Letter from the Editors
Peter Mittwede, University of Mississippi School of Medicine
Alexander Adami, University of Connecticut

Greetings, and welcome to APSA’s 10th Annual Meeting! We hope you have an enjoyable and enriching experience here. The goal of the APSA newsletter, Phi Psi, is not only to keep you informed about what is going on within our organization, but also to provide information that will be helpful to you as a physician-scientist in training. We also hope that reading these articles will encourage you to get involved with APSA.

First off, APSA President Evan Noch discusses the many activities that our Executive Council, Standing Committees, and members have been involved with over the course of the year. Alex Adami catches up with our organization’s past presidents, who offer thoughts and helpful tips. Muhan Hu highlights the thriving and active APSA chapter at the University of Alabama at Birmingham. Peter Mittwede reviews a recently published book about mentorship in the setting of academic medicine. APSA has many fantastic partner organizations, and Stephanie Jackson and Danielle Desjardin highlight the support provided to APSA trainees by the Infectious Diseases Society of America. Finally, Steve Chrzanowski and Lauren Huckaby discuss the work done this year by the Finance and Membership Committees, respectively.

If you have questions or suggestions for the editors, send us an email at PR@physicianscientists.org. You can stay up to date with APSA news on Facebook, Twitter (@A_P_S_A), and LinkedIn.

From the President
Evan Noch, Weill-Cornell Medical Center-New York Presbyterian Hospital

Dear Members, Colleagues, and Friends,

This has been a year of tremendous growth and development for the American Physician Scientists Association (APSA) and has been one of the most successful in APSA’s 10-year history. With the support of an expanded and conscientious Executive Council, a productive and supportive Board of Directors led by Eve Geneva, and a new Advisory Council designed to usher in an era of even greater APSA outreach and financial development, APSA has made significant strides in strengthening its infrastructure and capacity to expand in the coming years.

Our Membership Committee, under the leadership of Lauren Huckaby, has worked tirelessly to stabilize our membership numbers by ensuring that current members remain involved in APSA and that (See President on Page 7)

Have you done something impressive or significant in the medical or scientific world? We want to know about it!

APSA wants to feature YOUR successes on our website and in future newsletters. All members, regardless of training status, can submit entries. The best submission will be honored at the next Annual Meeting!

Visit APSA’s website to submit your accomplishments!
http://www.physicianscientists.org/?page=member_research

The APSA Newsletter is managed by the APSA Public Relations Committee

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University of Mississippi
Alexander Adami
University of Connecticut

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Letter from the President
Evan Noch, Weill-Cornell Medical Center-New York Presbyterian Hospital
One of APSA’s greatest strengths is that it is led by trainees, for trainees. APSA leaders understand the importance of the issues facing physician-scientists in training because they themselves are aspiring physician-scientists. APSA has had many outstanding leaders since its founding. APSA member and PR Vice-Chair Peter Mittwede recently sat down with four of APSA’s past presidents to discuss their experiences and memories of the organization: Dr. James Pauff, MD, PhD (APSA President 2008-2009), Dr. David Braun (2009-2010), Dr. Christopher Alvarez-Breckenridge (2010-2011), and Dr. Dania Daye (2012-2013).

Dr. Pauff, who served in the earliest years of APSA’s existence, remembers the excitement of “shaping a new organization, and one with a lot of potential to impact the future of physician researchers.” Dr. Braun has similar fond recollections of his Presidential term and describes it as “a unique opportunity to discuss translational medicine and how to best enhance the physician-scientist training experience, and to then work to implement some of these ideas … in a very tangible way.” All four found the opportunity to connect with a diverse group of physician-scientist trainees extremely rewarding and the chance to make a meaningful impact on training an unmatched opportunity.

The Annual Meeting was a highlight in their memories. The satisfaction of “seeing all of our work through the year coming to fruition in the form of other excited trainees/attendees” still lives with Dr. Pauff, while Dr. Braun “can [not] imagine a better opportunity for physician-scientist trainees to interact with successful scientists at virtually every stage in their careers.” APSA’s Regional Meetings, which together attract hundreds more attendees than even the Annual Meeting, were also a special memory. Dr. Braun found the APSA Northeast Regional meeting “particularly memorable”, having grown from the “inaugural meeting only a couple of years prior” to “a remarkable event drawing hundreds of students from more than 40 institutions.” Similarly, Dr. Daye remembers fondly the 2006 Texas Regional meeting, where she, then an undergraduate, was still considering whether or not to embark on the physician-scientist path. Seven years later, it “was very rewarding” to for her to return the favor and “have the opportunity to talk (and hopefully inspire) students, at my undergraduate institution, hoping to pursue the same path”.

