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The POSTDOCKET

The Official Newsletter of the National Postdoctoral Association

NPA Welcomes Cathee Johnson-Phillips as Executive Director

John LeViathan

The NPA is happy to announce that Cathee Johnson-Phillips has been appointed as the new NPA Executive Director effective September 2, 2008. As Executive Director, Johnson-Phillips' top priorities will include strengthening membership, educating the scientific community about the postdoctoral experience, and securing the organization's financial future. Johnson-Phillips was selected by the NPA Board of Directors because of her experience at Morningside College in Sioux City, Iowa, where she has served in several key leadership roles since 1999. "Cathee's experience with leadership, man-



Cathee Johnson-Phillips is the new Executive Director of the NPA.

agement, and strategic planning, along with her entrepreneurial background, will be an important asset in guiding our organization toward a strong and independent future," noted John R. LeViathan, NPA Board Member.

Johnson-Phillips is committed to fulfilling the NPA's mission. "I am thankful for this wonderful opportunity to serve postdocs across the country," Johnson-Phillips said. "I have been very impressed with the NPA and its many accomplishments and will do my best to live up to the high standards that it exemplifies. The NPA is fortunate to have a professional, dedicated Board and

staff, and I am looking forward to working with them. On a personal level, I am very excited to be moving to the DC area. It feels like I am coming home."

Johnson-Phillips, *continued on page 2*

NPA Supports Postdoc Training in Research Integrity with New Seed Grant Awards

Kathleen Flint

The NPA has awarded its second round of "Bring RCR Home" seed grants to foster programs in the responsible conduct of research (RCR) targeted at postdoctoral scholars. The 18 awardees will each receive \$1000 grants to support an array of innovative new programs for their institutions' postdocs. The programs are tailored to the unique needs of postdocs who often receive little guidance on RCR-related topics but face many common challenges specific to the postdoc appointment. The awards are part of the NPA's Bring RCR Home project that

aims to promote the development of these types of programs for postdocs at their "home" institutions.



Of the 18 awardees, four are postdoc associations:

- University of California, Los Angeles Society of Postdoctoral Scholars
- University of Cincinnati Postdoctoral Association
- University of Tennessee Health Science

Seed Grants, *continued on page 2*

Seed Grants, *continued from page 1*

- Center Postdoc Association
- University of Texas M. D. Anderson Postdoctoral Association

The 14 institutional awardees are:

- Michigan State University
- Oak Ridge Associated Universities
- San Diego Postdoctoral Training Consortium: Burnham Institute for Medical Research, Salk Institute of Biological Sciences, The Scripps Research Institute, and University of California, San Diego
- Stevens Institute of Technology
- Syracuse University
- Tufts University
- University at Buffalo, State University of New York
- University Health Network
- University of California, Irvine
- University of California, San Diego
- University of North Carolina at Chapel Hill
- University of South Alabama
- University of South Florida
- Wake Forest University

The funded programs utilize a spectrum of approaches for introducing postdocs to RCR. Many institutions are establishing new workshops, focus groups, and online modules that address a range of RCR topics

and the particular needs of the postdoc. Others, such as UNC-Chapel Hill and Wake Forest, are instructing postdocs on how to teach these subjects to graduate students and other postdocs. Some programs are adding select RCR content into professional development seminars, such as a scientific writing course at UC San Diego, a survival skills course at Buffalo or a multi-institutional lab management course. Several programs are focusing on communication and difficult conversations, a non-standard topic area that has been encouraged by the NPA due to its particular relevance to postdocs.

The goal of the NPA's Bring RCR Home project is to foster the creation of these types of programs through a combination of seed grants, 'train-the-trainers' workshops, technical assistance and an **online toolkit** for creating RCR programs. Most postdocs do not receive formal training in research ethics despite the unique needs of this population. Postdocs face a number of distinct challenges due to the nature of their position, such as the implications of a short-term appointment on data and project ownership or the potential complications for postdocs in collaborating outside their supervisor's lab. RCR programs that address these challenges could significantly benefit postdocs.



