



Tomorrow's Doctors, Tomorrow's Cures®

**Group on Graduate Research, Education, and
Training (GREAT)
Postdoctorate Leaders Section Annual Meeting
Fostering the Evolution of the Postdoctoral Experience**

October 2 - 4, 2008
Grand Hyatt Seattle
Seattle, Wash.

Association of
American Medical Colleges

Group on Graduate Research, Education, and Training (GREAT)

Postdoctorate Leaders Section Annual Meeting

Fostering the Evolution of the Postdoctoral Experience

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FACULTY DISCLOSURE STATEMENT

Harvard Medical School has long held the standard that its continuing medical education program be free of commercial bias.

Now, in accord with the disclosure policy of the Medical School as well as standards set forth by the Accreditation Council on Continuing Medical Education, speakers and their spouses/partners, and planners have been asked to disclose any relationship they have to companies producing pharmaceuticals, medical equipment, prosthesis, etc. that might be germane to the content of their lectures. Please note that in accordance with recent policies from the ACCME, relationships of the person involved in the CME activity must include financial relationships of a spouse or partner. In addition, speakers are asked to list any off label uses they will discuss of pharmaceuticals and devices for investigational or non-FDA approved purposes.

Such disclosure is not intended to suggest or condone bias in any presentation, but is elicited to provide registrants with information that might be of potential importance to their evaluation of a given talk.

1. The following speakers, spouses/partners, and planners have reported no relevant relationships with industry:

<i>Olaf S. Andersen, M.D.</i>	<i>Perry V. Halushka, M.D., Ph.D.</i>	<i>Emilda B. Rivers, M.S.</i>
<i>Roberta Bernstein, Ph.D.</i>	<i>Clifford V. Harding, M.D., Ph.D.</i>	<i>Terry B. Rogers, Ph.D., M.S.</i>
<i>John L. Bixby, Ph.D.</i>	<i>Leroy Hood, M.D., Ph.D.</i>	<i>John Russell, Ph.D.</i>
<i>Ann C. Bonham, Ph.D.</i>	<i>Mary Horton, M.P.A., M.A.</i>	<i>Lisa Satlin, M.D.</i>
<i>Lawrence Skip Brass, M.D., Ph.D.</i>	<i>Terri Goss Kinzy</i>	<i>Walter T. Schaffer, Ph.D.</i>
<i>Nancy J. Brown, M.D.</i>	<i>David Korn, M.D.</i>	<i>Nancy B. Schwartz, Ph.D.</i>
<i>Roger Chalkley, D. Phil.</i>	<i>Maggie Krall</i>	<i>Kevin Shannon, M.D.</i>
<i>Jan F. Chelbowski, Ph.D.</i>	<i>Joan M. Lakoski, Ph.D.</i>	<i>Bert Shapiro, Ph.D.</i>
<i>Sonja Cox</i>	<i>Sandra H. Lee, M.D., Ph.D.</i>	<i>Tammi L. Simpson, M.A., M.B.A.</i>
<i>Kathy Crawford, B.B.A</i>	<i>Robinna G. Lorenz, M.D., Ph.D.</i>	<i>Tanya P. Smith</i>
<i>Mary DeLong, Ph.D.</i>	<i>Jodi Lubetsky, Ph.D.</i>	<i>Brian Sullivan, M.A.</i>
<i>Christine Des Jarlais, Ed.D.</i>	<i>Nancy Malson</i>	<i>Nancy Thompson, Ph.D.</i>
<i>David Engman, M.D., Ph.D.</i>	<i>Richard McGee, Ph.D.</i>	<i>Doris E. Thornton, M.Ed.</i>
<i>Victoria Freedman, Ph.D.</i>	<i>Dianna M. Milewicz, M.D., Ph.D.</i>	<i>Mary Anne Timmins</i>
<i>Richard Freeman, Ph.D.</i>	<i>Wishwa N. Kapoor, M.D., M.P.H.</i>	<i>Jana Toutolmin</i>
<i>Michael J. Friedlander, Ph.D.</i>	<i>Charlotte V. Kuh, Ph.D.</i>	<i>Sharon Welling</i>
<i>Don Ganem, M.D.</i>	<i>M. Kerry O'Banion, M.D., Ph.D.</i>	<i>Clayton A. Wiley, M.D., Ph.D.</i>
<i>Gwen Garrison, Ph.D.</i>	<i>Yvonne Paterson, Ph.D.</i>	<i>Valerie P. Wilson, Ph.D.</i>
<i>James R. Goldenring, M.D., Ph.D.</i>	<i>Karen Peterson, Ph.D.</i>	<i>Henry Wortis, M.D.</i>
<i>Ruth Gotian, M.S.</i>	<i>Bruce Ransom, M.D., Ph.D.</i>	<i>Allan Yates, M.D., Ph.D.</i>
<i>Arthur Gutierrez-Hartmann, M.D.</i>	<i>Richard F. Rest, Ph.D.</i>	<i>Michael J. Zigmond, Ph.D.</i>

