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The POSTDOCKET

The Official Newsletter of the National Postdoctoral Association

NPA Elects Six Members to the Board of Directors

Cathee Johnson Phillips, Executive Director

The National Postdoctoral Association (NPA) elected five new directors and re-elected one, Stacy L. Gelhaus, PhD, to a two-year term of service. The new directors are: Anthony J. Baucum II, PhD; Garth A. Fowler, PhD; Andrew M. Hebbeler, PhD; Rachel Ruhlen, PhD; and Lorraine Tracey, PhD.

The directors were elected from a field of eleven candidates to fill six available positions. The new members will begin their official duties on January 1, 2010.

Wendy Williams, PhD, Chair of the NPA's Board Development Committee said, "We had an outstanding field of candidates and so appreciated their willingness to serve on the Board. On behalf of

the NPA, I would like to thank all of the candidates for their participation and give a warm welcome to the new directors."

Anthony J. Baucum II, PhD, is a Postdoctoral Research Fellow at Vanderbilt University and received his PhD in Pharmacology from the University of Utah in Pharmacology. He has been active in the Vanderbilt University Medical Center Postdoctoral Association (VUMC-PDA), serving as the PDA's Junior Co-Chair, Senior Co-Chair, and Senior Advisor. He participated in the NPA's 2009 Annual Meeting as a member of the panel for the plenary session "Empowering Postdoctoral Success: Putting Individual Development Plans to Work at your Institution"

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2010 NPA ANNUAL MEETING PREVIEW:

Francis Collins to Give Keynote Address at 2010 Annual NPA Meeting

Dave Taylor

The NPA Meetings Committee is pleased to announce that the National Institutes of Health (NIH) Director and staunch postdoctoral advocate, Francis S. Collins, MD, PhD, will serve as the keynote speaker at the 8th Annual Meeting of the NPA to be held March 12-14, 2010 in Philadelphia, Pennsylvania. Dr. Collins was unanimously confirmed as the new NIH Director on August 7, 2009. The NPA fully supported his nomination and appointment to the directorship [for full story, see *POSTDOCKET* 7(3):8].

Prior to his confirmation, Dr. Collins served as Director of the National Human Genome

Research Institute (NHGRI) and was widely praised for his work spearheading the NIH-funded Human Genome Project. Dr. Collins led efforts to insure that this genomic data was readily available to scientists worldwide, ushering in a new era of genome-based science. While at NHGRI, Dr. Collins published numerous research papers mining the human genome for the identification of genes that contribute to Type 2 diabetes. To date, his many scientific contributions have earned him praise as "one of the most accomplished scientists of our time" by the Endocrine Society.

Meeting, continued on page 2

Postdoc Appreciation Day 2009 Celebrated Across the U.S.

Zoe Fonseca-Kelly

September 24th marked the NPA's first ever "National Postdoc Appreciation Day." The day was an outstanding success: Not only did 70 institutions across 27 states host celebrations, but there were events held in Canada and one as far away as Australia. The Appreciation Day was organized to recognize the significant contribution that postdocs make to research every day across the country. A plethora of events were organized at institutions ranging from universities and research institutes to the NIH. Events ran the gamut from ice cream socials and barbecues to happy hours. Many institutions also used the day as an opportunity to hold career seminars, mini research symposia, and presentations about maximizing the postdoctoral experience.

In Denver, at the Anschutz Medical Campus, University of Colorado mentors were encouraged to take their postdocs to lunch, while at the NIH, "I 'heart' postdoc" stickers were handed out. Brigham and Women's Hospital in Boston, MA, organized an evening pizza party with giveaways and joined with other Harvard institutions for a happy hour later that night. In Philadelphia, Stacy Gelhaus, PhD, Chair of the NPA Board of Directors, gave a talk about the NPA at the University of Pennsylvania followed by happy hour with a number of other Philadelphia Institutions. City of Hope, University of Southern California Keck School of Medicine, Children's Hospital LA, and Caltech showed their appreciation for postdocs by hosting a regional happy hour in downtown Pasadena that had over 100 in attendance. At the University of North Carolina in Chapel Hill over 150 postdocs attended an ice cream social to mark National Postdoc Appreciation Day. The Medical University of South Carolina (MUSC) also held an ice cream social. Jay Morris of the Medical University of South Carolina PDA noted that the event drew one of the highest attendances in their 3 year history. Appreciation events at the National Can-

cer Institute in Frederick attracted almost 80 postdocs who had the opportunity to meet Dr. Michael Gottesman, NIH Deputy Director for Intramural Research. Several members of the Center for Cancer Research Fellows and Young Investigators Steering Committee (CCR-FY) helped distribute information about the NPA and the NIH Fellows Committee. In Ontario, Queen's University in Kingston held an appreciation lunch for their postdocs followed by a talk on postdoctoral careers. ([Follow this link](#) to read about all the events.)

The Outreach Committee is delighted with the success of National Postdoc Appreciation Day. The total number of new membership applications (affiliate, full, joint, and sustaining) increased by 37% during the Appreciation Day promotion, compared with the previous period, March through June of 2009. The number of new affiliate membership applications increased by 43%. The Committee hopes that next year will bring increased participation, with even greater recognition from institutes, the media and local government. Next year National Postdoc Appreciation Day will be held on Friday, September 24th. Pictures from this year's event are appearing on the [NPA Web site](#). To get the most up to date information on all NPA happenings, join our [Facebook](#) or [LinkedIn](#) groups or follow us on Twitter: @nationalpostdoc.

Zoe Fonseca-Kelly, PhD, is Vice-Chair of the Outreach committee and, until Fall 2009, was a postdoc Thomas Jefferson University. Recently, she accepted a new postdoctoral position at the University of Pennsylvania.

Meeting, continued from page 1

A former postdoctoral fellow and research trainee himself, Dr. Collins noted his commitment to research training soon after his appointment. In a September 9, 2009, special meeting of the NIH, Dr. Collins said, "We need to work on our training program... we need the whole community to feel a sense of cohesion and support."

In addition to Dr. Collins Keynote Address, many other activities are planned for the Annual Meeting. The theme of the 2010 Annual Meeting will be to bring a message of change and innovation to the U.S. postdoctoral community. Featuring skill-, organizational- and advocacy-focused workshops, the Meeting will provide postdoctoral scholars, mentors and administrators with the tools they need to be innovators in their respective fields. Attendees will also be able to interact with and hear talks from the foremost experts on professional and career development for postdoctoral scholars.