Illustration by David Zann

For more information on the Bring RCR Home project or the awarded programs, visit http://www.nationalpostdoc.org/bring_rcr_home. The Bring RCR Home project is made possible by a contract from the Office of Research Integrity at the U.S. Department of Health and Human Services.

Kathleen Flint, PhD, is the NPA Project Manager, administering the Bring RCR Home project, the Postdoc Leadership Mentoring Project, and the Postdoc Survey Project.

Johnson-Phillips, *continued from page 1*

Cathee Johnson-Phillips, a native of Houston, Texas, and longtime resident of Sioux City, Iowa, comes to the NPA from Morningside College, where she had been employed since 1999. She holds a master's degree in leadership from Bellevue University in Omaha, Nebraska, and a bachelor's degree in English and

Spanish from Morningside College.

At Morningside College, Johnson-Phillips served as the Director of Foundation and Grant Development, Chair of the Leadership Exploration Committee, Adjunct Instructor with the Department of Mass Communication, and was an active member of the Institutional Research Review Board. Since 2006, she has worked closely with the Morningside senior administration to develop strategic planning for the next decade. Previously, she served as Director of Public Relations and as Director of External Relations. From 2000-2006, Johnson-Phillips was editor of the alumni magazine and in this role was responsible for oversight of all marketing and communications efforts.

Before Morningside, Johnson-Phillips was co-owner and operator of a small printing

and publishing business in South Sioux City, Nebraska, for 24 years. While in Iowa, she has been an active community volunteer, serving as treasurer of the Greater Sioux City Press Club and a board member for the Sioux City Community Theatre, among others. She is the mother of four children and grandmother of four grandsons.

"We are excited to welcome Cathee to the NPA family! She has expertise in many areas that will greatly benefit the NPA, including fundraising, marketing, and leadership," said Crystal R. Icenhour, Chair of the NPA Board of Directors. "These skills will be crucial for the NPA to meet the needs of all our stakeholders."

John LeViathan, MA, is Human Resources Manager at The J. David Gladstone Institutes in San Francisco, California, and a member of the NPA Board of Directors.

Volunteer for the NPA

NPA committees were just restructured! Now is a great time to join an NPA committee and help advance the interests of postdoctoral fellows and the U.S. research community. Explore the opportunities available at <http://www.nationalpostdoc.org/membershipcommittees>. Contact a committee chair to become involved today.

Early Career Scientists Take Spotlight in American Academy Report

Lucia Mokres

In recent years, federal funding of research has flattened, and the effect on young investigators has not been lost on stakeholders in the research enterprise. In June, the American Academy of Arts and Sciences released a white paper entitled “Advancing Research in Science and Engineering: Investing in Early-Career Scientists and High-Risk, High-Reward Research” (ARISE), written by the Committee on Alternative Models for the Federal Funding of Science in response to the “Rising Above the Gathering Storm” report (National Academy of Sciences, 2005). The report focuses on two major points of interest — providing support to early career faculty and encouraging high-risk, high-reward transformative research. Although these issues are tackled separately, the report notes their close relation as it is typically young investigators who have the vision and drive to pursue high-risk research. The report is not focused on postdoctoral scholars, however it does acknowledge

that “postdoctoral fellows and young research scientists face struggles similar to those of early-career faculty,” and cites lengthened training periods, low pay, and difficulty in obtaining grants as significant obstacles to pursuing an independent career in research.

Of particular interest are the recommendations that the ARISE report makes to federal agencies, universities, and private foundations. On a federal level, the report calls for the creation and strengthening of large, multi-year awards for early career faculty; the development of career-stage appropriate expectations for grant funding; the provision of seed funding for novel research; and the development of family-friendly policies for primary caregivers. The report stresses that the mechanism of funding is more critical than funding level alone. At the university level, the ARISE report emphasizes the need for the development of mentoring programs, reworking promotion and tenure policies, and again calls for support for primary caregivers. It is particularly encouraging to see that the report specifically calls attention to the mentoring needs of women and minorities. Finally, the report recommends that private foundations reconsider their funding mechanisms, deemphasizing large or multiple awards for single investigators and instead “spreading the wealth.”