2. The following speakers, spouses and planners have reported receiving something of value* from a company whose products may be germane to the content of their presentations:

NAME	COMPANY	RELATIONSHIP
<i>Philip S. Clifford, Ph.D.</i>	<i>Smith Medical</i>	<i>Consultant</i>
	<i>Spacelabs</i>	<i>Consultant</i>
	<i>ITEC Engineering</i>	<i>Consultant</i>
<i>Thomas O. Daniel, M.D.</i>	<i>Celgene</i>	<i>Employee</i>
<i>Emma A. Meagher, M.D.</i>	<i>Novartis</i>	<i>Consultant</i>
	<i>Abbott Labs</i>	<i>Consultant</i>
	<i>Reliant</i>	<i>Consultant</i>
<i>Perry B. Molinoff, M.D.</i>	<i>Palatin Technologies</i>	<i>Board of Directors</i>
	<i>Cypress Bioscience, Inc.</i>	<i>Board of Directors</i>
	<i>Advinus Therapeutics</i>	<i>Scientific Advisory Board</i>
	<i>NPS Pharmaceuticals</i>	<i>Consultant</i>
<i>Peter V. Scoles, M.D.</i>	<i>NBME</i>	<i>Employee</i>

*“Something of value” refers to an equity position, receipt of royalties, consultantship, funding by a research grant, receiving honoraria for educational services elsewhere, or to any other relationship to a company that provides sufficient reason for disclosure, in keeping with the spirit of the stated policy.

ACCME STATEMENT

Harvard Medical School is accredited by the Accreditation Council for Continuing Medical Education (ACCME) to provide continuing medical education for physicians.

Harvard Medical School designates this educational activity for a maximum of 14.5 AMA PRA Category 1 Credit(s)TM. Physicians should only claim credit commensurate with the extent of their participation in the activity.

Agenda

Thursday, October 2

Noon – 6:30 pm **Registration/Information** **Eliza Anderson Foyer**

2:00 – 2:15 pm **Welcome** **Princessa Ballroom II**

Joan M. Lakoski, Ph.D.
Associate Dean for Postdoctoral Education
University of Pittsburgh School of Medicine

Mary Anne Timmins
Director of Administration, Biomedical Postdoctoral Programs
University of Pennsylvania School of Medicine

2:15 – 3:30 pm **Opening Session** **Princessa Ballroom II**
Historical Perspective and Looking Ahead

Moderator:

Mary Anne Timmins
Director of Administration, Biomedical Postdoctoral Programs
University of Pennsylvania School of Medicine

Speakers:

Philip S. Clifford, Ph.D.
Associate Dean for Postdoctoral Education
Medical College of Wisconsin

Richard Freeman, Ph.D.
Herbert Ascherman Chair in Economics
Harvard University

Nancy B. Schwartz, Ph.D.
Dean for Graduate and Postdoctoral Affairs
University of Chicago, The Pritzker School of Medicine

Thursday, October 2 (Continued)

In this, the inaugural session of the AAMC GREAT Group Postdoctorate Leaders Section meeting, three distinguished colleagues will present the historical perspective of the postdoctoral movement, a current picture of the job market and workforce issues, and looking to the future, new challenges to address.