The 2010 NPA Annual Meeting will be co-hosted by the University of Pennsylvania, The Children's Hospital of Philadelphia, Thomas Jefferson University, Drexel University and Temple University. For more information, please check the [NPA Web site](#).

Dave Taylor, PhD, is the Academic Programs Officer in the Office of Postdoctoral Affairs at The Children's Hospital of Philadelphia and serves as Chair of the NPA Meetings Committee.

Plan for Your Retirement with NPA Member Benefit

Are you planning for your retirement? Being an NPA member can help. The NPA, in partnership with MetLife, is now offering NPA members an opportunity to participate in a deferred annuity program, the MetLife Personal Pension BuilderSM. NPA would like to recognize [Garnett-Powers & Associates, Inc.](#) for their assistance, making it possible for us to offer this benefit to our members. Garnett-Powers is a longtime friend of the NPA. For more information, please download an informational brochure [here](#).

Katie Kelm and Melissa Muller Join *POSTDOCKET* Editorial Staff

Andrew M. Hebbeler

After a nationwide search, the NPA is pleased to announce the recent selection of Katie Kelm, PhD, and Melissa Muller, PhD, as *POSTDOCKET* Editor-in-Chief and Associate Editor, respectively. Kelm and Muller will join *POSTDOCKET* Associate Editors Anne Bell and Alex Fiocco on the *POSTDOCKET* editorial staff.

Kelm said, "I was delighted when I heard I was selected for the Editor-in-Chief position. I have been looking for ways to get more deeply involved with the NPA while at the same time putting my writing and editing skills to good use. I am looking forward to the challenges and opportunities that this new position will present."

Kelm completed her doctoral work in pharmacology at the University of North Carolina (UNC) in Chapel Hill, N.C., and is currently a postdoctoral fellow in the Department of Psychology at UNC. Previously, she assisted an undergraduate writing lab course, served as an undergrad tutor and ultimately was promoted to Director of undergraduate tutors at Purdue University. During graduate school she thrived on all aspects of the science writing process and also served as a volunteer with the NPA Resource Development committee (RDC). While on the RDC, Katie worked closely with Committee Chair, Rachel Ruhlen, PhD, to spearhead the creation of a welcome packet for new NPA members that was released at the 2009 NPA Annual Meeting and is available on the NPA [Web site](#).

Upon hearing of her selection as Associate Editor, Dr. Muller said, "I look forward to helping with the *POST-*



Katie Kelm, PhD, (left) is the new Editor-in-Chief of the *POSTDOCKET* and Melissa Muller, PhD, (right) will serve as a new Associate Editor on the *POSTDOCKET* editorial team.



DOCKET and would like to thank the selection committee for their confidence in my abilities."

Melissa Muller completed her doctoral work in medical biochemistry at the University of Cape Town in South Africa and was a postdoctoral fellow at the U.T. M.D. Anderson Cancer Center in Houston, Texas until July 2009. Currently, she is a research scientist at the U.T. M.D. Anderson Cancer Center. Throughout her scientific career she has demonstrated a clear passion for writing and editing. She serves as the events subcommittee chair of the Postdoctoral Association at M.D. Anderson Cancer Center and also works with the Office of Trainee and Alumni Affairs at M.D. Anderson Cancer Center as a volunteer trainee to assist recently hired postdocs with personal and professional issues.

Kelm will replace Andrew Hebbeler,

who has served as *POSTDOCKET* Editor-in-Chief since June 2008. Muller will replace Ian Brooks, who has served as a *POSTDOCKET* Associate Editor, also since June 2008. Hebbeler said, "While leaving the *POSTDOCKET* is bittersweet, I am excited about my new position on the NPA Board and am confident that both Kelm and Muller will make excellent additions to the *POSTDOCKET* editorial staff."

The NPA RDC oversees *POSTDOCKET* publication, and the editorial staff serve as *de facto* members of the RDC committee.

Andrew M. Hebbeler, PhD, is an AAAS Science & Technology Policy Fellow in the Office of Cooperative Threat Reduction at the U.S. Department of State in Washington, DC. He has served as Editor-in-Chief of the POSTDOCKET since June 2008 and will join the NPA Board of Directors on January 1, 2010.



Fostering Innovation

National
Postdoctoral
Association

8th Annual
Meeting



March 12-14, 2010
Philadelphia

Keynote Speaker: Francis S. Collins, M.D., Ph.D., Director of the NIH
Go to www.nationalpostdoc.org for more information.

NPA Selects New International Officers

Jennifer Reineke Pohlhaus

In addition to the four committees of the membership, the NPA also has two Officers positions, Diversity and International, which are each jointly held by two individuals. The International Officer position was created by the NPA to ensure that the issues and needs of the international postdoctoral community are addressed. The International Officers are an invaluable resource and act as expert advisors for the NPA Board of Directors, staff, and committees.

The specific responsibilities of the International Officers include the following:

- Assisting in the development and maintenance of NPA resources for international postdocs
- Advocating for the interests of international postdocs training in the United States
- Maintaining and expanding relationships with federal agencies and national organizations that have an interest in international postdoctoral policies
- Monitoring external policies and developments on international issues of concern to the postdoctoral community
- Addressing public inquiries on NPA policies and recommended practices for international postdocs.

Earlier this year, the Board of Directors issued a call for nominations for the International Officers positions and received more than 10 nominations. After careful consideration Drs. Yi Cai and Virna Dapic were selected and began serving their terms as International Officers in July 2009.

Yi Cai is a native of China, receiving his BS in Biology from Wuhan University and MS in Genetics from Shanghai Institute of Plant Physiology, China. He



Yi Cai, PhD, and Virna Dapic, PhD, began their terms as the new NPA International Officers in July 2009.

moved to the US in 2001 and obtained his PhD in Genetics from University of Wisconsin-Madison in 2007. 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 has worked to establish ties at the university between international and domestic organizations. Yi looks forward to helping “enhance the quality of U.S. training programs for international postdocs.”

Virna Dapic, originally from Croatia, obtained her BS in Biology from Northland College (Wisconsin) and her PhD in Biochemistry from the University of Alabama at Birmingham. After a short postdoctoral fellowship at the University of Louisville, in 2003 she accepted a postdoctoral position at the H. Lee Moffitt Cancer Center in Tampa, FL. During her postdoctoral fellowship, she was one of the founding members of the Moffitt Postdoctoral Association, founded in 2005. A few years later, she was the recipi-



ent of the Alfred P. Sloan Foundation and NPA travel award for her contribution to the creation of a successful and sustainable postdoctoral association. She left bench research in 2007 and is currently working for a Bio/IT company in the Washington, DC area. Virna believes that “providing a collective voice for all postdoctoral fellows is critical to ensuring a successful and fair experience during the training period.”