The ARISE report also highlights the need to develop standardized mechanisms of data collection for tracking career outcomes and establishing databases of demographic and career trajectory data for doctoral recipients. This will facilitate better analysis of the current funding mechanisms, permitting assessment of the success of funding programs for early career investigators.

The NPA has long emphasized many points raised by the ARISE report, and continues to advocate for policy changes at the federal, institutional, and organiza-

tional level to improve working conditions for postdocs and to make an independent career in research a viable option. Central to these endeavors are the pursuit of better data collection on postdocs, improved mentoring policies, and support of postdocs through mechanisms such as appropriate stipend levels and family-friendly policies. The NPA looks forward to continued collaboration with leaders in the federal, institutional, and organizational arenas in order to achieve these goals, and to ensure that postdocs who will become faculty are supported in their desire to propel the research enterprise forward.

Lucia Mokres, DVM, is Chair of the NPA Advocacy Committee.

NPA MEETING ROUND-UP

The NPA continues to provide a national voice for postdoctoral scholars. Since our inception, we have represented postdocs at over 270 national and regional meetings. Here is a round-up of recent and upcoming activity:

JULY

- Leadership Alliance National Symposium, Hartford, CT
- Legal Seminar for International Postdocs, Cincinnati, OH
- Legal Seminar for International Postdocs, Baton Rouge, LA

AUGUST

- National Academies Workshop: “Ethics Education and Scientific and Engineering Research: What’s Been Learned? What Should Be Done?” Washington, DC

SEPTEMBER

- The Howard University/University of Texas at El Paso (HUTEP) Postdoc Preparation Institute, Washington, DC



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New NPA Committees and Leaders Announced

Jennifer Reineke Pohlhaus

In 2007 the NPA Board of Directors decided to streamline the NPA's infrastructure. At the Sixth Annual Meeting of the NPA in March 2008, the new structure of four Committees of the Membership and two Officers was announced. To fill these new leadership positions, the NPA solicited the current membership in Spring 2008. Applicants described their involvement in the NPA, their leadership skills, and committee work.

The **Advocacy Committee**, led by Lucia Mokres (Chair) and Juliet Moncaster (Vice Chair), addresses advocacy and policy issues affecting the postdoctoral community. Many of the tasks from the former Policy Committee are assigned to the new Advocacy Committee, including implementation of NPA recommended policies and practices as described in the *Agenda for Change*; increasing diversity among postdoctoral scholars; and monitoring the interests of international postdocs training in the U.S. This committee also monitors policy issues of interest, and maintains relationships with federal agencies and national organizations.

Brenda Timmons (Chair) and Martha Skender (Vice Chair) lead the **Meetings Committee**, planning and coordinating NPA-sponsored meetings and seminars. The main tasks revolve around the Annual and Regional meetings, including development of agendas, logistical arrangements, marketing and fundraising activities, and development of post-meeting evaluations. The Meetings Committee also assumes the task of coordinating the Legal Seminars for International Postdocs.

The **Outreach Committee** is led by Joe Marx (Chair) and Teri Robinson (Vice Chair); its mission is to conduct outreach activities to promote the mission, values, goals, and business objectives of the NPA. Main activities include development and implementation of an Annual Outreach Campaign to recruit and retain NPA mem-

bers, and expansion of member benefits through partnerships with organizations, businesses, and institutions. This committee is working on cultivating relationships with news media, and societies and other groups interested in postdoctoral issues. Working closely with the Board Finance Committee, the Outreach Committee will develop and implement an Annual Marketing Plan. Although Outreach is crucial to the success of the NPA, some of these tasks have unfortunately been neglected in the past. Becoming involved with this committee is an excellent opportunity to develop skills that are not usually encountered in the lab.