3:30 – 4:00 pm

Break

Princessa Foyer

4:00 – 6:00 pm

Breakout Sessions

Topic 1: Administrative structure for postdoctoral offices Washington

Nancy B. Schwartz, Ph.D.

Dean for Graduate and Postdoctoral Affairs
University of Chicago, The Pritzker School of Medicine

John H. Russell, Ph.D.

Associate Dean for Graduate Education
Washington University in St. Louis School of Medicine

Research institutions and universities that train postdocs as part of the research workforce must provide central administrative oversight of postdoctoral affairs and policies. This breakout session will explore several successful models and provide insights into developing and maintaining institutional support for optimal postdoctoral training.

Topic 2: Collecting data and tracking postdocs

Sherman

Christine D. Des Jarlais, Ed.D.

Assistant Dean for Postdoctoral Affairs
& Graduate Outreach
Graduate Division
University of California, San Francisco

Emilda B. Rivers, M.S.

Mathematical Statistician
Division of Science Resource Statistics
National Science Foundation

This breakout session will be a two-part interactive workshop. First, Emilda Rivers from the National Science Foundation will present an update on the Postdoc Data Project. The goals of the project are to 1) determine the total number of postdocs in all US employment sectors; and 2) expand the current NSF collected postdoc data to include foreign-degreed postdocs and

Thursday, October 2 (Continued)

additional survey topics on postdoc expectations, plans for the future, and mentorship. Participants will discuss issues related to collecting these data. Secondly, participants will discuss the development, execution, and analysis of Postdoc Exit Surveys.

Topic 3: Clinical and translational research training**Chinook****Joan M. Lakoski, Ph.D.**

Associate Dean for Postdoctoral Education
University of Pittsburgh School of Medicine

Rick McGee, Ph.D.

Associate Dean for Faculty Recruitment and Professional Development
Northwestern University, The Feinberg School of Medicine

The NIH-sponsored Clinical Translational and Science Award (CTSA) initiative is designed to transform the pace and processes by which new discoveries are moved from the bench to the bedside, including the approaches used to develop the next generation of health professionals, including postdoctoral fellows. This interactive session will review the educational goals of the CTSA, highlight examples of new educational programs designed to provide innovation in our training approaches, and enable participants to share best practices and exchange information on the opportunities and barriers they are currently facing in bringing this new “transformative culture” on board at their own institution. Discussion will include focus on curriculum issues with relevance to postdocs including training in multidisciplinary team mentoring, strategies to engage the basic scientist in the clinical research process and emergence of graduate programs in clinical research.

Topic 4: International Postdocs**Sealth****Mary Anne Timmins**

Director of Administration, Biomedical Postdoctoral Programs
University of Pennsylvania School of Medicine

Karen Peterson, Ph.D.

Director, Office of Scientific Career Development
Fred Hutchinson Cancer Research Center

International postdocs enrich and enhance our scientific community not only with contributions to scientific discovery but also by presenting opportunities to build cross-cultural understanding and world-wide collaborations.

Thursday, October 2 (Continued)

International postdocs also face many professional challenges when they enter a new country, speak a new language, and adapt to a new culture. In this session, participants will discuss ways to support international postdocs in their professional development. Topics to be discussed in this session include:

- The J-1/H-1B conversation
- Expectations upon arrival
- Cultural adjustment
- Professional development seminars i.e. writing, public speaking, business etiquette
- Networking skills

6:30 – 8:30 pm

Dinner with Business Meeting**Princessa Ballroom I**

Presiding:

Philip S. Clifford, Ph.D.Associate Dean for Postdoctoral Education
Medical College of Wisconsin

Friday, October 3

7:00 am – 6:30 pm Registration/Information **Lobby Alcove**

7:00 – 8:30 am **Breakfast with Table Topics** **Princessa Ballroom I**

Moderator:

Richard F. Rest, Ph.D

Director, Professional Development
Biomedical Graduate and Postgraduate Studies
Drexel University College of Medicine

Topics:

- Working with Human Resources
- Implementing Annual Evaluations
- New Postdoc Orientation
- Teaching Opportunities
- Benefits
- Career Development Practices
- Grant Writing Workshops
- Working with other Offices in the University
- Establishing a Postdoc Office (PDO)
- International Postdocs

8:30 – 10:00 am **General Session** **Leonessa Ballroom III**

**Mentoring for Independence and Moving On:
Evolving Roles for Postdoc Mentors and Mentees**

Moderator:

Joan M. Lakoski, Ph.D.

Associate Dean for Postdoctoral Education
University of Pittsburgh School of Medicine

Speakers:

Michael J. Zigmond, Ph.D.

Professor of Neurology, Neurobiology, and Psychiatry
University of Pittsburgh School of Medicine

Mary DeLong, Ph.D.

Assistant Dean and Director, Office of Postdoctoral Education
Emory University School of Medicine

Friday, October 3 (Continued)

Mentoring of postdoctoral fellows continues to receive wide-ranging attention as a vital approach to empowering the professional development of these talented new investigators. Building on the success of AAMC Compact Between Postdoctoral Appointees and Their Mentors (December 2006), this session will feature two experienced mentors/ trainers who will reflect how we can continue to enhance the professional development and long-term career satisfaction of postdocs as independent investigators and explore strategies to successfully prepare postdocs for upcoming career transitions. All participants will have the opportunity to participate in an interactive discussion with the speakers to share challenges and opportunities for enhancing postdoctoral mentoring.

10:00 – 10:30 am Break **Leonessa Foyer**

10:30 am – 12:30 pm **Session with GREAT Group** **Leonessa Ballroom I & II**
Driving Diversity in Academic Medical Centers

Moderator and Speaker:

Roger Chalkley, D. Phil.

Senior Associate Dean for Biomedicine Research, Education, and Training
Vanderbilt University School of Medicine

Speakers:

Nancy Thompson, Ph.D.

Associate Dean for Graduate and Postdoctoral Studies
The Warren Alpert Medical School of Brown University

Valerie P. Wilson, Ph.D.

Associate Dean, Graduate School
Executive Director, Leadership Alliance
Brown University

Five Minute Talks

*Strategies to Increase the Enrollment of Underrepresented Minority Students
in Graduate Programs*

Victoria H. Freedman, Ph.D.

Director, Graduate Division of Biomedical Sciences
Albert Einstein College of Medicine

Friday, October 3 (continued)

*Strategies to Diversify the Postdoc Body***Yvonne Paterson, Ph.D.**

Associate Dean for Postdoctoral Training
Director of Biomedical Postdoctoral Programs
University of Pennsylvania School of Medicine

*Development and Evaluation of a Peer-Tutoring Program for Graduate Students***Terri Goss Kinzy**

Associate Dean
University of Medicine and Dentistry of New Jersey

*VCU Center on Health Disparities***Jan F. Chelbowski, Ph.D.**

Associate Dean for Graduate Education
Virginia Commonwealth University

As our national population profile becomes increasingly diverse and health disparities broaden to ever more disturbing proportions, our ability to attract and cultivate talented individuals into research and leadership careers becomes ever more acute. We cannot afford to exclude or limit opportunity as we select and train our future national research workforce. Despite significant national funding initiatives, the numbers of underrepresented minority (URM) PhDs and MD-PhDs in research careers remains depressingly low. This session will involve a panel of speakers on the following topics:

- Presentation and analysis of data on current URM biomedical minority scientist trainees and recent graduates at AAMC institutions, including postdoctoral data,
- Available data on URM PhD and MD-PhD alumni career choices,
- Practices and outcomes of interventions by Leadership Alliance, an academic consortium whose mission is to develop URM students into outstanding leaders and role models in academia, business and the public sector.
- Innovative and successful practices in URM student recruitment, retention and career development within academic medical centers (selected 5 minute talks).