Together, Virna and Yi attend monthly meetings of the four membership committees, and have a solid grasp of the international activities that are occurring across the NPA. If you have an interest in immigration policy, tax law, visa issues, or other matters affecting international postdocs, please [contact](#) the Officers to find out which Committee would be the best fit for you.

Jennifer Reineke Pohlhaus, PhD, is Director of Health Policy & Analysis at Ripple Effect Communications and serves as Vice Chair of the NPA Board of Directors.

NPA to host Summit on Postdocs and Gender

Kathleen Flint

The NPA will hold a *National Summit on Gender and the Postdoctorate* on March 10-11, 2010. The event will precede the NPA's Eighth Annual Meeting (see [article](#) this issue). The purpose of the Summit is to examine the unique challenges faced by women scientists as they seek to make the transition from postdoctoral scholar to faculty. The summit will also provide a venue to share promising practices for retaining postdoc women in the academic pipeline and present several success stories. Summit sessions are designed to be of interest to those concerned with

workforce diversity and approaches for assisting postdoc women to advance in their careers.

The Summit is part of the NPA ADVANCE project, which is funded by the National Science Foundation's ADVANCE program to increase the representation and advancement of women in academic science, technology and engineering careers. The goal of the project is to promote promising institutional practices for assisting women scientists and engineers in making the transition from postdoc to faculty.

The Summit will feature a series of plenary panels presenting (i) data on postdocs and gender, (ii) some of the reasons why postdoc women leave the academic pipeline, and (iii) career success stories from former postdocs. In addition, it will

include a series of parallel breakout sessions addressing promising practices for retaining postdoc women. Participants are encouraged to share their own ideas and success stories during the discussions or to contribute to the Summit's poster session. Postdocs in particular are encouraged to attend and should consider applying for one of the Summit's travel grants. [Follow this link](#) for details on the travel grant competition.

Kathleen Flint is the NPA Project Manager, managing the NPA's new NSF-funded ADVANCE project to foster postdoc women's career advancement. NPA ADVANCE is supported by the National Science Foundation Grant No. #0819994. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author and do not necessarily reflect the views of the National Science Foundation.



ATTENTION: POSTDOCS

Do you need health insurance?



If your institution or PI does not provide health insurance or does not subsidize your premiums, you may be eligible for health insurance through a new NPA member benefit.

The National Postdoctoral Association (NPA) and Garnett-Powers and Associates, Inc. have joined together to offer the [Postdoctoral Scholar Injury and Sickness Insurance Plan](#).

- Low monthly cost, ranging from \$182.50 to \$215.50 per month
- Access to a large nationwide panel of physicians
- Low co-pays and co-insurance for doctor's visits, hospitalization, lab, x-ray and prescriptions
- Coverage is available for your eligible dependents, including domestic partners
- Maternity is covered
- Coverage is guaranteed regardless of any medical condition
- All J1 visa requirements for medical coverage, repatriation and medical evacuation are satisfied by enrollment in this plan.
- Benefit coverage is provided through StudentResources, a UnitedHealthcare company specializing in university health programs
- The postdoc must be a [full, individual member](#) of the NPA to be eligible for the plan; the full, individual membership fee for postdoctoral scholars is only \$35 a year.

For more information or to enroll in this plan, [click here](#).

Mentoring International Postdocs

Sanjukta Chakraborty and Brett Szmajda

Since the majority of postdoctoral scholars working in the U.S are non-U.S. citizens (*Doctors Without Orders*, Sigma Xi Postdoc Survey), many principal investigators (PIs) are faced with the challenge of mentoring international postdocs. This article highlights some of the key issues and possible solutions.

Visa issues

Most international postdocs must apply for a visa before coming to the United States. The H-1B and J-1 visas are the most common for scientists. There are a number of resources to turn to for help, including institutional international offices, the [NPA's Quick Guide to Visas](#), and the [U.S. Citizenship and Immigration Services \(USCIS\)](#) Web site.

Some visa issues for mentors to discuss with their prospective postdoc(s):

- *Are they married?* Married postdocs can often obtain a dependent visa for their spouse. Most dependent visas (H4 and J4) have restrictions on spousal work or study, which can mean trying to support a family on a single postdoc income.
- *Immigration plans?* Some visas allow for greater flexibility with future green card applications than others. Consult with the institutional international office or a legal expert to determine the best visa for your postdoc.
- *Visa validity?* Visa expiration can be a major impediment to attending international conferences or for foreign research collaborations. Stay abreast of your postdoc's visa situation and get the extension process started well ahead of time.

Language barriers

Postdocs from non-English-speaking countries face communication challenges that can leave both the trainee and the

mentor frustrated. Mentors should handle this sensitively and be proactive in ensuring that these postdocs have enough opportunities to present their work and hone their presentation skills. These postdocs should be encouraged to Investigate language polishing classes that may be offered at their institution (career centers, language or writing centers, and postdoc offices). Helping postdocs to communicate more freely helps them seek out better opportunities for their research, future collaborations, and career advancement (additionally, please see ["Foreign Scholars at Berkeley Say 'Yes' to American English Pronunciation Course"](#) in the current issue of the POSTDOCKET).

Cultural diversity

The mentor should have a clear discussion of lab work policies and expectations in terms of lab hours, maintenance of lab records, team work, teaching and publications – these seemingly innocuous issues can vary dramatically from country to country. Also, the ethical norms of

research in the United States can differ from those abroad in a multitude of small ways, due to cultural variations. Mentors should establish work policies, expectations and ethical standards, for example, what constitutes plagiarism.

Effective mentoring for international postdocs helps them to transcend their cultural barriers, and enables them to maximize their potential as valuable researchers.

Further Reading:

- [NPA's Mentoring Resources](#)
- [NPA International Postdoc Survival Guide](#)

Brett Szmajda, PhD, is a Postdoctoral Fellow in the Department of Ophthalmology at Northwestern University. Sanjukta Chakraborty is a Postdoctoral Fellow in the Department of Systems Biology and Translational Medicine at Texas A&M Health Science Center, College Station.

New Items at the NPA Store



www.cafepress.com/thenpastore

Visa for Outstanding Professor or Researcher

Adam Frank and Brendan Delaney

This is the first in a three-part series about green card applications that do not require a labor certification. The information contained within this article is for informational purposes only and is not legal advice or a substitute for legal counsel, nor does it constitute advertising or a solicitation.