The mission of the **Resource Development Committee**, led by Rachel Ruhlen (Chair) and Rebekah Fleming (Vice Chair), is to develop and maintain tools and resources for use by the postdoctoral community. In addition to assuming resource-related tasks from several committees, many of the activities of the prior Publications Committee were assumed by the Resource Development Committee, including website main-

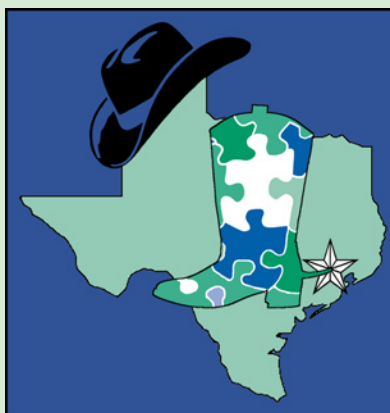
tenance, publication of the POSTDOCKeT, and creation and implementation of NPA-sponsored surveys.

To supplement the committee structure, the Board created two new Officer positions to act as the public face of diversity and international issues for the NPA. Sibby Anderson-Thompkins, the Diversity Officer, and Danny Andrade, the International Officer, monitor external policies and developments in the postdoctoral community and act as liaisons for the Board of Directors on overarching projects among Committees of the Membership.

As the NPA completes the transition into this new committee structure, it encourages the involvement of all NPA members in committee projects. Please feel free to contact any of the new leaders to participate on a project or in a committee; visit <http://www.nationalpostdoc.org/membershipcommittees>.

Jennifer Reineke Pohlhaus, PhD, is a member of the NPA Board of Directors.

2009 Annual Meeting of the National Postdoctoral Association



The Seventh Annual Meeting of the NPA will be held at the MD Anderson Cancer Center Conference Facility in Houston, Texas from March 27-29, 2009. This year's hosts include: MD Anderson Cancer Center, UT Health Science Center at Houston, and Baylor College of Medicine. The Annual Meeting of the NPA is a highly engaging and productive conference for postdoctoral scholars, administrators, and other individuals working to enhance the postdoctoral experience. We are excited to announce the keynote speaker will be professor, author, and Nobel laureate Dr. Peter Doherty. Calls for workshop, poster abstracts and Distinguished Service Award nominations will be forthcoming.

MEMBER PERSPECTIVE:

UT Health Science Center at Houston Postdocs Benefit from NPA Team Visit

Laww Klaassen, Anne Bell, and Eva Morschl

“Take charge of your own destiny” is one important point that stuck in the mind after the NPA’s Team Visit at the University of Texas Health Science Center at Houston (UTHSC-H). This point is true not only for individual postdoctoral scholars but for postdoctoral associations (PDAs) as well. The Team Visit helped our PDA refine our future direction and encouraged us to appreciate what we have already achieved.

In March 2008, three members of the NPA experienced in starting and maintaining PDAs visited our university: Crystal Icenhour, Chair of the NPA Board of Directors; Tracy Costello, member of the Board; and Chris Blagden, former member of the Board. For several months before the visit our PDA, our Postdoctoral Office (PDO) and the NPA representatives planned events that would most effectively suit our needs. With their help, and additional funding and support

from our institute, we hosted a whole day of programs titled: “Postdoctoral Fellows Today: Thinking Beyond the Bench.”

Brainstorming sessions throughout the day involved members of the PDA, PDO and the NPA experts and addressed issues such as the short- and long-term goals of our PDA, communication with postdocs, faculty, and administration, and leadership continuity. Icenhour gave a thought-provoking seminar emphasizing that the traditional career path of postdoc to faculty member is becoming a rarity, and as a result, “non-traditional” careers outside of academia are becoming increasingly the norm. Therefore, effective and progressive mentoring of postdocs is vital for them to be marketable in the rapidly changing world of science and research.

