, and serving as its inaugural Secretary. Under his leadership, the UTPDA designed and ran a post-doctoral experience survey for the more than 1600 postdocs at the University of Toronto, the first of its kind in Canada. He was also the lead on the analysis of the PDES 2008 data. He has substantial leadership and governance experience from his days as a student leader at the University of Toronto, and has served in several executive capacities, including President, with the National Educational Association of Disabled Students, a Canadian NGO that supports the access and participation of students with disabilities in post-secondary education. His primary academic interests are hematopoiesis, leukemia biology and drug development, and he is secondarily interested in the quality of the student and trainee experience, particularly as it relates to mentorship and professional development. His post-doctoral research is funded through the Canadian Institutes of Health Research, the Ministry of Research and Innovation in the province of Ontario and the Multiple Myeloma Research Foundation.

Mo-Yin S. Tam, Ph.D., is a Professor of Economics and has been the Vice Provost for Faculty Affairs in the University of Illinois at Chicago (UIC) since August 2008. She is the PI of WISEST (UIC NSF ADVANCE grant). During her tenure as the Associate Vice Chancellor for Academic Affairs (2000-2007), she is part of the NCA Reaccreditation Steering Committee which successfully led the campus effort for the 2007 North Central Association Reaccreditation. She holds a Bachelor of Arts Degree (First Class) in Economics from the University of Hong Kong and a Ph.D. in Economics from the State University of New York at Stony Brook. She has published numerous research articles and reports in top Economics journals including the Quarterly Journal of Economics, Economica, Review of Economics and Statistics, Economic and Cultural Change, and the China Economic Review. She has presented her research and has been invited speakers in conferences in United States, in Europe, and in China. Dr. Tam was the PI of a 2000-2002 NSF research project in digital divide. Her recent and current research interests include impact of diversity on student achievements as well as gender technology and salary gaps.

David Taylor, Ph.D., completed his undergraduate training in biology from Utica College of Syracuse University, and his Ph.D. from the University of Virginia, where he studied the role of transcription factors in the differentiation and development of pancreatic beta cells. After his postdoctoral fellowship at The Children's Hospital of Philadelphia, he transitioned into the institution’s Research Administration Fellowship, where he garnered extensive experience working in research compliance, training and education, strategic planning, and postdoctoral affairs. His interest in postdoctoral programming and advocacy led him to a permanent position at Children's Hospital as an Academic Programs Officer in the Office of Postdoctoral Affairs. This position offers him the opportunity to work directly with postdoctoral fellows at all experience levels, providing orientations, creating support programs, and developing a more robust administrative infrastructure. He has been involved with the National Postdoctoral Association for four years and currently serves as Chair of the Meetings Committee and as a member of the Board.

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 the role of NF-kB in treatment response and on rational drug combinations for the treatment of pediatric solid tumors. She is the current Chair of the Postdoctoral Association Council at St. Jude Children's Research Hospital. She was the Vice Chair of the Meetings Committee until December 2009 and now serves as the Vice Chair of the NPA Board of Directors.

Kristin Walters, Ph.D., is currently a Postdoctoral Fellow and Co-Vice Chair for Career Development for the Postdoctoral Council at St. Jude Children's Research Hospitals. She obtained her Ph.D. from the University of Alabama at Birmingham in Birmingham, Ala. There, she served for two years as co-Chair for the Industry Roundtable Committee, a student run...
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Institutes of Health. She also coordinates FASEB's efforts related to issues involving federal funding for the National Institutes of Health. She also coordinates FASEB's efforts with other advocacy partners in the biomedical and scientific research community and organizes the annual FASEB Capitol Hill Day.

Prior to joining FASEB, she was with the Alzheimer’s Association for 13 years where she served in various capacities, most recently as the Director of Congressional Relations. While at the Alzheimer’s Association, she led that organization’s efforts in support of federal funding for biomedical research. In addition, she previously served as chair of the Government Relations Affinity Group for the National Health Council. She is a member of the National Academy of Social Insurance and has a bachelor’s degree in Political Science from the Pennsylvania State University.

Jonathan Wiest, Ph.D., obtained his a bachelor’s degree in Analytical Chemistry from the University of Wisconsin-Milwaukee in 1980. He worked as a Production Chemist synthesizing oligonucleotides for P-L Biochemicals until he began graduate school in 1982 at the Medical College of Ohio in Toledo. Dr. Wiest received a Ph.D. in Biochemistry in 1988 and then did a Postdoctoral Fellowship at the National Institute of Environmental Health Sciences in Research Triangle Park, North Carolina. He rose to the rank of Senior Staff Fellow and then assisted in establishing a Cancer Research Institute in western Colorado. In 1996 he became an assistant professor at the University of Cincinnati, Department of Environmental Health, School of Medicine. Dr. Wiest joined the Center for Cancer Research at the National Cancer Institute (NCI) as the Associate Director for Training and Education in November of 2001. In 2007 Dr. Wiest was appointed by the NCI Director to serve as the Acting Director for the Cancer Prevention Fellowship Program and in early 2008 the NCI Director also appointed Dr. Wiest to lead the formation of the Center for Cancer Training (CCT) as the Director. The CCT is charged with coordinating the major training activities in the NCI in both the Intramural and Extramural communities. In 2003, Dr. Wiest received the NIH Director’s award for Mentoring as well as the NCI Outstanding Mentor award. In November 2007 he received an NIH Award of Merit for mentoring. The major focus of his research involves genetic alterations in lung tumorigenesis. He is involved in studies to identify tumor suppressor genes and altered signaling pathways in lung cancer.