An objective of this session is to encourage discussion of creative practices, interventions and collaboration between AAMC institutions to retain talented URM trainees as they advance within our academic pipeline or become candidates for other national leadership positions. In addition, the session will address the broadened definition of diversity to include individuals with

Friday, October 3 (Continued)

disabilities and from disadvantaged backgrounds and the recruitment and retention of such individuals.

12:30 – 2:30 pm

Lunch with Formal Welcome **Princessa Ballroom**
Joint Session with GREAT Group and MD-PhD Section
Data Collection Management and Interpretation
Needs and Challenges

Welcome:

Allan Yates, M.D., Ph.D.

Director, MD-PhD Program
Ohio State University Medical Center
GREAT Group Chair

David Korn, M.D.

Chief Scientific Officer
Association of American Medical Colleges

Speakers:

Roger Chalkley, D. Phil.

Senior Associate Dean for Biomedicine Research, Education, and Training
Vanderbilt University School of Medicine

Gwen Garrison, Ph.D.

Director of Student and Applicant Studies
Association of American Medical Colleges

Charlotte V. Kuh, Ph.D.

Deputy Executive Director, Policy and Global Affairs
The National Academies

Many important activities related to research education (e.g. training grants, annual reports and budgets, local and national surveys, etc.) require accurate data from several different administrative areas. Existing data are often located in different sites and formats making collection difficult, and some information may not be collected prospectively causing additional problems. Data collection and retrieval for many of these purposes would be simplified and provide more reliable information if there were one standardized information system maintained by local institutions that could interface with national information systems such as those maintained by the NRC, MD-PhD Directors, and AAMC. Speakers in this session will discuss their experience with these issues at both the local and national levels, and how they have dealt

Friday, October 3 (continued)

with them. During the open discussion the level of enthusiasm by the GREAT members for developing such an information system will be explored.

2:30 – 3:00 pm Break **Leonessa Foyer**

3:00 – 5:30 pm **General Session** **Leonessa Ballroom**
Joint Session with GREAT Group and MD-PhD Section
Translational and Clinical Research Training in CTSAs
What is working and what is not working

Moderator:

Joan M. Lakoski, Ph.D.

Associate Dean for Postdoctoral Education
 University of Pittsburgh School of Medicine

Panelists:

Wishwa N. Kapoor, M.D., M.P.H.

Science Institute Director
 Institute for Clinical Research Education
 University of Pittsburgh Medical Center

Emma A. Meagher, M.D.

Associate Professor, Medicine and Pharmacology
 University of Pennsylvania

Nancy J. Brown, M.D.

Associate Dean for Clinical and Translational Scientist Development
 Vanderbilt University School of Medicine

The advent of the NIH Clinical and Translational Science Awards (CTSAs) is transforming many aspects of how clinical and translational research is supported, organized and conducted. Training in clinical and translational research is a critical objective of CTSAs. This session will involve presentations by a panel of CTSA leaders with a focus on the impact of the CTSA initiative on various training programs, including PhD training, combined degree (e.g. MD-PhD) training and post-doctoral training. There will be a short period for questions after each talk, but more discussion time will be available in the after-dinner Q & A session with the same panelists.

Friday, October 3 (continued)

6:00 – 6:30 pm **Reception** **Princessa Foyer**
Joint Reception with GREAT Group and MD-PhD Section

6:30 – 8:30 pm **Dinner and Panel Discussion** **Princessa Ballroom**
Joint Dinner with GREAT Group and MD-PhD Section

Moderator:

Clifford V. Harding, M.D. Ph.D.