The Outstanding Professor or Researcher application, unlike the Extraordinary Ability application (discussed previously) or the National Interest Waiver (next issue), is an employer-sponsored application. "Employer-sponsored" means that your employer must sign the forms that are sent to immigration. However, your employer is not required to advertise the position or recruit in anyway. Instead there are several other criteria that must be met. They are:

1. The institution is a University offering you a position as an instructor or researcher, or a private employer (that has achieved documented accomplishments in the field) that employs at least three full-time researchers, offering a research position in your academic field.
2. The position being offered is a permanent position. This includes tenure and tenure-track positions. It also includes all other positions that can be considered permanent (for Immigration purposes), such as at-will positions, contractual positions, or those dependent upon grant funding, as long as a reasonable chance of renewal of the contract or funding can be shown.
3. You demonstrate *outstanding abilities* by meeting *two of six* listed criteria. These include: documentation of receipt of major prizes for outstanding achievement; membership in organizations that require outstanding achievement of their members; published material in professional publications written by others about your work; evidence of participation as a judge of work of

others; evidence of original scientific or scholarly research contribution; evidence of authorship of scholarly books or articles in the academic field.

4. You have at least three years of experience in the academic field. This can be through letters of experience, for example. If part of that work took place during the granting of a degree, you would need to show that the work you produced was considered outstanding.

The benefits of this application are two-fold. First, for those who are from India or China, this is a current EB-1, so you can get your green card quickly. And, second, the standard for adjudication is significantly lower than that of the Extraordinary Ability application, so it is easier to meet stipulated criteria. Please contact an attorney to discuss whether you would be eligible for this application.

Updates

October Visa Bulletin: Dates for the EB-2 for India and China have stayed relatively the same. The Department of State feels that there will be high demand for EB-2 visas at the current dates (January and April of 2005 respectively for India and China) and will not move them forward, possibly for another one or two more months.

H-1B Visas: There has been little movement on the amount of applications filed so there is availability for fiscal year 2010 (which started October 1, 2009). This means you can currently apply for H-1B status with an immediate start date, regardless of employer type.

Adam Frank, Esq. and Brendan Delaney are at the law firm of Leavy, Frank & Delaney, L.L.C., which specializes in immigration law. The firm conducts Legal Seminars for International Postdocs on behalf of the NPA.

NPA Member Round-Up

Thank you to the following sustaining members that have joined or renewed their membership since the last issue of The POSTDOCKET.

NEW

- Bigelow Laboratory for Ocean Sciences
- Cedars-Sinai Medical Center
- Morehouse School of Medicine
- TGen Translational Genomics Research Institute
- University of Massachusetts Medical School
- Virginia Tech University

RENEWED

- American Association for Dental Research
- Brown University
- Drexel University College of Medicine
- Fred Hutchinson Cancer Research Center
- H. Lee Moffitt Cancer Center and Research Institute
- Indiana University
- The J. David Gladstone Institutes
- National Institute of Environmental Health Science (NIEHS/NIH)
- Ohio State University Social & Behavioral Sciences
- Syracuse University
- University at Buffalo, State University of NY
- University of California, San Diego
- University of California, San Francisco
- University of North Carolina at Chapel Hill
- University of Michigan Medical School
- University of Washington
- Virginia Commonwealth University
- Woods Hole Oceanographic Institution

NSF Releases Plan for Postdoc Ethics Training Requirement

Kathleen Flint

The National Science Foundation (NSF) has released the official implementation plan for its new responsible conduct of research (RCR) training requirement for students and postdocs. Effective January 4, 2010, all institutions submitting proposals to NSF must certify that they have a training plan in place for undergraduate students, graduate students and postdoctoral scholars who will be supported by NSF to conduct research. Although training plans need not be submitted with proposals, they must be provided for review upon request. Institutions will be responsible for verifying that their undergraduate students, graduate students and postdoctoral scholars receive such training.

The NSF has stated that it does not intend to release guidance or standards on what should be included in a proper ethics training plan. In the Federal Register Notice of August 20, 2009, the agency emphasized the need for institutions to tailor their training to the needs, diversity and intended careers of their students and postdocs. NSF encouraged institutions to determine their own plan for both content and delivery, which might include newly developed resources as well as the use of existing materials. This approach differs somewhat from the required RCR training of biomedical trainees supported by National Institutes of Health (NIH) training grants, which has long adopted nine core content areas recommended by the federal Office of Research Integrity at the Department of Health and Human Services.

The importance of tailoring RCR training to the needs of postdocs has also been highlighted by the NPA. Most postdocs have not received formal training in RCR, and among visa holders (the majority of U.S. postdocs), this fraction is even higher.

In addition, the nature of the postdoc appointment can create some complex ethical issues, such as (i) the implications of short-term appointments on data and project ownership, (ii) the dual role postdocs serve as both mentor and mentee, and (iii) postdocs' dependence upon their supervisors for career advancement, which can influence conflict management and communication within the research group. Institutions designing a training curriculum may want to consider embedding ethics issues alongside research and professional development topics, such as



responsible authorship practices with scientific publishing tips or peer review principles with grant-writing instruction. The NPA has recently developed guidance on designing RCR training programs for postdocs in its RCR Toolkit, which is available online at the NPA Web site.

Kathleen Flint, PhD, is the NPA Project Manager and was responsible for the NPA's Bring RCR Home project. Any opinions, findings, and conclusions or recommendations expressed in this material are those of the author and do not necessarily reflect the views of the National Science Foundation.



Illustration by David Zinn

Foreign Scholars at Berkeley Say 'Yes' to American English Pronunciation Course

Cathy Cockrell

It was watching Hollywood movies like "Titanic" that Noer Fauzi Rachman learned English back in Indonesia. Now a doctoral student in the University of California (UC) at Berkeley's College of Natural Resources, Rachman speaks Indonesian with his wife and two young sons. But at work it's English all the time, using vocabulary, grammar, and pronunciation learned in the glow of the silver screen. And making himself clearly understood is trickier than comprehending movie subtitles. There's the letter "r" for starters. When introducing himself, "I'm a graduate student in Environmental Science, Policy, and Management", his heavily rolled r's conjure the revving of a Harley-Davidson. So when Rachman heard about a six-week course, "Pronouncing American English," he eagerly signed on.