Dara Wilson-Grant, M.S.Ed., NCC, is currently the Associate Director of the Office of Postdoctoral Affairs at UNC Chapel Hill and a Career Management Consultant. In her role at UNC Chapel Hill, she provides individual career counseling and interview coaching to postdoctoral scholars. In addition, she develops and coordinates a variety of career and professional development programs. As a consultant, she designs and presents customized career management workshops, seminars, and courses. With over ten years of experience providing career management education and training, her mission is to help individuals develop a framework for career decision-making and develop the skills necessary for a lifetime of career success. She holds a master’s degree in Counseling from Fordham University and a bachelor’s degree in Business Administration. She is also a National Certified Counselor.

Jennifer Zeitzer became the Director of Legislative Relations at the Federation of American Societies for Experimental Biology (FASEB) in October 2008. In this role, she directs the FASEB Capitol Hill Office, represents FASEB on Capitol Hill, coordinates FASEB’s communications with the U.S. Congress and develops legislative strategies related to issues involving federal funding for the National Institutes of Health. She also coordinates FASEB’s efforts with other advocacy partners in the biomedical and scientific research community and organizes the annual FASEB Capitol Hill Day.

Long Zheng, M.D., Ph.D., obtained his M.D. in Nanchang University Medical School, Nanchang, China and Ph.D. in the University of Vienna School of Medicine, Vienna, Austria. He has subsequently completed his residency and fellowship of Clinical Pathology in Washington University School of Medicine, St. Louis, Missouri. He is currently an Assistant Professor of Pathology and Laboratory Medicine at The Children’s Hospital of Philadelphia and the University of Pennsylvania School of Medicine. His research focuses on: 1) proteolytic processing of von Willebrand factor by ADAMTS13 metalloprotease; 2) pathogenesis of thrombotic thrombocytopenic purpura and other related thrombotic disorders.

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Brown’s Postdoctoral Advisory Panel: Bridging the Biomedical – University Divide

Susan Rottenberg*, Jabbar Bennett, Sheila Bonde, Nancy Thompson
Brown University

Institutions with Medical Schools often have postdoctoral associations and administrative offices that are separate from those in the rest of the University. Brown is no exception. Medical School and University offices are each responsible for supporting some 100 postdocs. Currently, these interactions are conducted in the absence of a formal PDA. In an effort to forge a Brown-wide sense of community among postdoctoral scholars, benefit from the diverse perspectives of these trainees, and promote uniform practices, Brown’s Division of Biology and Medicine (BioMed) has partnered with the Graduate School to establish a campus-wide Postdoctoral Advisory Panel (PAP). The PAP consists of postdocs who serve as departmental reps and Deans from Biomed and the Graduate School. Brown’s PAP began in 2006 with 4 volunteers from BioMed. The group now numbers over 20, representing more than a dozen departments. The PAP has been instrumental in identifying issues of concern to postdocs across the University. Members have helped to develop and implement a postdoctoral assessment tool, assist with Web site development, sponsor postdoctoral-specific educational and training events, and facilitate social networking via a listserv and Google Groups. To date, the Brown PAP has not chosen to pursue formation of a formal PDA, but the option is open. The interactions between postdoctoral scholars across the University have been enriching for all and has helped administration consider postdoctoral issues in a broader and more inclusive context.

The Duke-NIEHS Lab Management and Leadership Symposium: A Collaborative Model for Postdoctoral Training

Diane M. Klotz (1)*, Molly Starback (2)

(1) National Institute of Environmental Health Sciences
(2) Duke University

While most will agree that providing Management and Leadership Training to postdoctoral fellows is a priority, the quality of such training programs can vary due to budget or other resource constraints. Often postdoctoral fellows are invited to attend training programs geared towards junior faculty, and while the opportunity to participate in faculty programs can be invaluable for postdocs, it has been our
experience that postdoctoral fellows may feel ill-equipped to fully participate, or are hesitant to address issues specific to their career status. We present here a collaborative model for providing high-value leadership and management training to postdoctoral fellows. Our goals were:

1) To provide instruction from expert presenters and facilitators with extensive knowledge of the postdoctoral fellowship,
2) To give postdocs an opportunity to network with other postdocs from different institutional backgrounds, and
3) To combine institutional resources to maximize budgets and decrease insularity.

