



Office for  
**Research Career  
Development**

# ORCD CONNECTIONS

December 2008

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*A newsletter for the MGH Research Community*

### **From Our Director**

The Office for Research Career Development wishes a happy and healthy winter holiday season to all in the MGH research community. The office is now three years old, and we are very pleased to continue our support of MGH researchers. In this issue we report on the highlights of some of our

recent programs, bring news and tips from our collaborators, and announce upcoming programs. This newsletter is one of our most important vehicles of communication. Please let us know if there are topics you would like to see covered here. And as always, we encourage you to contact our office with your ideas for programs, or

your research career needs.  
Happy Holidays!!

*Tayyaba*

Tayyaba Hasan, PhD  
ORCD Director



## **Mentoring Tips from the Lab Management Series**

On October 28<sup>th</sup>, the ORC series on Lab Management Research Faculty featured a workshop titled "The Two Mentoring." Joanne Ingwa Professor of Medicine at MGH is a frequent contributor to career development initiatives at MGH. She led the workshop, in which she discussed strategies of successful mentors and mentees.

One important challenge according to Ingwa, is to understand the goals of a preceptor or mentor. For a preceptor, the goals are to execute clinical/basic research, and to teach, the goals of a mentor should focus on the career development of the trainee. When the activities are different: Preceptor/Lab Director centers on identifying projects, teaching/providing tools for research, reviewing progress, and communicating results. Mentor activities, on the other hand, focus on listening, evaluating progress, giving advice and guidance, and supporting decisions.

The following tips are from the workshop:

### **Advice for Mentors:**

- Respect mentees
- Listen
- Help evaluate career choices
- Provide timely feedback
- Support mentee's decisions
- Inspire

### **Advice for Mentees:**

- Respect mentor's time
- Listen
- Keep your promises
- Be realistic

### **Talk to your mentor about:**

- Managing your time portfolio
- Pros and cons of networking and collaborations
- Strategies for expanding/contracting your professional activities
- Evaluating work-family balance
- Your future

*Handouts from the mentoring workshop are available on our [website](#).*

## Invention Liaison Program Provides a Lift on the Path to Commercialization

To learn more about the Partners Office of Research Venture and Licensing, please visit their web site:

<http://www.partners.org/rvl/>

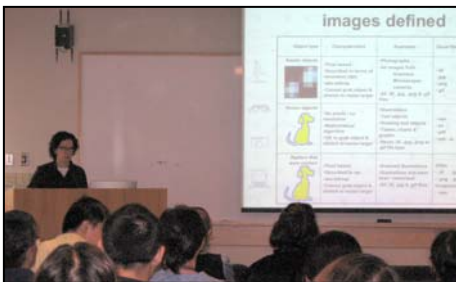
The following is the formal announcement, released on October 31<sup>st</sup>, of the MGH Invention Liaison Program, by Peter L. Slavin, MD, MGH President. I am pleased to announce that the MGH is launching and educational initiative called the Invention Liaison Program (ILP) to support investigators and other staff interested in commercializing their inventions and technology. Under the auspices of the Research Ventures and Licensing Office and the Office for Research Career Development, the ILP seeks to increase the

number of ideas that can be turned into marketable products that ultimately benefit patients while providing an important income stream for the hospital.

Through the program, a network of MGH faculty – invention liaisons – offers guidance to investigators on such matters as evaluating and identifying patentable inventions; disclosing inventions; assessing the commercial application and development process of the invention; and protecting ideas and intellectual property. Designated invention liaisons to contact are

**Brett Bouma, PhD**, from the Wellman Center for Photomedicine; **Orhun Muratoglu, PhD**, from Orthopedic Surgery; **Mark Poznansky, MD, PhD**, from Infectious Disease; and **Melissa Thomas, MD, PhD**, from Molecular Endocrinology. The program also incorporates a larger group of liaisons with specific areas of expertise and experience who are available to support and advise investigators. For additional information about the ILP, contact **Seema Basu, PhD**, in the Research and Licensing Office at (617) 954-9337 or [ssbasu@partners.org](mailto:ssbasu@partners.org).

### ORCD Research Skills Seminar



Beth Beighlie of HMS Research Information Systems presented a seminar in November, guiding researchers through "The Nuts and Bolts of Using Images in Your Documents."

## MGPA Corner: News from the Mass General Postdoctoral Association

The MGH Postdoc Association (MGPA) is a volunteer-run association, open to all postdoctoral fellows. Our goal is to enhance the quality of the postdoctoral experience through networking, communication and professional development programs. We are affiliated with the National Postdoc Association as well as with the Office for Research Career Development (ORCD), which continues to bring invaluable experience and support to our group. The MGPA board meets the

first Thursday of each month in an open-access format to discuss current topics relevant to postdocs and to plan activities and events for all our fellows.

We are very excited to invite all the MGH fellows to our upcoming **Holiday Celebration**. The party - an evening filled with music, dancing, and games - will take place on December 15<sup>th</sup> and offers a great opportunity to meet other postdocs at the MGH in a relaxed and casual setting. We are also currently planning a

**career-development seminar series** and preparing for our upcoming **elections** that will take place in early 2009. Please visit our website (listed at left) for more details on these events.

The MGPA also welcomes all MGH postdoc fellows to join our association and get involved in our activities, including our monthly meetings. Simply register at our website by emailing [mgpa@partners.org](mailto:mgpa@partners.org) and join a fun and active group of postdocs!