A luncheon with the stakeholders of UTHSC-H included Dr. Giuseppe Colasurdo, Dean of the Medical School; Dr. John Byrne, Director of the Office of Postdoctoral Affairs; Dr. Peter Davies, Executive Vice President of Research; and Mary Maher, Vice President and Chief Human Resource Officer. The NPA experts had the undivided attention of these key decision-makers, while introducing the changing trends in postdoc training and career development. The suggestion to adopt Individual Development Plans as mentoring tools was well

received and is being implemented. We are continuing to have meetings with these individuals and are fortunate to have their ongoing attention and support.

The main event of the day was an afternoon workshop for postdocs followed by a reception. Postdocs chose the topics of small group discussions via an online survey. To encourage input, participants were entered into a drawing for NPA store prizes. Sessions on grant writing, career development, and mentoring inspired a lot of animated discussions. In these groups the NPA experts provided valuable input, while PDA members served as mediators. After an hour, a representative from each group presented a summary of their discussion — often triggering more lively interactions! The reception was a great opportunity to recruit interested postdocs to join the PDA and also to approach faculty members. To show our appreciation for the NPA team we showed them a piece of real Texas at the Houston rodeo.

It was a fruitful, fun day and we are looking forward to hosting the Seventh Annual Meeting of the NPA in 2009 here in Houston, Texas.

Laww Klaassen, PhD, Anne Bell, PhD, are postdoctoral fellows, and Eva Morschl, PhD, is a Research Scientist at the University of Texas Health Science Center at Houston.



Postdoc Discussion Session during the NPA Team Visit to UTHSC-H

Joan Chesney Leads the Charge for NPA's Postdoctoral Core Competencies

Ian Brooks

The value of institutional responsibility pervades all of Joan Chesney's actions. Before moving to St. Jude Children's Research Hospital in Memphis, Tennessee, as Director of the Office of Academic Programs she was the Assistant Dean of Student Affairs and Program Director for the Pediatric and Medicine/Pediatric residency programs at the University of Tennessee Health Science Center. In 1998 the postdoctoral scholars at St. Jude formed their Postdoc Association and the director of the facility, sensing an opportunity, recruited Chesney. Describing her role within the NPA Chesney says, "I was beginning to understand and appreciate some of the issues across the board" regarding postdoc training, so in 2002 she attended the First Annual Meeting of the NPA in Berkeley, CA. Increasingly aware of the needs of postdocs she joined the NPA's Policy Committee in 2005, to see "how national policies could be changed in support of postdocs."



With fewer than 30% of postdoctoral scholars in the U.S. advancing to become Principal Investigators, one clear issue is the lack of a training curriculum for postdocs to ensure effective training in non-laboratory skills. This led the NPA Policy Committee, now part of the Resource Development Committee (see companion article on new NPA committees), to form a Curriculum Subcommittee to examine what such a curriculum could mean for postdoctoral training. Chesney looked at her own training experience for guidelines. In the clinical environment, core competencies are stated in medical school and subsequent evaluation is constant,

from junior residents through to senior fellows like Chesney. She understood that the obvious benefits of training and evaluation result in a "process of lifelong learning" and an environment where "you have to be accountable."

Although U.S. graduate schools are increasingly adding "transferable skills" training into their curricula, approximately 60% of postdoctoral fellows in the U.S. are foreign nationals, and so such training needs to be incorporated into the postdoc experience, too. Chesney points out that although the postdoctoral experience is intended to foster independence, most postdocs are trained under their mentor's R01 NIH grant. This can mean working within the narrow confines of a specific research

project leaving little room for independent growth. "If all we do is create tools for mentors and trainees to evaluate themselves," the Postdoctoral Core Competencies will have been valuable, she says.

The subcommittee hopes to have a final draft of the Core Competencies ready for the NPA Board of Directors by September. Following approval by the Board the document will be released to the NPA membership. It is, of course, member input that will help determine the next step. Chesney knows that broad institutional backing is essential if the Core Competencies are to be widely accepted. No matter how the Competencies are disseminated, Chesney is adamant, "Institutes have to be held accountable for preparing their trainees with the skills they'll need in the workplace."