The Duke-NIEHS collaboration for postdoctoral training used the framework of the highly successful University of Pittsburgh training model for junior faculty. Once a program was designed and presenters invited, all parties participated in planning meetings via teleconference and email to ensure that the program was cohesive and addressed the needs of postdocs from both institutions. The program was deemed a success, and both institutions have pledged to support continuation and/or future expansion of the program.

Establishing a Postdoctoral Alumni Network at Harvard School of Public Health

Alison S Williams*, Norah Verbout
Harvard School of Public Health

At any one time, there are over 220 postdoctoral fellows at the Harvard School of Public Health (HSPH), 61% of whom are international. Accordingly, after completing their postdoctoral training, the destinations of our fellows are similarly global. We recognized that former HSPH postdocs represent a wealth of knowledge, experience and expertise. In order to establish a functional platform that would foster interactions between current and former HSPH fellows, we created an alumni database. The HSPH Alumni Network was formed after an overwhelming response to our campaign to re-connect HSPH postdoctoral alumni across the globe. During the course of this endeavor, we learned that our former postdocs were willing to resume contact with HSPH and share their experiences. Following an e-mail campaign targeting former HSPH postdocs, we established a private database of individuals willing to volunteer their job title and contact details. To facilitate the reconnection of these former postdocs with each other, we founded the HSPH Postdoc Alumni Network using the professional networking service, LinkedIn. This group serves as an online networking group for HSPH postdocs and is maintained by the HSPH PDA. To avoid losing track of current HSPH postdocs once they leave, we opened up the Alumni Network to current HSPH postdocs to form the HSPH Postdoc Network. Our goal was to encourage postdoc peer-to-peer networking and encourage networking between current and former HSPH fellows. It is our hope that these efforts will facilitate knowledge sharing, mentoring and help solidify a global network of HSPH fellows.

Focus on Improving the Postdoctoral Experience at Iowa State University

Fatoumata B. Sow*, Andrew Severin, Ragothaman M. Yennamalli, Sudhir Gupta, and Carolyn S. Payne
Iowa State University

At Iowa State University (ISU), postdoctoral training is a collaborative effort involving the Graduate College, the Office of the Provost, the Office of the Vice President for Research and Economic Development, and the faculty advisors. In an effort to obtain feedback from postdocs about their issues, the Graduate College hosted a successful luncheon in the summer of 2009. Fatoumata Sow, a postdoctoral fellow who had attended the 7th Annual NPA meeting, spoke about the need to create a postdoctoral association. A straw vote was taken to see if there was interest in creating a local association. The interest was overwhelming, and postdocs were invited to attend an association organizational meeting. Since its inception, the Iowa State University Postdoctoral Association (ISUPDA) has actively collaborated with the Graduate College to: 1) evaluate the needs of postdocs through surveys; 2) adapt the priorities and activities of the ISUPDA to reflect those needs; 3) increase the university's awareness of postdocs; and 4) provide social resources for postdocs to network. To improve professional development for postdocs, a series of workshops has been hosted by the Graduate College and the Center for Excellence in Learning and Teaching. This past year has been a learning experience for ISUPDA officers and university administrators. We will present information on how the ISUPDA started, functions and collaborates with other university entities to address postdoc needs. We will also present the achievements and difficulties encountered during this process as well as ongoing projects to maximize the postdoctoral experience at ISU.

Combinatorial Strategies Adopted by Los Alamos Postdoc Association (LAPA) for Personal and Professional Growth of Postdocs

Praveen K. Sekhar*, Katharine L. Page, David Kuiper, Amanda Kligensmith, Sridhar Balasubramanian, Shadi A. Dayeh, Mary A. With
Los Alamos National Laboratory

In this poster, the cohort of activities pursued by the Los Alamos Postdoc Association (LAPA) for personal and professional growth of postdocs is presented. The initiatives by the social committee, career committee, policy committee, and communications committee within LAPA are also described. In particular, the details on the organization of the career fair, career development workshops, and informal social sessions along with the response from the postdocs are highlighted. Forming an integral part of this dissemination are the challenges identified by LAPA in facilitating unconditional participation of postdocs and plausible solutions. Further, our future approach to actively engage more postdocs in the Association is to add additional activities such as divisional luncheons, and postdoc research day.
Developing a Comprehensive Training Program at a Small, Independent Research Institute

Sarah Peterson*, DJ McCrann, Jeong Yoon, Lucy Liaw, Rick McAllister, Donald St Germain

Maine Medical Center Research Institute

Small, independent research institutes face unique challenges in developing comprehensive training programs complete with grant writing workshops, journal clubs, and networking opportunities. Our first challenge was establishing a Postdoctoral Association with a limited number of postdoctoral trainees at our institute (24 individuals). By incorporating our graduate students (13 students) into a combined Research Fellow Association, we currently have a trainee community of 37 members with the critical mass to provide adequate leadership and distribution of responsibilities for an active program. A second challenge is our physical isolation from an academic campus. In response, we take advantage of our videoconferencing capabilities to share class offerings and journal clubs with both the University of Maine and The Jackson Laboratory in Bar Harbor. We are also exploring partnerships with regional universities to enhance our program. A third challenge is overcoming limited resources. Our multifaceted approach involves utilizing faculty expertise within our institute to assist with Grant Overview Presentations, our Grant Writing Course, and our Career Development Program as well as inviting alumni fellows to return to provide career perspectives. These steps have aided in the establishment of an active and improving program for research trainees at our institute, and may be applicable to other small research facilities facing similar challenges.