Organized by the campus' Visiting Scholar and Postdoc Affairs Program (VSPA) and paid for by the students themselves, the class helps prepare international scholars for academic interactions, the job market, and their professional careers. The thirty-six spaces quickly fill each time the course is offered, said VSPA director Sam Castañeda. "It's gotten a reputation," he says, and the potential audience is large. The campus' foreign-scholar population includes more than 900 postdocs, 1100 visiting scholars, and 1900 graduate students.

"I'm not going to turn them into newscasters," said course instructor Sherrin Loyd, a speech pathologist and voice coach. Nor is that her goal. Rather, it's to help these foreign scholars *hear* and then create sounds not found in their native languages and to gain facility with an all-important feature of spoken English, pitch. While brilliant and highly motivated, Loyd notes, few of them before now have had help identifying and overcoming their specific English pronunciation issues.

Students begin with an online evaluation. Then, in class, they're shown where to place their tongues and how to position their lips to make unfamiliar sounds. Loyd and her assistants, graduate students from Cal State East Bay, also record the participants, evaluate their pronunciation issues, and send each home with exercises for improvement.

The rest is practice and more practice, individually, in pairs, in groups, and with coaching from Loyd and her graduate students. Often, participants use mirrors to visualize how to form troublesome English sounds. Another device, a voice-feedback apparatus

called a WhisperPhone, helps them better hear themselves.

Like all people learning a foreign language, class participants "take the rules of their first language and use these rules when trying to speak English," said Loyd. "So if, as in Spanish and Chinese, there are few consonants at the end of their words, they'll pronounce 'talk' as 'ta' and 'rug' as 'rub', not understanding that the ends of words in English carry a lot of meaning."

Rachman, working on his r's, got "a really big clue from Sherrin", learning "to change the position of my lips and tongue and to locate my tongue appropriately." Sometimes, in a very long English sentence, Indonesian-style r's still come rolling back "without my control," he said. "It's hard. But I'm struggling to make it better."

Cathy Cockrell works in the UC Berkeley NewsCenter. This is an edited version of an article that first appeared in the September 4th Edition of the online UC Berkeley NewsCenter. Follow the [link](#) for the accompanying audio slide show.



The NPA is proud to announce its participation in MySciNet.

MySciNet is a place for scientists and students from diverse backgrounds to network and build the personal and professional connections needed to succeed in the sciences.

In MySciNet You Can:

- Network with other people who share your identity and interest in science.
- Join organizations who offer support to scientists with your specific ethnicity, lifestyle, gender, or ability.
- Find information on employers who offer a culture of inclusion
- Access a variety of resources designed to help you advance your career.

Give it a try:

<http://community.sciencecareers.org/myscinet/>

State of the NPA

Stacy Gelhaus

Dear NPA Membership:

By the time this reaches you, we will be well in the midst of the fall season. I will always remember this fall in particular because of the first annual National Postdoc Appreciation Day. There were so many celebrations across the United States, two in Canada, and even one in Australia! We received national recognition from groups such as Federation of American Societies for Experimental Biology and the Association of American Medical Colleges group on Graduate Research, Education and Training. Thanks to all of you who made National Postdoc Appreciation Day

such a huge success, with a special thanks to our Outreach Committee!

In early October we were busy with our Committee Leadership Institute retreat, which was held in Bethesda, MD. Membership Chairs, Vice-Chairs, and Officers came together with our Executive Director and several Board members for a weekend of leadership training. In addition to the formal leadership training, this weekend is invaluable because it is one of the few times during the year that we actually meet face-to-face. Finally, another annual fall happening is the NPA Board Election. This year's slate was full of accomplished

postdoctoral scholars and administrators who already donate generous amounts of their time to the NPA.



NATIONAL
POSTDOCTORAL
ASSOCIATION

The new Board members will begin serving their two-year term on January 1. I am very happy to welcome our new board members, and I look forward to working with them in the New Year. And remember: if you haven't already done

so, please join the Twitter, Facebook, and LinkedIn NPA groups to fully plug yourself in to what is going on with the NPA.

Stacy Gelhaus, PhD, is Postdoctoral Fellow at the University of Pennsylvania and Chair of the NPA Board of Directors.

NPA Development Campaign In Full Swing

Daniel Gorelick

The NPA plays an invaluable role nationwide, raising awareness of postdoctoral needs and issues. It is a voice that has the ear of federal agencies such as the National Institutes of Health and the National Science Foundation. These agencies continue to approach the NPA for recommendations on how to better serve the postdoctoral community. The NPA has also helped convince Congress to expand data collection on NIH-supported postdocs and to require NSF grant applicants to include mentoring plans for postdocs.

To continue to do this crucial work, the NPA needs the support of as many postdocs and affiliates as possible. The "Raising Our Voice" campaign wants your help to increase membership and strengthen the NPA's network of expert advisors and financial supporters. In September the NPA hosted the first annual National Postdoc Appreciation Day. Aside from celebrating the importance of postdocs, the event was used for recruitment. New NPA membership applications increased 21 percent compared with

the same period in 2008. While this is a great step in increasing support, the NPA needs *your* help to provide long-term financial security. Your support will also ensure the continued service of the NPA to postdocs and administrators, which includes advocacy for health, disability, and retirement benefits as well as for increases in the NIH minimum training stipend for postdocs.

What can you do to help the NPA succeed in the future?

- **Become an individual member** of the NPA. The annual dues of \$35 is a small price to pay for a national voice for postdocs! As an individual member, you will have the opportunity to vote on postdoc-related issues and also be eligible for reduced registration costs for NPA-sponsored events such as the Annual Meeting.
- **Work your network.** The network of your contacts is potentially invaluable as it may contain individuals in a position to help the NPA. You can tell them about

the NPA's mission and introduce them to a member of the Board of Directors. Do you know somebody who works in industry? Tell them about the NPA. We're looking to expand our sustaining members to include more biotechnology and pharmaceutical companies. Thus, your network enables you to recruit both new individual and corporate NPA members that will enhance the scope of the Association.

- **Join an NPA committee.** In this capacity, you will have the opportunity to volunteer your time and expertise to help plan the annual meeting, address policy issues, create awareness, or provide content for the NPA Web site and newsletter. Through your work, you will affect postdocs nationwide.

The NPA has become a strong national voice for postdocs, but we can only continue to speak with your help.

Daniel Gorelick, a member of the NPA Board of Directors, is the Chairperson of the "Raising Our Voice" campaign. He is a postdoctoral fellow at the Carnegie Institution for Science in Baltimore, Maryland and can be reached at daniel.gorelick@nationalpostdoc.org.