All four stressed the benefit APSA had on their own careers and training paths. For Dr. Pauff, his time at APSA did more than just grow APSA; it also helped him grow. The “leadership experience of being President of a national organization” was very important, and helped him as he considered his future career choices and goals. The connections he built at APSA “continue to play out in [his] career.” The same is true for both Dr. Daye, Dr. Braun and Dr. Alvarez-

(See Past Presidents on Page 8)
Infectious Diseases Society of America supports career development of physician-scientist trainees through APSA partnership

Stephanie Jackson, Vice-President, External Affairs & Chair, Partnerships Committee, Saint Louis University and Danielle Desjardin, Medical University of South Carolina

At the APSA South Regional Meeting last fall, Peter Fox, MD, and Tyler Curiel, MD, MPH presented their two very different approaches to a successful career in academic medicine. For Dr. Fox, his early interest in functional neuroimaging drove him to seek training and opportunities that empowered him to become a pioneer and innovator in the field of brain mapping/imaging-based neuroscience. In contrast, Dr. Curiel’s path was more of an opportunistic and interest-driven journey from internal medicine/infectious diseases to his current status among internationally recognized experts in the burgeoning field of cancer immunotherapy.

For young physician-scientists seeking a career in academic medicine, determining the next step in their own journey can be stressful and difficult, and rightfully so, as this step can influence their probability of establishing successful clinical and research-based components of their independent career (Lorenz RG, 2010). Complicating the decision are many factors ranging from trainees’ better understanding of their own goals and interests over 7-9 years of training, their personal and professional experiences during that time, and the fact that research specialization and clinical field need not be one and the same.

While some trainees, like Dr. Fox, identify early on exactly what they want to focus on in their careers, others see many opportunities and rely on their experiences and encounters along the way to help identify the best match for their aptitudes/interests and personal/professional goals. Regardless of the approach, the more complete a trainee’s picture regarding the marriage of their career vision with the lifestyle of the advanced training and career they are considering, the better their chances of success as a physician-scientist (Lorenz RG, 2010). Access to role models and mentors is one of the best ways for trainees to evaluate a potential specialty match, but access to such mentors can vary depending on their specific training environment. Aware of this, and the importance of this step for the outcome of physician-scientists’ trainees, APSA has recently prioritized the creation of opportunities that aid trainees in their pursuit of information that might be helpful as they sift through these myriad choices in preparation for their careers.

One strategy APSA has employed to expand the interest-specific opportunities and mentorship the organization can offer physician-scientist trainees is the formation of relationships with specialty-oriented groups sharing APSA’s commitment to the career development of physician-scientists. At the APSA South Regional Meeting last fall, Peter Fox, MD, and Tyler Curiel, MD, MPH presented their two very different approaches to a successful career in academic medicine. For Dr. Fox, his early interest in functional neuroimaging drove him to seek training and opportunities that empowered him to become a pioneer and innovator in the field of brain mapping/imaging-based neuroscience. In contrast, Dr. Curiel’s path was more of an opportunistic and interest-driven journey from internal medicine/infectious diseases to his current status among internationally recognized experts in the burgeoning field of cancer immunotherapy.

Updates from the Finance Committee

Steve Chrzanowski, Chair, Finance Committee, University of Florida

As the Chair of the Finance Committee for the past year, I am very excited to share some of the accomplishments and opportunities that we have pursued during the 2013-2014 academic year. As you may know, APSA is now 10 years old, and by the fantastic work of former Finance Committees, has been able to develop a stable financial plan, which has continued to evolve over APSA’s years of existence.

When first taking this position approximately a year ago, my top priority was to ensure financial stability, both in the short and long term. Through diversification of revenue for APSA, we believed that this was an feasible task. By maintaining and building current funding sources, such as the Burroughs Wellcome Fund, we have maintained current relationships. Additionally, membership has continued to rise this year, contributing further to a renewable revenue stream. Institutional Memberships have also reached an all time high, with 17 institutions now signed up to provide membership to their respective institutions.