Industry Exploration Program: Advancing the Careers of MGH Postdocs

Adnan Abu-Yousif*, Erik B. Hett, Hilary Luderer, Jonas Dyhrfjeld-Johnsen, Ann Skocenski

Massachusetts General Hospital

The Massachusetts General Hospital Postdoc Association (MGPA) has recently launched a pilot program in collaboration with the Massachusetts Biotechnology Council (MBC) and its member companies that provides research fellows at Massachusetts General Hospital (MGH) a view of biotech industry research, as well as a chance to network with and engage members of industry.

To protect potential intellectual property of MGH postdocs and the participating companies, a seminar was hosted for postdocs by the Research Ventures & Licensing office at MGH, educating them on interactions between academia and industry. In addition, a consent form signed by each participant’s principal investigator was required, and postdocs were asked to write a 250-word statement about their experience, expertise, and areas of interest so that companies and postdocs could be matched. Once matches were made, the MGPA coordinated visits to the participating companies. While the format of the day varied from company to company, each visit was an educational experience that offered insight into the unique culture of each company, outlined potential career paths within the company, and provided information about transitioning to industry.

The program has been well received by both postdoc and company participants, and will be expanded in 2010 to include more postdocs who are preparing for the next step in their careers and give more companies access to the rich talent pool at MGH that represent potential future employees.

Overcoming the Fear of Public Speaking: Acquiring Leadership and Communication Skills in a Multicultural Environment

Edward L. Krug*

Medical University of South Carolina

Effective communication skills are critical for career advancement and minimizing problems in the work environment. This involves good organizational skills, clarity in speaking, effective visuals, the ability to think on your feet, and attentive listening habits. In today’s competitive job market, the need for good communication skills is more pronounced than ever. Despite this, most graduate students and postdocs have little training in these areas and may not know how to acquire the skills they need to be successful. In an effort to improve the training of postdocs at MUSC, the Postdoctoral Association sought to create a series of workshops designed to fill this important void. We started off by surveying the postdoc population on what they felt was lacking and the areas where they wanted more training and/or information about resources available on campus. From this survey, we created 5 workshops focused on: Individual Development Plans (IDPs), Scientific Writing, Senior Faculty Q&A, Research Funding, and a Small Group Presentation Skills.
College Teaching Panel. These workshops ran monthly from January to May 2009. At the conclusion of this first year series, we assessed the overall success, how well each individual workshop fulfilled the postdocs need and asked if this area warranted further workshops in the future. Overall, response to the workshop was extremely positive. From these responses, we have adapted our second year series workshops to build upon the likes, wants and needs of the MUSC postdoc population.

Michigan State University-Postdoctoral Association Survey 2009: What We Have Learned and What Needs to be Done

Heather April Figueira, Anastasia Kariagin, Antonio Nunez, Maria Alejandra Manzan, Bagmi Pattanaik, Schuyler Pike*, Andrew W. Steiner, Weiqing Zeng

Michigan State University

A general survey was conducted by the Postdoctoral Association (PDA) in conjunction with the Postdoctoral Office at Michigan State University (MSU), to gather information about the living, training and research experience and to determine the needs and satisfaction level of postdoctoral scholars. More than one-third of postdoctoral trainees responded to our survey. This survey covered seven areas including 1) Demographic/Biographic Information; 2) Role of the Postdoctoral Association at MSU; 3) Postdoctoral Scholar/Mentor Relationship; 4) Job market for scientists/career issues; 5) Compensation/Benefits; 6) Social and Personal Life; and 7) Research Integrity. From our survey, we learned that many of our postdoctoral trainees are 35 or older, have families, and are of international origin. Overall, they are in favor of having a PDA and being involved with PDA activities. Generally, they have had positive experiences at MSU with their mentors, overall training, and employee compensation. There are some concerns, however, with employee benefits, social life, and career planning. According to the data, MSU postdoctoral trainees needed more information and training in issues of research integrity. On the basis of our survey, we have formulated some recommendation to improve the training experience and quality of life for postdoctoral academics at MSU. The detailed data and conclusions will be presented and discussed.

Center for Cancer Research (CCR) Fellows and Young investigators (FYI) Association: Building a Successful Postdoctoral Association

Raed Samara*

National Cancer Institute

The Center for Cancer Research (CCR) at the National Cancer Institute (NCI) is home to more than 1000 trainees including postdoctoral fellows, clinical fellows, post baccalaureates, and graduate students, spread over two campuses: Bethesda and Frederick. The CCR Fellows and Young Investigators (FYI) Association was organized to foster the professional advancement of member clinicians and scientists at CCR. FYI enhances the intramural training program, fosters communication among fellows and the CCR community, and serves as a liaison to administration programs that affect the training experience.