Ian M. Brooks, PhD, is Associate Editor of The POSTDOCKET, a postdoctoral fellow in the Department of Pharmacology at the University of Tennessee Health Science Center (UTHSC), and Chair of the UTHSC Postdoc Association.

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.

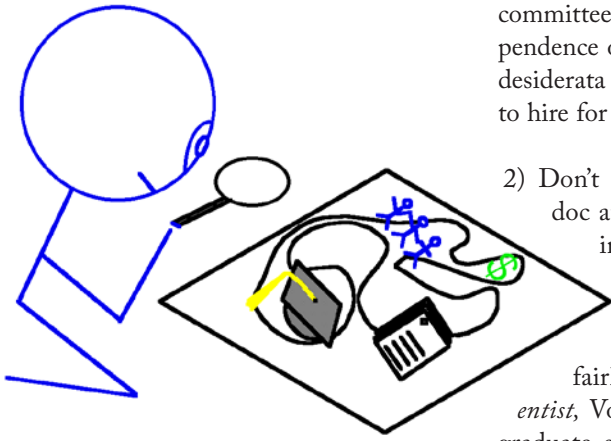
NEW

- Johns Hopkins University
- National Society of Black Physicists
- Penn State University
- University of California, Santa Barbara
- University of Maryland College Park

RENEWED

- American Sociological Association
- Case Western Reserve University
- City of Hope Beckman Research Institute

- Cold Spring Harbor Laboratory
- Cornell University
- The Children's Hospital of Philadelphia
- The Salk Institute
- UCLA Graduate Division
- University of North Carolina at Charlotte
- University of Pittsburgh – School of Medicine
- University of Washington
- Wake Forest University
- Weill Medical College & Graduate School of Medical Science



Careering through your Postdoc, Part II

Jeffrey P. Townsend

This is the second in a series of articles that began in the Spring 2008 issue which aim to lend perspective on the postdoctoral experience and help postdocs transition into academic jobs.

The postdoctoral experience can be so transient and varied, that there are few descriptions of how to be a good postdoc. However, the question is an important one, and might be worth some careful consideration by the legions that conduct some of the most important work on the front lines of science. Here, I summarize advice I have given to finishing graduate students and new postdocs about what they should be considering.

II. Where should I look for a postdoc?

1) Apply for independent postdoctoral funding to cover your salary. Every postdoctoral advisor appreciates a postdoc who comes to them with an independent source of funding, such as an NIH NRSA, NSF, or institutional fellowship. Working on the application with your potential advisor is a good way to get them to know you in a very positive light; even if you do not receive the funding, they will appreciate your initiative. Independent funding is often associated in the minds of search

committees with a certain level of independence of thought — one of the major desiderata discussed when deciding whom to hire for a faculty position.

2) Don't necessarily search for a postdoc at a prestigious institution. The institution does matter, but the correlation between the postdoctoral experience and institutional prestige is fairly low (see ratings in *The Scientist*, Vol. 21, issue 3). How well your graduate school is regarded adheres far more than that of the postdoctoral institution, so even if prestige is very important, this isn't the moment to be attentive to your ego!

3) Do go for a productive mentor leading a productive lab. The identity of your postdoctoral advisor will adhere to you over time. Having people publishing around you will yield opportunities for you to contribute your skills while maintaining your own independent project. The appropriate metric of a lab in this regard, however, is the publications per postdoc, not the publications per lab. Be wary of the big-name advisor whose lab is already replete with a legion of postdocs. The lab may be very productive, but how are the CVs of the individual postdocs? Does the advisor have time to mentor and prepare you

for your next position? Remember, as a lab gets larger, it's harder for advisors to avoid balkanism in the lab and favoritism of their attention.