### Tip for Research Fellows:

All MGH Postdocs are encouraged to become members of the Massachusetts General Postdoctoral Association. For more information, visit their website:

<https://www.massgeneral.org/mgpa>

## Strategies for the Holidays From the Employee Assistance Program

The holidays are supposed to be full of joy, good cheer and celebration, but often the extra demands we place on ourselves leave us feeling stressed and disappointed. We tend to overextend ourselves during the holidays with parties and family gatherings. These strategies can make your holidays more enjoyable:

- ~ Keep a sense of balance
- ~ Make a budget & stick to it
- ~ Avoid overeating and overdrinking

- ~ Pace yourself and plan ahead
- ~ Learn to delegate responsibility to others
- ~ Get plenty of sleep and exercise
- ~ Keep your expectations realistic to avoid disappointment. Do not expect perfection from yourself or others.
- ~ Spend time with people who are supportive and care about you.
- ~ Avoid spending too much time alone if you are grieving a loss. Consider volunteering
- ~ Find time just for you

Visit the EAP website, [www.eap.partners.org](http://www.eap.partners.org) for Money Management Tips, Managing Debt and other helpful articles. If the stress of the holiday season seems too much, please call the Employee Assistance Program at 866-724-4EAP for confidential assistance and referral to the right resource. Don't worry alone.

**Partners Employee Assistance Program: Support Throughout the Seasons of Life**  
[www.eap.partners.org](http://www.eap.partners.org)

Mary Clark, PhD, former Associate Dean for Faculty Affairs at HMS, is a consultant on all aspects of academic appointments for faculty at MGH. Each Tuesday she is on site at MGH to meet individually with faculty and discuss their academic career advancement. For an appointment with Dr. Clark, please email [cfid@partners.org](mailto:cfid@partners.org) or phone 617-724-0818.

## Mark Your Calendar! Upcoming Programs and Research News

### Faculty Orientation Lunches

New research faculty are invited to attend one of the upcoming orientation luncheons sponsored by ORCD. These luncheons are an excellent way to network and learn about research resources at MGH. Each participant will receive a packet of materials and information which will be useful in getting started and acquainted here at the MGH, and ORCD staff and ECOR Representatives will be on hand to answer questions. The next two faculty luncheons are scheduled for **Friday, December 19, 2008 and Wednesday, February 18, 2009.**

### Fellows Orientation Lunches

New research fellows are invited to attend one of the upcoming orientation luncheons designed as a welcome and introduction to resources at MGH. Come network, meet representatives of the Mass General Postdoc Association, and receive a valuable information packet. The next two fellows luncheons are scheduled for **Tuesday, January 20, 2009 and Wednesday, March 4, 2009**

### Conflict Management at Work

*Speaker: Linda Wilcox, HMS Ombudsperson*  
This seminar will explore the benefits of understanding conflict and provide a pragmatic, situational approach to conflict resolution. The speaker will demonstrate how and when to use the conflict-handling styles effectively and coach participants to initiate productive dialogue to deal with conflict situations.  
**Wednesday, December 3, 2008 12:00-2:00 pm**  
**Thier Conf Room**  
**RSVP: [cfid@partners.org](mailto:cfid@partners.org)**

### Claflin Awards Panel Discussion

*Panelists: Sylvie Breton, PhD, Paola Divieti-Pajevic, MD, PhD, Rochelle Walensky, MD, PhD, and Wilma Wasco, PhD*  
Panelists will provide information and encouragement to women considering applying for the Claflin Distinguished Scholar Award.  
**Thursday, December 4, 2008; Yawkey 10-660**  
**RSVP: [womens.careers@partners.org](mailto:womens.careers@partners.org)**

### Research Computing Lunchtime Seminar

*Speaker: Neil Coplan, MGH Research Computing*  
In this seminar you will learn about new computing resources for MGH researchers, including file sharing and back-up/storage for research data and files.  
**Tuesday, December 8, 2008 12:00-1:00 pm**  
**Simches 3<sup>rd</sup> Floor Conf. Room**

### New HMS CV Discussion: Recognizing the Diversity of Faculty Achievements

*Speaker: Maureen T. Connelly, MD, Associate Dean for Faculty Affairs at HMS*  
The Office for Faculty Affairs at Harvard Medical School will be on-site for an information session about the new HMS CV format, and how the changes impact the new promotions criteria.  
**Thursday, December 11, 2008 12:00-1:30 pm**  
**Thier Conference Room**  
**RSVP: [cfid@partners.org](mailto:cfid@partners.org)**

### Negotiation and Gender in the Workplace

**Sponsored by WEST: Women Entrepreneurs in Science and Technology, and AWIS: Assoc. for Women in Science**  
*Speaker: Hannah Riley Bowles*  
This seminar will present current research on negotiation and gender, and identify strategies that women can use to overcome the compensation negotiation dilemma.  
**Wednesday, Dec. 10, 2008 Wyeth Research, 200 Cambridgepark Drive, Cambridge (Alewife T Station) 6:00-9:00 pm**  
Cost: \$15 Postdocs & Students, \$25 for WEST and AWIS (Assoc. for Women in Science) members, \$40 all others  
Info: [www.westorg.org](http://www.westorg.org)

### Two important information sources for MGH Researchers!

Partners Research Intranet:  
[mghrefsearch.partners.org/](http://mghrefsearch.partners.org/)

MGH Research Computing:  
[www.partners.org/rescomputing](http://www.partners.org/rescomputing)

Unless otherwise noted, please contact [orcd@partners.org](mailto:orcd@partners.org) with questions or to register.



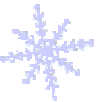
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