Most excitingly, we have reached out and communicated with a variety of companies to develop partnerships advantageous for both the company and APSA, by exposing our members to other opportunities for industrial pursuits that are not as traditionally sought after. Through a wide range of advertisement opportunities, including ads on the APSA website and newsletter, at the annual meeting, through general sponsorships, through meeting specific sponsorships, regional meeting sponsorship, and through policy and advocacy initiative campaigns, companies now have a wide breadth of opportunities to expose their company to potential future leaders.

It has certainly been an exciting year on the APSA Finance Committee, and we look forward to opportunities in the future. If our excitement happens to resonate with you, we encourage you to apply for a Finance Committee leadership position (http://www.physicianscientists.org/?page=LeadershipPosition)
Membership Committee updates
Lauren Huckaby, Temple University School of Medicine

The Membership Committee has been working hard this year to promote Institutional Memberships. These Institutional Memberships, also known as “IMs”, encourage more students at participating schools to become APSA members. This in turn opens up opportunities for discounted meetings, travel awards, networking opportunities and other exclusive benefits.

APSA local chapters have also been very busy this year. Through the provision of grants, local chapters have sponsored lunchtime talks and other activities, inviting prominent physician-scientists to speak to students at their schools. In addition, the Membership Committee is working on a formal way to recognize the accomplishments of these successful local chapters and to guide emerging chapters at other schools. This year at our Annual Meeting, we have invited some of the more active APSA local chapters to speak about what their chapters have accomplished and how APSA is influential at their institution.

The MD/DO liaison, along with the Membership Committee, recently distributed a brochure detailing year-out and summer research programs, which was sent to various medical schools across the country. We hope to promote APSA among MD and DO students who are interested in careers as physician-scientists by providing information about research opportunities outside of the traditional MD/PhD or DO/PhD pathway.

We are also working on promoting APSA among undergraduate students, including producing a guide for undergraduates who are interested in starting an APSA chapter at their school. This is a great opportunity for undergraduates to get more exposure to the physician-scientist community and to help them decide what career path best meets their needs.

This coming spring, we will be compiling information to start an APSA Alumni Network, which will allow APSA members to contact other members at prospective institutions or training programs. Stay tuned for this exciting new resource!

If you are interested in learning more about the Membership Committee or joining as a member, please contact us (membership@physicianscientist.org)!

Mentorship in Academic Medicine: A Book Review
Peter Mittwede, University of Mississippi School of Medicine

Few would dispute the importance of mentorship to a fruitful career in academic medicine. However, many in academia, particularly students and young investigators, aren’t aware of what being a successful mentor or mentee requires, leaving them to learn by trial and error. Fortunately, a growing body of research about mentorship is helping not only to highlight its significance, but also to offer practical insight on how to excel in both the roles of mentor and mentee.

Sharon Straus and David Sackett, authors of the newly published short volume, “Mentorship in Academic Medicine”, are physician-scientists with experience as both mentors and mentees. Additionally, they have made valuable contributions to the literature on mentorship. In this book, they discuss a wide range of topics, including the evidence for why mentorship is important, how to initiate and excel in a personal mentoring relationship regardless of career stage, and how to start, maintain, and evaluate a mentorship program.

A mentee can benefit from mentorship in a number of ways. Those who are mentored have been shown to have increased career satisfaction, faster promotion, increased productivity and more research funding, a greater amount of protected research time, a longer stay at the same academic institution, and more academic “self-efficacy”. A smaller body of literature has described the benefits of mentorship for mentors, but these can include both personal and professional growth and satisfaction.

While every mentoring relationship is unique, successful ones often exhibit certain characteristics. Generally, self-selection of a mentor (by a mentee) is thought to be more effective than assignment of one, but institutions or departments have a significant role in guiding a mentee to find a suitable mentor. Regular meetings should be held between a mentee and mentor, and having a mutually agreed-upon agenda at each session can help to prevent wasted time and frustration. Of course, what is important to the mentee should be the priority for both parties. A mentor can provide guidance to a mentee on a number of issues related to academics and quality of life, but can also have the equally important role of protecting his/her pro-

(See Mentorship on Page 8)
Featured APSA chapter: University of Alabama at Birmingham
Muhan Hu, University of Alabama at Birmingham School of Medicine

APSA’s chapter at The University of Alabama at Birmingham (UAB) is a young, but active organization. The officers and members strive to fulfill their mission to “develop the careers of physician-scientists via networking at the local, regional, and national level, and to inspire others to pursue careers as research scientists through community outreach.” Each of their events is tailored specifically to achieve this mission.