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To accomplish these goals, FYI undertakes several initiatives. It actively participates in orientations for new trainees at least once a month. New trainees have to complete a comprehensive training plan that was developed through the CCR Office of Training and Education. To help trainees develop strong presentation skills, FYI organizes scientific seminars that allow trainees to present and discuss their research. Realizing the importance of presentation skills for a successful career, FYI initiated PASS (Presentation And Seminar Skills). PASS offers an innovative opportunity to trainees to practice and polish their presentation skills and receive constructive feedback.

To increase its visibility on both campuses, FYI publishes its own newsletter which offers an avenue to keep trainees updated with current events. The most comprehensive initiative that FYI undertakes, however, is the organization of the Annual Colloquium. The multi-day Colloquium brings trainees together for networking with their colleagues and invited guest speakers to start new research collaborations or learn how to land the career position of their dreams.

The Postdoctoral System in China: Structure, Growth and Opportunities

Andrea Stith*, Li Liu, Jin Jin, Lei Sun
Shanghai Jiao Tong University

The postdoctoral system in China was founded in 1985. Since this date, the number of postdoctoral fellows has grown rapidly. In 2005, 5,500 new postdoctoral appointments were made, and it is anticipated that in 2010 there will be more than 13,000. In total, 36,686 postdoctoral appointments were made between 1985 and 2005. Distinct from its “American model,” it was established as a superintended system of postdoctoral “stations” that are administered centrally. These stations are established at universities, research institutes, and businesses across the country, and the government offers small annual subsidies to institutions that host postdoctoral fellows. The National Postdoctoral Management Committee is responsible for routine administration and management, and the evaluation of station operation and postdoctoral performance. The rapid growth of the system has increased demand for efficient communication and effective quality control mechanisms in order to maximize the impact of the system. Still, the postdoctoral system enjoys popular support and is viewed as a key element to the transformation of the Chinese research enterprise and improvement of the quality and impact of its research output.

This poster will describe the demographics, structure, and mechanisms of the postdoctoral system in China. It will also include the research experiences of current postdoctorals as well as their impressions of the system and their own career viability.

Serving to Further the Mission of St. Jude Children’s Research Hospital - Postdoctoral Fellows Stepping Up!

Schaun Korff*, Jennifer Hobbs, Kristin Walters, Lorraine Tracey
St. Jude Children’s Research Hospital

In 1998 an association of the Postdoctoral Fellows at St. Jude Children’s Research Hospital was formed to facilitate communication between the postdoctoral community and the administration of St. Jude as well as enhancing the postdoctoral experience. The mission of our Postdoctoral
Collaborations: Joining Forces to Improve Postdoctoral Training and the University Community at Jefferson

Christopher So*, Heather Montie, Paraskevi Vogiatzi, Renee Balliet and Lisa Kozlowski

Thomas Jefferson University

In 2003, the Jefferson College of Graduate Studies established the Office of Postdoctoral Affairs (OPA) at Thomas Jefferson University. With the help of the OPA and a motivated group of postdocs, the Jefferson Postdoctoral Association (JPA) formed in 2004. Since that time, the OPA and JPA have collaborated with many Jefferson organizations to improve not only the postdoctoral experience but also the overall university community. The OPA and JPA have fostered a strong relationship with the Graduate Student Association (GSA). The OPA helps the GSA organize career seminars. The JPA co-hosts an annual winter party with them to help stretch both budgets. The OPA has partnered with the Career Center in the Jefferson School of Health Professions on professional development workshops. The OPA also collaborated with the Department of General Studies to establish an English as a Second Language program. The OPA and JPA have worked with library personnel to help them better serve their clientele. Ever since postdocs have been recognized as alumni of the College, the JPA has worked closely with the Alumni Association, participating in Alumni Day and helping to outfit and fundraise for a graduate student and postdoc lounge. The JPA also helps promote the research facilities available at Jefferson by inviting facility heads to take part in the JPA’s Technical Skills Seminar Series. Overall, since their inception, the JPA and OPA have worked diligently with organizations throughout Jefferson to improve the overall experience for all members of the Jefferson community.

Unionization of Postdocs at the University of California

Sam Castaneda (1)*, Christine DesJarlais (2)

(1) University of California, Berkeley
(2) University of California, San Francisco

In January, 2008, the United Auto Workers (UAW) reconstituted an organizing campaign that had begun in 2006 to unionize the 6,400 postdocs at all 10 campuses of UC. On June 30, 2008, UAW submitted signature cards to the California Public Employment Relations Board (PERB) (“card check” process), which verified that UAW had obtained at least 50% + 1 postdoc signature. In November, 2008, PERB certified the UAW as the exclusive representative for all UC postdocs. The bargaining unit includes Postdoc-Employees, who are paid from research grants through a payroll system; Postdoc-Fellows, who are paid stipends through a financial disbursement system; and Postdoc-Paid Directs, who are paid directly by an outside agency. Contract negotiations began in February 2009 and as of November 2009 are still ongoing. The unionization of approximately 10% of the country’s postdocs is an historic event that has considerable implications for other major universities with large postdoc populations.