**The National Postdoctoral Association
invites you to a**

National Summit on Gender and the Postdoctorate

MARCH 10-11, 2010

**Philadelphia, Pennsylvania
Sheraton Philadelphia University City Hotel**

-  **Travel Grants for Postdocs**
-  **Poster Session on Promising Practices**
-  **Precedes NPA Annual Meeting, March 12-14**

www.nationalpostdoc.org/advance-summit



From Postdoc to Faculty: Transition Issues for Women Scientists

NPA Committee Quarterly Reports

The following section is devoted to summarizing the vast array of activities underway within each of the four NPA Committees of the Membership – Advocacy, Meetings, Outreach, and Resource Development. If you are interested in gaining professional experience in postdoc issues at the national level, please contact a Committee Leader directly. We seek interested and dedicated individuals who are willing to volunteer 3 to 10 hours a month. A comprehensive list of NPA Committee leaders can be found at the [Committee Leaders and Officers](#) page on the NPA Web site.

Advocacy Committee

Juliet Moncaster

This past quarter, the Advocacy Committee (AdCom) supported an increase in NIH National Research Service Award (NRSA) stipends. The Senate will vote soon on H.R. 3293, which is the appropriations bill that includes the NIH fiscal year 2010 (FY10) budget. Following the Senate vote, the bill will go to “conference” and differences between the Senate and House versions of the bill will be resolved. Currently, the House version includes a 2% increase in the NRSA stipend levels, while the Senate version does not. The NPA is asking the Senate to accept the House language and include the 2% increase in

the final version of the bill. Additionally, the NPA sent a request to its members via E-Alerts, the NPA Facebook page, and the NPA LinkedIn page to encourage NPA members to contact their respective U.S. Senators to support this bill.

AdCom has been working closely with NPA Executive Director, Cathec Johnson Phillips, who recently attended a special meeting organized by new NIH Director, Francis Collins, MD, PhD. The NPA was among the more than 300 scientific, non-profit and advocacy organizations invited to attend. According to an NIH spokesperson, this event was the first meeting of its kind and size to take place. Following the meeting, each participant was invited to submit a brief summary of the issues important to their organization. AdCom worked with Ms. Phillips to create a summary of the most pressing NPA issues, and this summary is available on the [NPA Web site](#).

If the topics above interest you, or if there are other issues that you think would be of interest to AdCom, please feel free to contact the AdCom Chair (Juliet Moncaster) or Vice-Chair (Rashada Alexander). AdCom is always looking for new volunteers to join the committee!

Juliet Moncaster, PhD, is a Postdoctoral Fellow at the Boston University School of Medicine and Chair of the NPA Advocacy Committee.

Meetings Committee

Dave Taylor

The major focus of the Meetings Committee for the past quarter has been finalizing plans for the upcoming 2010 Meeting of the NPA in Philadelphia, Pennsylvania. For more information, please see “Francis Collins to Give Keynote Address at 2010 Annual NPA Meeting” in the current issue of the *POSTDOCKET* [POSTDOCKET 7(4)]. To become involved with the Meetings Committee, please contact Dave Taylor.

Dave Taylor, PhD, is the Academic Programs Officer in the Office of Postdoctoral Affairs at The Children's Hospital of Philadelphia and serves as Chair of the NPA Meetings Committee.

Outreach Committee

L. David Finger

The Outreach Committee (OC) has spent a significant amount of time during the past quarter coordinating and executing the first National Postdoc Appreciation Day which was held at institutions across the United States on September 24, 2009. The OC continues its efforts to promote the NPA and NPA events through other channels including the NPA Facebook and LinkedIn pages, where group membership continues to increase.

In other OC news, committee member Jay Morris recently updated the [NPA store](#) to include items with the new NPA logo and has added additional items for purchase as well. The NPA store will soon allow individuals to order customized items that have both institutional postdoctoral association and NPA logos printed on them, and we are exploring the possibility of selling NPA holiday items. Keep your eyes open for advertisements of new NPA store items!

The committee continues to research membership incentives so that we can increase the number of NPA members. The OC is working to identify new ways to create an awareness of postdoctoral scholars and the NPA on Capitol Hill. For more information on how you can become

Committees, continued on page 14

Need a pick me up?



Shop the NPA store Today
<http://www.cafepress.com/thenpastore>

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involved with OC activities, please contact
Dave Finger at LFingerJr@coh.org.

L. David Finger, PhD, is a Postdoctoral Scholar at the City of Hope Beckman Research Institute and Chair of the NPA Outreach Committee.

Resource Development Committee *Rachel Ruhlen and Anu Pradhan*

The Resource Development Committee (RDC) is tasked with developing and maintaining resources for postdoctoral scholars, postdoctoral associations (PDA) and postdoctoral offices (PDO). Most of our resources are available on the NPA Web site in the form of articles, toolkits and databases. While most of our resources target PDOs and PDAs, currently we are developing new toolkits that will be useful to individual postdoctoral scholars.

At the recent NPA Committee Leadership Institute which was held October 3-4, 2009, in Washington, DC, RDC Chair, Rachel Ruhlen, and Vice-Chair, Anu Pradhan, met with each of the other NPA Committee Chairs, Vice-Chairs, and Officers. We enjoyed talking about how our committees could work more closely in order to effectively meet the needs of U.S. postdocs while assisting international postdocs and addressing diversity-related issues. One way the RDC could coordinate activity among the other NPA committees is through the Professional Societies Database (PSD, maintained by the RDC). The Advocacy Committee could use information from the PSD to contact scientific societies with similar or overlapping policy interests and agendas, the Outreach committee could use the PSD to identify partner societies, and the Meetings committee could use the PSD to recruit potential sponsors. Launching this project will certainly be challenging, and we need the help of NPA members like you to make this become a reality!

Did you know that institutions can request legal seminars through the NPA's partner legal firm, Leavy, Frank & Delaney, LLC? Currently, the RDC is researching the feasibility of creating tax education workshops

NPA MEETING ROUND-UP

The NPA continues to provide a national voice for postdoctoral scholars. Since our inception we have represented postdocs at over 300 national and regional meetings. In addition, NPA materials have been distributed at scores of meetings. Here is a round-up of recent and upcoming activity (presented in chronological order).

SEPTEMBER

Many presentations by NPA representatives were made in honor of National Postdoc Appreciation Day. Please see [here](#).