In bolstering career development, this chapter has hosted events such as grant-writing seminars, “Topics in transition seminars” during which older students in the MD or MD/PhD program share their advice with the younger students, and “Men/Women in Science Panels,” where accomplished physician-scientists discuss their careers paths and how they balance this time-consuming career with their personal lives.

UAB’s APSA chapter is also very involved in the community. In the short time that this chapter has been in existence, the members have established a long-term relationship with a local Birmingham high school, going to science classes on a weekly basis to lecture on topics related to health and science. Moreover, this chapter has also initiated collaboration with a local women’s clinic to offer free health screenings to underprivileged people around Birmingham.

APSA at UAB also provides many opportunities for its members to network not only amongst themselves, but also with established faculty both inside and outside of UAB. Their monthly general meetings feature a “This is Me” presentation and a “Research” presentation, where active members present something about themselves as well as their research interests. Additionally, UAB’s APSA chapter has hosted many potlucks, breakout sessions, roundtable discussions, and guest lecturer series, featuring speakers from a wide range of specialties (e.g. surgeons, radiation oncologists, CEO and VP of AMA, etc.). Some of these events were made possible by grants from APSA national!

Another unique aspect about ASPA at UAB is that it is completely student-run, and its members are not only MSTP students, but also include medical students who are interested in becoming scientists as well. The two faculty advisors are very hands-off, as the student officers—including a liaison from the School of Medicine—plan, budget, and solicit funds each academic year. Furthermore, each APSA member at UAB has the opportunity to participate in leading and planning the various events as a new committee is formed for each event.

The local APSA chapter at UAB is still growing as their membership increases and more events are incorporated into their agenda. Just this year, ten people from UAB are on standing committees at the national level. We (referring to APSA national) are very happy to see such active involvement from local chapters. Keep up the good work UAB!
Partnerships (cont. from page 3)

scientist trainees. A full list of APSA’s partners can be found on APSA’s website (www.physicianscientists.org), and APSA is continually exploring the possibility of new relationships to better represent the talent and interest of its members. Each partnership APSA establishes is uniquely catered to the shared goals of APSA and the partnering organization, but all generally aim to connect APSA members with additional information about the training, research, career, and funding opportunities within that particular specialization to aid in APSA members’ personal evaluation of the best pathways for success.

This article serves to spotlight the collaboration between APSA and the Infectious Diseases Society of America (IDSA), one of our longest standing relationships, which in many ways inspired our recent partnership outreach. For many years, IDSA has been a financial contributor to the APSA annual meeting, which is held each April in Chicago in conjunction with the American Society for Clinical Investigation and the Association of American Physicians (ASCI/AAP) Annual Meeting. The meeting is APSA’s premier event and provides an excellent forum for offering inspirational and educational opportunities to physician-scientist trainees. In addition to meeting sponsorship, IDSA also financially supports keynote speakers and recruits mentors specializing in infectious diseases (ID) for career development workshops. This contribution provides early exposure among trainees to the organization and successful ID physician-scientists, and also permits IDSA to feature its members directly in front of trainees and a forum of established investigators. The IDSA also provides travel awards for trainees to the APSA Annual Meeting, thus permitting trainees interested in ID to have better access to the resources available at the meeting. The IDSA provides similar support mechanisms for the APSA regional meetings, which are smaller, regionally-based versions of the annual meeting held each fall. Indeed, at the South Regional Meeting in San Antonio last fall, Kathleen Collins, MD, PhD, represented the society and described her own journey through a Medical Scientist Training Program (MSTP) on to a successful career as an independent HIV/AIDS investigator. Mentors from IDSA are also available year-round to APSA members through the Infectious Diseases Interest Group Community on the APSA website.