The Role of Postdoctoral Scholars Associations in the Times of Unionization

Vuk Uskokovic*

University of California, San Francisco

The ongoing unionization of postdoctoral scholars at the University of California (UC) has attracted much attention due to the following reasons: a) the UC comprises the largest pool of postdoctoral scholars in the US; b) if unionized, the postdoctoral community at the UC will be the second and the largest union of postdoctoral scholars in the world; c) postdoctoral scholars are an unusually socially, culturally and nationally diverse category, with around 70% being foreign citizens. Since there is a prospect that postdoctoral scholars at other universities may follow the same path and choose to unionize, learning from this particular case of unionization will be of crucial interest for many other PSAs.
One of the consequences of unionization, albeit the fact that the latter has not been finalized yet, has been depriving the UC PSAs of their keenness to address issues that pertain to the basic qualities of postdoctoral appointments, including the conditions of employment. The causes of this apparent paradox are examined and solutions on how to restore the political relevancy of the PSAs in the context of unionization are offered. The main conclusion is that the PSAs should act so as to increase the communication between the Union and the University. Such a channeling role of the PSAs may erase many obstacles that seem to be blocking the road for their development. The PSAs may thus become rejuvenated and regain the role of powerful political platforms for addressing postdoctoral concerns from a neutral and independent perspective.

Postdoc Lunch Live! Providing a Monthly Forum for Postdoctoral Fellows to Develop Scientific Presentation Skills and Network with Colleagues Across the University of Pittsburgh

Anne Collaco, Ilva Putzier, Lei Hong, Savanh Chanthaphavong, Puiyan Lee, Karen R. Thickman, Derek J. Cashman, Revathi Rajkumar, Andrea A. Cronican, Pei-Ying Chuang, Ruben K. Dagda, Drew D. Dudgeon, Tim M. Maul, Steven R. Woodcock, Tammy L. Dennis, Darlene F. Zellers*

University of Pittsburgh

Effectively communicating one’s research through a public presentation is an important skill that a postdoc must acquire to be a well-rounded and successful scientist. In order to enhance a postdoc’s communication skills, the University of Pittsburgh Postdoctoral Association piloted a seminar series in 2008 that enabled postdocs to present their research to an audience of fellow postdocs. Now known as “Postdoc Lunch Live! (PDLL!),” the primary objective of this program is to create a non-threatening venue for postdocs to practice their presentation skills. A secondary objective is to facilitate networking and to engage the university’s postdoctoral community given that postdocs are often limited to interacting with colleagues within their own laboratory or academic department. The format of PDLL! consists of 30 minutes of networking and disseminating postdoc-related news, followed by a 45-minute scientific presentation delivered by a postdoc, and ending with 15 minutes of questions, positive feedback, and closing remarks. Now in its second year, PDLL! has afforded University of Pittsburgh postdocs the opportunity to network campus-wide and facilitated interdisciplinary collaborations. Moreover, regular year-round scheduling (e.g. 3rd Wednesday each month) during lunch at a central location and providing complimentary refreshments are good strategies for attracting a wider audience for this professional development activity.

Bonding, Learning, and Growing through the Mentor/Mentee Relationship

Pe-Ying Chuang*, Paula R. Sherwood

University of Pittsburgh

A strong mentor/mentee relationship contributes to the successful completion of a postdoctoral fellowship and to the

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Edward Leavy is a graduate of Columbia University and, in addition, has two law degrees, a Juris Doctorate and a LLM.

Adam Frank, a graduate of Brandeis University, has a law degree from the University of Baltimore.

Brendan Delaney, a graduate of University of Ulster, has a law degree from Catholic University.

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launching of a productive academic career. This presentation does the following: 1) identifies the mentee’s roles and responsibilities; 2) highlights the mentor’s roles as a supporter and adviser; and 3) recognizes the values and limitations of the relationship. It is expected that the mentee achieves individual training goals and master the six-core competencies [discipline-specific conceptual knowledge; research skill development; communication skills; professionalism; leadership -management skills; and responsible research conduct] for career advancement. Furthermore, the mentee must gain proficiency in research, teaching, and clinical practice as well as become a published journal article author and a successful grant writer. Throughout the postdoctoral training experience, the mentee has the responsibility of improving areas of weakness by learning from the strengths of the mentor. The mentor shares knowledge, helps the mentee network, and provides opportunities for professional growth. Multiple strategies to overcome time limitations and increase the odds of a successful postdoctoral experience will be discussed, such as: holding focused weekly mentor meetings; following timelines; capitalizing on opportunities; developing training strategies; and creating an organizational/institutional support network. Alternative ways to interact with members of the postdoctoral community for professional development and support will be explored. The use of the Myers-Briggs and SkillScope 360 self evaluation tools will also be reviewed.