OCTOBER

- Michigan Regional Meeting, "Career Roadmaps for Postdocs," University of Michigan, Ann Arbor, MI; presentation "Careers in the Federal Government," presented by Lori Conlan as a representative of the National Institutes of Health; Conlan is a member of the NPA Board of Directors.
- Cancer Biology Chair & Program Directors Retreat, Clearwater Beach, FL; presentation on the NPA to postdoctoral scholars by Cathee Johnson Phillips, NPA Executive Director.
- SACNAS National Conference, "Improving the Human Condition: Challenges for Interdisciplinary Science," Dallas, TX; LaShauna Myers Connell, NPA Diversity Officer, hosted a resource table.
- Women in Astronomy and Space Science 2009: Meeting the Challenges of an Increasingly Diverse Workforce, College Park, MD; participation on panel, "To Boldly Go: Paths to Non-Academic Careers," by Katy Flint Ehm, NPA Project Manager.

for postdocs. We envision being able to extend to institutions the ability to request tax education workshops for international and stipend-funded postdocs, with full NPA members receiving a substantial discount.

The NPA Web site and requires ongoing attention. The RDC needs people to review the NPA site in order to identify and remove obsolete information and broken links. It's a great way to learn about

- AAMC GREAT Group Postdoctorate Leaders Section Annual Meeting, St. Louis, MO; presentation on the NPA Core Competencies by Johnson Phillips.

NOVEMBER

- National Institute on Drug Abuse (NIDA) Research Training Directors' Meeting: Sustaining Training Programs for the 21st Century, Bethesda, MD; presentation "What Makes a Successful Program?" by Cathee Johnson Phillips, NPA Executive Director.
- University of Virginia Lunchtime Postdoc Seminar, Charlottesville, VA; presentation "How to Be Competitive: Developing Your Core Competencies as a Postdoc" by Cathee Johnson Phillips, NPA Executive Director.
- New York University School of Medicine Career Symposium: "What Can You Be With a PhD?" in New York, New York; "How to Choose Your Postdoc" panel discussion moderated by Stacy Gelhaus, Chair of the NPA Board of Directors. November 14, 2009.
- Rutgers University Douglass Science Institute Career Exploration Day: "What Can You Do With a Science Degree" in New Brunswick, New Jersey; participation on panel by Stacy Gelhaus, Chair of the NPA Board of Directors. November 21, 2009.

the NPA and its resources! For more information on how to become involved in RDC activities, please contact Rachel Ruhlen at ruhlenr@missouri.edu.

Rachel Ruhlen, PhD, is a Postdoctoral Researcher at the University of Missouri and Chair of the NPA Resource Development Committee. Anu Pradhan, PhD, is a Research Scientist at the Moffitt Cancer Center and Vice-Chair of the NPA Resource Development Committee.

NEWS

The Scientific Community Loses Ruth Kirschstein

Ruth L. Kirschstein, M.D., a beloved and highly esteemed scientist and leader of the U.S. scientific research community, died peacefully on Tuesday, October 6, 2009.

The National Postdoctoral Association (NPA) honors Dr. Kirschstein for her decades of public service and her dedication to research and research training in the United States.

In 2004, the NPA bestowed its inaugural Distinguished Service Award upon Dr. Kirschstein for her profound and sustained contribution to improving the postdoctoral experience. At that time she was serving as the Senior Advisor to the Director of the National Institutes of Health.

Stacy L. Gelhaus, PhD, Chair of the NPA Board of Directors, said, "Her influence extended well beyond the walls of the NIH. Thanks to her leadership, excellent training opportunities for scientists and researchers were created and supported. She was an inspiration to new scientists and will be deeply missed by the postdoctoral community." Gelhaus is a recipient of a Ruth L. Kirschstein National Research Service Award (NRSA).

Because of Dr. Kirschstein's success as a successful physician-researcher through her medical internships, residencies, and research in pathology, she rose through the ranks of the government agency that became known as the Food and Drug Administration. She was the first female Director of an Institute at the National Institutes of Health (NIH), serving from 1974 to 1993 as the Director of the National Institute of General Medical Sciences. She also served as both Deputy Director and Acting Director of the NIH.



Photo courtesy of the NIH

Dr. Kirschstein has contributed her vision and leadership in scientific realms, working to advance genome science and women's health, and in administrative and political realms, such as working with Congress to achieve doubling of the NIH budget. In addition, she has worked tirelessly, both privately and publicly, to create and support research training opportunities for scientists and researchers. Her advocacy on behalf of all individuals, including those from diverse or under-represented backgrounds, was above and beyond the call of duty.

In 2002, Dr. Kirschstein's outstanding service to our country was acknowledged by the U.S. Congress, when they renamed the National Research Service Awards (NRSA) as the Ruth L. Kirschstein NRSA program. Her legacy will live on within the research community, as postdoctoral researchers and others conduct research in her name. —Jennifer Reinecke Pohlhaus

NPA Offers Health Insurance to Members

The NPA and Garnett-Powers and Associates, Inc. have joined forces to offer a health insurance plan to full, individual NPA members who do not have access

to health insurance or whose insurance premiums are not subsidized by their institution. Benefit coverage for the new plan is provided through *StudentResources*, a *UnitedHealthcare* company specializing in university health programs.

Stacy L. Gelhaus, PhD, Chair of the NPA Board of Directors, said, "The NPA Board is very pleased to be able to offer this plan, which meets a very real need within the postdoctoral community. We could not have offered this benefit without the assistance of Garnett-Powers, and we want to express our appreciation to them for their work on our behalf." Garnett-Powers are longtime supporters of NPA.

The **Postdoctoral Scholar Injury and Sickness Insurance Plan** offers postdoctoral researchers single coverage at a reasonable cost ranging from \$182.50 to \$215.50 per month. The postdoc must be a **full, individual member** of the NPA to be eligible for the plan. The full, individual membership fee for postdoctoral scholars is only \$35 a year.

Some of the important features of the plan are:

- Low monthly cost
- Access to a large nationwide panel of physicians
- Low co-pays and co-insurance for doctor's visits, hospitalization, lab, x-ray and prescriptions
- Coverage is available for your eligible dependents, including domestic partners
- Maternity is covered
- Coverage is guaranteed regardless of any medical condition
- All J1 visa requirements for medical coverage, repatriation and medical evacuation are satisfied by enrollment in this plan.

For more information or to enroll in this plan, click [here](#). —NPA Web site

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and also assisted with the PDA workshop. He has attended the NPA Annual Meetings since 2006.