APSA members also have access to opportunities coordinated by the IDSA for physician-scientist trainees, foremost among these the Infectious Diseases Research Careers Meeting. This year, the IDSA and the NIH/NIAID will be sponsoring the 3rd annual Infectious Diseases Research Careers Meeting on May 8-10th in Bethesda, Maryland. The meeting aims to bring ID fellows and medical students together with established ID physician-scientists. The seminars, panel discussions, and mentorship sessions will inform trainees planning a career in ID of resources that may be instrumental to their success and also foster the mentorship and networking interactions that are critical for a successful academic career. Registration, lodging and travel expenses are covered for all trainees selected to participate. At its discretion, the IDSA has also provided travel support for physician-scientist trainees to attend ID Week, the annual IDSA meeting.

In providing these opportunities, the IDSA-APSA partnership fosters the interactions between physician-scientist trainees and their established counterparts that are vital to the discernment of whether a career in ID is right for them. But much of the advice and information shared broadly prepares any trainee for the challenges and opportunities of a physician-scientist career, thus the actual benefit of the support provided by IDSA extends beyond those individuals that ultimately choose advanced training in ID. APSA’s partnership with IDSA is an exemplary model of a collaboration that ensures that the future physician-scientist workforce to which the scientific community allocates a tremendous amount of resources is ultimately able to translate that training into careers that aid our understanding of human diseases and their treatment, and ultimately, provide patient benefit.

References
President (cont. from page 1)

new members are continually recruited nationwide. Our membership has now grown to nearly 1300 members, and we now have 25 institutional members – the most in APSA history. The APSA Institutional Representative (IR) program has also flourished, with 25 new IRs added just this year alone. Our undergraduate liaisons have communicated pre-medical programs nationwide regarding the regional meetings and annual meeting and have also created the first nearly comprehensive listing of summer undergraduate research programs nationwide. Our resident liaison has analyzed the results of a resident survey launched earlier this fall and is now implementing initiatives and sessions designed specifically for residents. We have communicated with MD-DO students through pamphlets sent to 50 medical schools across the country and have launched MD-specific activities within APSA based on the results of a successful survey conducted earlier this year.

Through the tireless work of APSA’s Public Relations Committee, we have seen some of the greatest successes of the past year. Though APSA’s website launched a year and a half ago, the website has been updated significantly this year with enhanced functionality in nearly every domain. Some highlights of this past year are a new APSA history page, exhibiting APSA’s successful path over the past decade, updated committee descriptions, monthly committee updates compiled in brief articles each month, a new comprehensive advertising site for potential sponsors, and the re-launch of APSA’s MD/PhD and research-friendly residency program databases. APSA has conducted multiple Interest Group sessions through live video chat, the last of which included a discussion of translational research by Dr. Barry Coller from the Rockefeller University. We have engaged over 3,000 members through Facebook, LinkedIn, and Twitter, with new fans participating in our social media advertising each day. For the first time at the 10th Annual Meeting, Chicago media outlets will be present to capture the importance of this event for translational research and communicate this story to the general public.

APSA’s Partnership Committee was created this year to organize and expand our outreach to other scientific and clinical organizations. We formed new collaborations with a number of organizations, including those in dermatology, pathology, gastroenterology, pediatrics, neurology, and strengthened our existing partnerships in infectious diseases, emergency medicine, and radiology. We also benefited from new partnerships with the Lasker Foundation and Doris Duke Charitable Foundation and an expanded partnership with the Burroughs-Wellcome Fund.

A number of initiatives within the Policy Committee have come to fruition in the past year. The Tomorrow’s Physician Initiative and F30 survey studies are nearing the publication phase and approaching submission, and many other survey studies are in preparation or analysis now. After attending the European MD/PhD association’s meeting this past summer, the committee is now in the beginning stages of obtaining IRB approval to launch a survey of European MD/PhD training, support structures, and funding mechanisms. Through the collaboration with the Association for Clinical and Translational Science (ACTS), we were able to offer free registration for 10 APSA members to attend the Capitol Hill Advocacy Day at the ACTS Annual Meeting.

Through the efforts of the Finance Committee and Board of Directors, we approved APSA’s first budget, providing financial transparency and accountability in our expenditures. We expanded financial agreements with a number of partners and sought corporate funding from several companies in industry. We will soon launch a campaign to garner support for APSA through crowd-sourcing, which will carry our message of advocacy for physician-scientist trainees to the general public.