The 2009 Annual Survey of the Postdoctoral Association at UT Southwestern: Evaluating PDA Effectiveness and Postdoc Interests

Cory A. Blaiss* and Sherry Sours-Brothers

University of Texas Southwestern Medical Center

For the past three years, the Postdoctoral Association (PDA) at the UT Southwestern Medical Center (UTSW) has conducted an Annual Survey of the institution’s postdoctoral scholars. The 2009 Annual Survey was developed and written by PDA Committee Chairs, the PDA Executive Board, and the UT Southwestern Postdoctoral Affairs Office. The survey was administered online (using surveymonkey.com) from October 1-15, 2009, and advertised through e-mail announcements, the PDA’s newsletter, the PDA’s Web site, and the PDA’s Google calendar. We received a 45% response rate, with 244 postdoctoral scholars answering the survey. The majority of survey respondents reported participating in PDA activities and events either occasionally or frequently, and the most common reason cited for not participating in PDA activities was a lack of time. Among survey respondents, 8-30% were interested in participating in outreach activities, such as mentoring graduate students or judging science fairs, and 39-70% were interested in attending tourism-oriented social events, such as visits to museums and the Dallas Zoo. Only 29% of survey respondents reported that their long-term career goals had changed since the beginning of their postdoctoral training, but, for those who did report a change in career goals, the reasons underlying this change differed depending on gender and U.S. citizenship status. These and other results from the 2009 Annual Survey have influenced PDA advocacy efforts and have also been used to help determine PDA policies and events for the upcoming year.

Highlights in the Year of a Robust and Growing PDA

Sherry Sours-Brothers*, Daniel Dries, Cory Blaiss, PhD

University of Texas (UT) Southwestern Medical Center

Since its founding in 2005, the Postdoctoral Association at UT Southwestern Medical Center has grown to include seven active committees and a thriving monthly newsletter that serves our diverse population of over 500 postdoctoral scholars. The past year has brought a wealth of new resources and activities, many of which came about as a direct result of our annual survey (see additional poster).

For example, to address survey responses urging more opportunities for peer-mentoring, our Career Development Committee instituted a series of peer-mentoring panel discussions. These events have given attendees the opportunity to hear multiple points of views from their colleagues over topics such as publishing in high-impact journals and applying for faculty positions. Similarly, the Outreach Committee, in addition to its expansion of community service opportunities, is developing a program for postdocs to act as mentors to graduate students. Our International Committee hosted a Green Card and Immigration Law seminar, its most successful seminar to date. Attended by over 100 postdocs, this informative seminar will likely be repeated on an annual basis.

On the organizational side, this past year also saw the approval of a representative image for our association, as featured on our posters. Our executive board worked with our Postdoctoral Affairs Office to allow postdocs in PDA leadership positions to receive university credit (counting towards a postdoctoral training certificate) for their service. Participants in the PDA receive reciprocal benefits of organizational, communication and leadership skills gained while serving the organization and their peers.

Scientific Teaching Postdoc Program

Sarah Miller (1)*, Mark Connolly (1), Jo Handelsman (2)

(1) University of Wisconsin-Madison
(2) Yale University

Like graduate education, postdoctoral training tends to focus on building disciplinary research skills. This emphasis on research, however, often excludes opportunities to cultivate other professional skills—such as teaching, mentoring, and facilitation—that are essential for 21st-century faculty. In this poster, we describe a new program to train postdocs, who are aspiring academics, in skills that complement their research training. In hopes of seeding broader change through a new generation of scientist-ambassadors, the program also equips the Scientific Teaching Postdocs to design and deliver their own programs about scientific teaching and mentoring. Thus, the two primary objectives of the Scientific Teaching Postdoc Program are (1) to augment postdoctoral research training with skills and experience in teaching and mentoring and (2) to train emerging leaders in education reform, thereby amplifying the impact of their knowledge. To date, we have trained the first of three cohorts of Scientific Teaching Postdocs. Two-thirds of the inaugural cohort have participated in research-mentor training and implemented scientific teaching events. The poster also describes the anticipated outcomes (proximal and distal) of participation in this program and how they will be measured.
Virginia Commonwealth University Making Strides with a Postdoctoral Association