Garth A. Fowler, PhD, is Assistant Chair for the Department of Neurobiology and Physiology at Northwestern University (NU). He also serves there as the Director of Career Development at the Center for Sleep & Circadian Biology. He holds a PhD in Psychology (Behavioral Neuroscience) from the University of Washington and was a Postdoctoral Research Associate at the Salk Institute for Biological Studies. Before joining NU, he served as the Outreach Program Manager for Science magazine and Science Careers. He has been active in the NPA and served as an advisory member on developing Web-based career development content for the NPA Web site.

Stacy L. Gelhaus, PhD, is a Ruth L. Kirschstein National Research Service Award (NRSA) Postdoctoral Fellow in the Center for Cancer Pharmacology, directed by Ian Blair, at the University of Pennsylvania. She completed her PhD in Analytical Chemistry at the University of Maryland, Baltimore County (UMBC). She currently serves as the Chair of the NPA Board of Directors and began serving on the Board in January 2008. Besides her many duties as Board Chair, she also serves as the Chair of the Annual Meeting Travel Awards Sub Committee and is a member of the NPA Finance Committee, the NPA Fundraising Sub-Committee, and the 2010 Annual Meeting Local Host Committee.

Andrew M. Hebbeler, PhD, is an American Association for the Advancement of Science (AAAS) Science & Technology Policy Fellow in the Office of Cooperative

Threat Reduction, Bureau of International Security and Nonproliferation at the U.S. Department of State. He holds a PhD in Molecular Microbiology and Immunology from the University of Maryland, Baltimore. He was a Postdoctoral Fellow at the J. David Gladstone Institutes, 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 POSTDOCKET since May 2008.

Rachel Ruhlen, PhD, is a Postdoctoral Fellow at the University of Missouri Columbia (MU), where she also earned a PhD in Biological Sciences. She was the recipient of a Ruth L. Kirschstein (NRSA) award and a Komen Postdoctoral Fellowship. She founded the Postdoctoral Asso-

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Anthony J. Baucum II, PhD



Garth A. Fowler, PhD



Stacy L. Gelhaus, PhD



Andrew M. Hebbeler, PhD



Rachel Ruhlen, PhD



Lorraine Tracey, PhD

FASEB Encourages Investigators to Develop Plans for Mentoring Postdocs

Jennifer A. Hobin

Two major supporters of postdoctoral scholars in the United States, the National Institutes of Health (NIH) and the National Science Foundation (NSF), define postdoctoral positions as temporary periods of *mentored, advanced training*. Consistent with this definition, these agencies typically

require postdoctoral training grant and fellowship applicants or their sponsors to describe the training, mentoring, or career support that postdocs funded on those grants would receive. Until recently, however, there was no requirement for mentoring postdocs supported on research grants, the primary mechanism by which postdocs are trained. This changed with the passage of the 2007 *America COMPETES Act*, which requires NSF-funded investigators to describe in their research grant applications how they will mentor postdocs supported on those grants.

The Federation of American Societies for Experimental Biology (FASEB), an organization representing 22 scientific societ-

ies and over 90,000 biomedical researchers, recently issued a statement urging investigators to develop a plan for training and mentoring postdocs supported on their research grants. The statement emphasizes that mentoring is both a critical component of the postdoctoral experience and a responsibility of investigators who receive federal funds to support their trainees. FASEB encourages investigators to develop plans that describe the scientific opportunities available to postdocs, including the type of research that



will be conducted and the technical and methodological skills that will be developed during training; the suitability of the post-

doctoral training environment, including how postdocs will acquire training in grants management, laboratory management (including responsible conduct of research), and communication skills; and opportunities to assist postdocs in career and professional development planning. Investigators are encouraged to describe how they will assess progress toward these goals. To be sure, many postdocs already receive this type of preparation in the course of their research training. Nonetheless, the development of training plans will encourage mentors to refine their own mentoring strategies, identify the needs of their individual trainees, and explore the training and career resources available to them.

Funding agencies and training institutions also have a role to play in mentoring postdocs. Funders should encourage grantees to develop mentoring plans, and enable postdocs and mentors to dedicate time to these activities while supported on research grants. For their part, institutions should develop guidelines for postdoctoral training, help their investigators to develop meaningful mentoring plans, and review and evaluate these plans. Review at the institution level will ensure that investigators develop plans that are consistent with institution guidelines as well as the career and professional development resources available to their postdocs.

FASEB recognizes that there are many ways to mentor postdocs effectively—a single approach may not be successful in every trainee-mentor relationship. As such, investigators should have the flexibility to develop plans suited to individual trainee career goals and the training and mentoring resources available to them. To help investigators develop effective mentoring strategies, FASEB has created two sample plans. To view the samples and FASEB's complete statement on postdoctoral mentoring, please visit [here](http://www.faseb.org). NPA postdoc mentoring resources are available on the [NPA Web site](http://www.faseb.org).

Jennifer A. Hobin, PhD, is Senior Science Policy Analyst in the Office of Public Affairs at the Federation of American Societies for Experimental Biology. She can be reached at jhobin@faseb.org.

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ciation (PDA) at MU and has served in the NPA for three years, first as a member of the Publications Committee and the Meetings Committee, then as POSTDOCKET Associate Editor, and for the past fifteen months as Chair of the Resource Development Committee. She has written several articles for the NPA's online toolkits.

Lorraine Tracey, PhD, is a Postdoctoral Research Associate in the Department of Surgery at St. Jude Children's Research Hospital. She earned a PhD in Molecular Medicine at the University of Dublin, Trinity College, in Ireland. She has been

active in the NPA since 2007, serving as a member of the Advocacy and Outreach Committees and currently as Vice Chair of the Meetings Committee. She was a member of the panel for the plenary session "Empowering Postdoctoral Success: Putting IDPs to Work at your Institution" at the NPA's 2009 Annual Meeting.

Drs. Ruhlen and Tracey will step down from their committee positions as Chair of the Resource Development Committee and Vice Chair of the Meetings Committee, respectively, to serve on the Board of Directors. Hebbeler also will step down from his position as Editor-

in-Chief of the POSTDOCKET.

The new directors will join the following members of the Board, whose terms will end on Dec. 31, 2010: Ian Brooks, PhD; Lori Conlan, PhD, Audrey Ellerbee, PhD; Dan Gorelick, PhD; and Richard Nowakowski, PhD. Current members of the Board who will complete their term on Dec. 31, 2009, are: Jonathan Gitlin, PhD; Judy Ho, PhD, (Treasurer); Jennifer Reineke Pohlhaus, PhD, (Vice Chair); Maxine Watson, PhD; and Wendy Williams, PhD.

Cathee Johnson Phillips is the Executive Director of the NPA.