Program Director, Medical Scientist Training Program
Case Western Reserve University School of Medicine

Saturday, October 4

7:00 – 10:30 am	Registration/Information	Lobby Alcove
7:00 – 8:00 am	Continental Breakfast	Princessa Ballroom
7:00 – 8:00 am	Postdoctorate Leaders Section Steering Committee Meeting (by invitation only)	Menzies
8:00 – 10:30 am	General Session Joint Session with GREAT Group and MD-PhD Section Forces Driving Changes in Science and Research Education at Academic Medical Centers	Leonessa Ballroom

Moderator:

Nancy B. Schwartz, Ph.D.
 Dean for Graduate and Postdoctoral Affairs
 University of Chicago, The Pritzker School of Medicine

Speakers:

Kevin Shannon, M.D.
 Director, Medical Scientist Training Program
 University of California, San Francisco

Michael J. Friedlander, Ph.D.
 Professor and Chair, Department of Neuroscience
 Baylor College of Medicine

Peter V. Scoles, M.D.
 Senior Vice President, Assessment Programs
 National Board of Medical Examiners

Walter T. Schaffer, Ph.D.
 Senior Advisor for Extramural Research
 National Institutes of Health

Numerous forces are driving changes in the traditional role of basic science and research education in the evolving academic medical center. This session will explore inter-institutional dynamics between medical school curricular reform and the role of basic scientists and basic science departments. As well, external influences brought on by accrediting and federal funding agencies are amplifying challenges in the research education-focused arena.

10:30 am Meeting adjourns

Group on Graduate Research, Education, and Training Postdoctorate Leaders Section Steering Committee

Philip S. Clifford, Ph.D. – Chair

Associate Dean for Postdoctoral Education
Medical College of Wisconsin

Huong T. Huynh, Ph.D.

Program Coordinator
Office of Postdoctoral and Graduate Training
The Burnham Institute for Medical Research

Joan M. Lakoski, Ph.D. – Chair-Elect

Associate Vice Chancellor for Academic Career
Development
Associate Dean for Postdoctoral Education
University of Pittsburgh School Of Medicine

Trevor M. Penning, Ph.D.

Professor of Pharmacology, Biochemistry and
Biophysics and OB/GYN
University of Pennsylvania School of Medicine

John H. Russell, Ph.D. – Past-Chair

Associate Dean for Graduate Education
Washington University in St. Louis School of
Medicine

Nancy B. Schwartz, Ph.D.

Dean for Graduate and Postdoctoral Affairs
Professor, Director of the Kennedy Center
Office of Basic Science and Graduate Affairs
University of Chicago
Division of the Biological Sciences
The Pritzker School of Medicine

Robert Tillman, Ph.D.

Director, Science Alliance
The New York Academy of Sciences

Mary Anne Timmins

Director of Administration
Biomedical Postdoctoral Programs
University of Pennsylvania School of Medicine

National Postdoctoral Association Liaisons

Christopher J Alteri, Ph.D.

Research Fellow
President, UMPDA
Department of Microbiology and Immunology
University of Michigan Medical School

Judy Ho, Ph.D.

Postdoctoral Scholar
UCLA Semel Institute Health Services Research
Center

Group on Graduate Research, Education, and Training Postdoctorate Program Committee

Christopher J. Alteri, Ph.D.

Research Fellow
President, UMPDA
University of Michigan Medical School
Department of Microbiology & Immunology

Mary J. DeLong, Ph.D.

Assistant Dean
Director, Office of Postdoctoral Education
Emory University School of Medicine

Thomas W. Gething, Ph.D.

Affiliate Professor, Dept. of Asian Languages &
Literature
Associate Dean, The Graduate School and
Director, Office of Postdoctoral Affairs
University of Washington

Christine D. Des Jarlais, Ed.D.

Assistant Dean for Postdoctoral Affairs
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Joan M. Lakoski, Ph.D.

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University of Pittsburgh School of Medicine

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University of Pennsylvania
School of Medicine

Future Meetings

2008

2008 AAMC Annual Meeting
October 31-November 5
San Antonio, Texas

2009

MD-PhD Section Annual Meeting
July 23-25
Keystone, Col.

Postdoctorate Leaders Section Annual Meeting
October 15-17
St. Louis, Mo.

GREAT Group Annual Meeting
October 16-18
St. Louis, Mo.

2009 AAMC Annual Meeting
November 6-11
Boston, Mass.