Teneille Walker*, Lynn Hull, Wendy Reid, Amy Hawkins, Cathernine Koeel

Virginia Commonwealth University

The Office of Postdoctoral Services (OPS) at Virginia Commonwealth University (VCU) was established in the summer of 2007 and serves as a liaison between postdoctoral scholars and faculty at VCU. It became clear that this interaction would be facilitated by an organization made up of postdoctoral trainees. In October of 2009 the VCU Postdoctoral Association (VCUPDA) was founded and supported by the OPS. The purpose of the VCUPDA is to create and foster relationships among postdoctoral scholars by organizing career and social events as well as to represent the postdoctoral scholars in interactions with the administration. It is also a goal of the VCUPDA to help the postdoctoral scholars be better aware of the resources available to them. To these ends, we have formulated and approved bylaws and have established an executive council. We have prepared a budget to provide funds for two individuals to attend the NPA Annual Meeting, two social events, four travel awards for meetings other than the NPA meeting, two mentor awards, and four seminars. The Vice President for Research at VCU has tentatively approved our budget. We have already held our second general meeting of the VCUPDA which included a well received seminar presented by our university’s Office of Sponsored Programs titled “Getting Started with Sponsored Programs”. With the support of administration, faculty and OPS, the newly formed VCUPDA is now able to be an organization which will help to facilitate interactions among postdoctoral trainees.

Building a Postdoctoral Association from the Ground-Up: Commitment, Challenges, and Resolution

Imran Akhtar*, Andrew J. Whelton, Anandh P. Velayutham, Baris Hancioglu, Daniela Cimini, Meredith A. Katz

Virginia Tech

In the time of specialization and much focus on research, there is a greater need to foster programs dedicated to improve the postdoctoral experience. Since the Virginia Tech Postdoctoral Association (VTPA) was formed in 2008, the association has focused on developing its identity, membership, and university presence. VTPA was created because no organization represented the concerns of VT postdocs university-wide, unlike associations that supported faculty (Senate), staff (Senate), and graduate students (GSA). VTPA’s mission is to provide postdocs with (a) social support and technical resources; (b) an organized and official university voice; and (c) networking and community building opportunities that enable individuals to be successful during and after their postdocs. This presentation will highlight lessons learned from building a postdoc association from the ground-up. The biggest challenge was getting the postdocs recognize the need of such an association; only a few of them are willing to provide their service for it. However, social events and e-mail listserves have been successful in raising VTPA awareness. Professional training events with industry representatives have also been organized and a local research symposium is being planned. The VTPA vision and future directions will be described and recommendations on how to improve postdoctoral programs both at the local and national levels will also be proposed.

TRAVEL AWARD RECIPIENTS

The National Postdoctoral Association would like to express its appreciation to the organizations who sponsored travel awards. Because of their generosity, 33 postdoctoral scholars were able to attend the 2010 Annual Meeting. A Selection Committee chose the recipients, who were then matched with sponsors according to the amounts received.

Imran Akhtar, Virginia Tech
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Teneille Walker, Virginia Commonwealth University

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FOSTERING INNOVATION: BRING HOME THE NPA

Instructions for Attendees

For 2010, the NPA Meetings Committee has chosen the theme “Bringing Home the NPA” to focus our cumulative efforts to advance the advocacy efforts and experiences of postdoctoral fellows nationwide. The challenge is simple:

1. Take just one idea, process, or tool from an NPA workshop or plenary to your home institution
2. Implement it to the best of your ability
3. Return to tell your tale in 2011.

In doing this, you can give back to the NPA and its community by sharing your lessons learned. It’s a simple, grass-roots concept, and we hope that it will enrich everyone’s NPA experience.

How does this work?

Meeting presenters were asked to focus their workshops on very specific criteria, including:

• How did I prepare to implement this process/tool? How did I obtain institutional buy-in?
• What steps did I take to implement this process/tool? What milestones did I set for myself? What was my timeframe?
• What was the end product or goal of this process/tool?
• What were my measures of success? How did I evaluate the process/tool?
• What tips or tricks can I provide to those who wish to implement a similar process/tool?

The “Implementation Worksheets” on the following pages will help you to gather this information in a useful format. Feel free to ask questions of your presenters if you need clarity on any of these points. These worksheets provide space for your notes about:

• Preparing for and obtaining institutional buy-in
• Steps or milestones for implementation
• Measuring success/methods of evaluation.

Our goal is to have you return next year to present your experiences and successes in a workshop or other format for the NPA community’s benefit. In doing this, we hope that you can help us to fulfill our goal for the 2011 Annual Meeting, to have our attendees “Give Back to the NPA.” This theme of “giving back” will focus our efforts and goals for the next meeting.

On behalf of the Meetings Committee, thank you for your participation!

Dave Taylor, Chair

Mark Your Calendar

March 25-27, 2011

The NPA’s 9th Annual Meeting

The National Institutes of Health (NIH) Campus
Bethesda, Maryland

Hosted by:
The NIH Office of Intramural Training and Education
BRING HOME THE NPA – Implementation Worksheet

Plenary/Workshop Session Title ________________________________________________________________

Session Instructor/Contact ________________________________________________________________

Preparation/Obtaining Institutional Buy-In _______________________________________________________

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________________________________________________________________________________________

Steps/Milestones for Implementation ____________________________________________________________

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Success Measures/Method(s) of Evaluation ______________________________________________________

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Notes ____________________________________________________________

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Notes
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