4) Consider the connections of your potential advisor. Are they buddies with your graduate advisor? This sideways slide has the advantage that you will become even more closely connected with the associated peer group; continuing relations with this group will help advance your career. However, a sideways slide has the disadvantage that you'll likely learn less and only modestly expand your personal connections. An advisor your graduate advisor hardly knows or has never met can vastly expand your personal connections. We try very hard in science to be purely meritocratic, but it is a mistake to assume that people we do not know are not worthy of our attention. Many of the opportunities in science are spontaneous and nominative, not application- or committee-driven. Since personal relations are influential in the decision-making of even ostensibly meritocratic committees, it behooves a career-driven scientist to have as broad a set of personal connections as possible.

Jeffrey P. Townsend is an Assistant Professor in the Department of Ecology and Evolutionary Biology at Yale University.

Join the NPA Editorial Team: Associate Editor Position Available

The NPA seeks a new associate editor to join the current editorial team at the POSTDOCKET. Associate editors are assigned a subset of articles by the Editor-in-Chief and correspond with authors to copy edit and finalize articles. Also, associate editors solicit articles and assist with layout. Editorial skills, good interpersonal skills, and an ability to meet deadlines are essential. The work requires ~ 25 hours per quarter and the successful candidate will gain valuable editorial experience. This is an unpaid volunteer position available immediately and we request a commitment of at least one year. Applicants need not be postdoctoral fellows. Please send letter of intent, CV, and short writing sample to assoc_ed@nationalpostdoc.org. Informal enquiries should also be directed to this address. The deadline for receipt of application materials is September 8, 2008.

POLICY POINT

Lucia Mokres

Although the current funding climate has placed great strain on the U.S. research enterprise, it has had the side effect of placing increased focus on the plight of young investigators. With the prospect of ever-lengthening training periods, low pay, difficulty in obtaining grants and establishing independence, as well as concerns about making a living on “soft money” in a fluctuating funding environment, many postdoctoral scholars are reconsidering a career in academia, or are accepting non-tenure track and even non-faculty positions. This trend, along with the issues facing those who continue to pursue a career in independent research, has inspired several groups to publish reports relevant to the postdoctoral community. These include “A Bro-

ken Pipeline? Flat Funding of the NIH Puts a Generation of Science at Risk,” written by a consortium of universities and research institutions; the “Advancing Research in Science and Engineering: Investing in early-career scientists and high-risk, high-reward research” (ARISE) white paper of the American Academy of Arts and Sciences (see companion article on this report); and the National Institutes of Health 2007-2008 Peer Review Self-Study.

An article responding to these reports was recently submitted by the NPA to the American Society for Biochemistry and Molecular Biology for publication in *ASBMB Today*, the Society’s official newsletter. The article was authored by Lisa M. Curtis (University of Alabama at Birmingham; NPA Board of Directors); Rashada Alexander (University of Alabama at Birmingham; NPA Advo-

cacy Committee); Jason Rawlings (St. Jude Children’s Research Hospital; NPA Advocacy Committee); Lu-Ann Pozzi (Harvard Medical School; NPA Advocacy Committee); and Jonathan Gitlin (Vice Chair of the NPA Board).

In other policy news, the effort to address the current freeze on NIH NRSA stipend levels continues. A fact sheet and position paper addressing the stipend issue have been published on the NPA website (http://www.nationalpostdoc.org/stipend_freeze). Additional efforts will be made to disseminate information regarding the importance of increasing stipend levels for postdocs to as wide an audience as possible. Readers interested in advancing this effort are encouraged to join the NPA Advocacy Committee.

Lucia Mokres, DVM, is Chair of the NPA Advocacy Committee.

AAAS & NPA



Here’s your link to career advancement

AAAS is at the forefront of advancing early-career researchers — offering job search, grants and fellowships, skill-building workshops, and strategic advice through ScienceCareers.org and our Center for Careers in Science & Technology.

NPA, the National Postdoctoral Association, is providing a national voice and seeking positive change for postdocs — partnering with AAAS in career fairs, seminars, and other events. In fact, AAAS was instrumental in helping the NPA get started and develop into a growing organization and a vital link to postdoc success.

If you’re a postdoc or grad student, go to the AAAS-NPA link to find out how to spell career success.

AAAS.org/NPA