Our four regional meetings this past fall, held in Birmingham, AL, San Antonio, TX, Philadelphia, PA, and Columbus, OH, engaged over 600 trainees across the country to discuss career development, present their latest work, and network with other physician-scientists in training. Trainees were exposed to a number of topics in small groups, such as grant-writing, choosing mentors, unconventional career pathways, healthy policy and advocacy, and for the first time this year, sessions describing year-out programs aimed at engaging MD and DO students in translational research were presented.

We are pleased that our 10th Annual Meeting will be one of the most exciting to date. Our speaker list, and that of the American Society for Clinical Investigation (ASCI) and the Association of American Physicians (AAP), reflects the world’s leading physician-scientists, with several Nobel laureates and Lasker awardees in their ranks. We designed an innovative small group curriculum, with panels aimed at improving physician-scientists’ outreach to the community and a focus on global health, among others. Our Welcome Reception, which will be held on the 95th floor of the John Hancock Center, is sure to provide an unparalleled view of the Chicago skyline. Travel awards were provided to trainees at various stages, including resident members, and were also given specifically to support the work of MD and DO trainees, thereby increasing the diversity of travel awardees.

Thank you for your support in making this a successful year for APSA. It is your commitment that allows this organization to flourish and helps to usher in the next generation of physician-scientist trainees. We look forward to continued expansion of our member benefits and to creating innovative ways to effect positive change within the scientific community. If you have any suggestions on ways in which we can improve your career development and offer new educational or networking opportunities, please contact me (evan.noch@physicianscientists.org). The past decade has seen the birth and development of APSA as the premier entity dedicated to physician-scientist trainees, and we look forward to another decade of advocacy for trainees engaged in translational research and medicine.

Sincerely,

Evan Noch, MD, PhD
President, American Physician Scientists Association
Mentorship (cont. from page 4)

Breckenridge. APSA exposed Dr. Alvarez-Breckenridge to “so many leadership skills from … fellow Executive Council and Board [members]” that Dr. Alvarez-Breckenridge “still use[s] to this day,” while Dr Braun “appreciate[s] more and more” the “invaluable advice about how to best shape [his] training path, and ultimately balance [his] clinical and research time.”

The authors offer advice for either trainees hoping to start a mentorship program for undergraduates, or for senior faculty wanting to form one for graduate students or junior faculty. They suggest performing a needs assessment to gauge institutional perspectives about mentorship. Because they recognize that many would-be mentors need mentorship training to be effective, they discuss the need to hold workshops and/or training sessions for these individuals, and to create educational material to guide them. The sustainability of a mentorship program should receive careful thought, and its ongoing evaluation should include both qualitative and quantitative methods.

Overall, this is an excellent book with valuable advice for academics at all career stages. However, it is particularly relevant to physician-scientist trainees, who will have the privilege and challenge of being both mentors and mentees in many settings for the duration of their careers.

Past Presidents (cont. from page 2)

Breckenridge. APSA exposed Dr. Alvarez-Breckenridge to “so many leadership skills from … fellow Executive Council and Board [members]” that Dr. Alvarez-Breckenridge “still use[s] to this day,” while Dr Braun “appreciate[s] more and more” the “invaluable advice about how to best shape [his] training path, and ultimately balance [his] clinical and research time.”

For the undergraduate student considering a physician-scientist career today, these three APSA leaders had much to share. Dr. Alvarez-Breckenridge encourages undergraduates to “have conversations with people who are in the midst of the training pathway as well as individuals who have completed their studies.” Dr. Pauff concurs, and reminds prospective applicants that “an MD/PhD program is not an end goal, and can derail your career and even life plans if you get bogged down in the middle.” He advises undergraduates to think carefully about their career goals and where they see themselves in the “5-10 years after finishing the program.” Dr. Alvarez-Breckenridge cautions applicants that “at times you will inevitably question whether you made the right decision,” but all three would surely agree when Dr. Braun says that “[he] can’t imagine doing anything else.” As Dr. Daye puts it, “you have chosen a very exciting career path. Buckle up and enjoy the ride! Although there might be many ups and downs, it is a very rewarding journey.”

Do you want to follow in the footsteps of these three leaders and have an impact on physician-scientist training nationally? Join APSA, and apply for a leadership position. Someday, your name might be featured in the latest presidential interview.