



Office for  
*Research Career  
Development*

# ORCD CONNECTIONS



December 2009

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*A newsletter for the MGH Research Community*

*From Our Director*

As the ORCD enters our fourth year of operation, we wish a happy and healthy holiday season to everyone in the MGH research community. We are very pleased to continue our support of MGH scientists at all phases of their careers. In this issue we report on our recent programs on lab conflicts and

plagiarism, and bring you research news from across the hospital. We invite all postdocs to attend the MGPA Holiday Party on December 8<sup>th</sup>, and we encourage all researchers to stay connected with our office, contact us with any career questions, and attend our programs in the upcoming season. All our best wishes for the

holidays and a happy 2010!

*Tayyaba*

Tayyaba Hasan, PhD  
ORCD Director



## Harvard's Bok Players Present "Trouble in the Lab"

One important goal of the ORCD is to help researchers who are experiencing conflict in the lab. Even the best labs with the most positive atmosphere will occasionally see problems arise due to scientific disagreements, cultural differences, or interpersonal conflicts.

On October 8, 2009, the ORCD hosted the Bok Center Players, a theater group from Harvard's Derek Bok Center for Teaching and Learning, in a program that reached out to the research community on the important topic of lab conflict. The Bok Players performed an interactive skit, "Trouble in the Lab," that depicted a laboratory embroiled in conflict stemming from different goals and expectations of the individual lab members. The audience watched "Dr. Lillian Chase" as she responded to a disagreement between a postdoctoral fellow, a senior graduate student and a new student.

Following the skit, the audience was able to question the actors while they stayed in character. Then MGH researchers were invited to offer solutions and even step into the skit and role play with the actors.

The program was attended by a large audience, and was described by one audience member as "funny, but realistic." Faculty, postdocs and lab staff had the chance to interact in suggesting solutions to the conflict.

If you are experiencing conflict in your own lab interactions, you have options for help. You may contact the ORCD (617-643-1606), or the Employee Assistance Program (EAP: 866-724-4327). Also, see the following links for more information.

*Dealing with Conflict:*

[www.the-scientist.com/2007/2/1/26/1/](http://www.the-scientist.com/2007/2/1/26/1/)

*Seven Steps to Lab Harmony:*

[www.the-scientist.com/2007/2/1/31/1/](http://www.the-scientist.com/2007/2/1/31/1/)



*MGH faculty Jose Teixeira, PhD (center) role-plays with some of the Bok Center Players, Kortney Adams (l) and Hannah Heilman (r).*



## Understanding Plagiarism in Laboratory Research: Impact on Science and Careers

More information on policies pertaining to plagiarism:

[Partners Research Policy](#)

[www.hms.harvard.edu/integrity](http://www.hms.harvard.edu/integrity)

On September 24<sup>th</sup>, the ORCD brought together a panel of experts, including **Ellen Berkman, JD** (Harvard University), **Gretchen Brodnicki, JD** (HMS), **Christopher Clark, JD** (Partners), **Melissa Tearney, JD** (Nixon Peabody) and **Paul Russell, MD** (MGH John Homans Distinguished Professor of Surgery), to discuss the important topic of plagiarism: the appropriation of another individual's ideas, processes, results, or words without giving proper credit. The panelists discussed how plagiarism fits into general

policies on research integrity and misconduct, the procedures that follow allegations of plagiarism, and what to do to avoid plagiarism.

Although it seems easy on the surface to avoid plagiarism, there are many factors that pre-dispose to this form of scientific misconduct, such as: time pressure, ease of text manipulation, space limitations and failure to communicate.

The panelists cautioned researchers to be aware of the possibility of "self-plagiarism, the use of your own previously published work without crediting the

source.

Being charged with plagiarism can lead to a process that involves both the hospital and HMS, as well as outside funding agencies; in addition, it may invoke copyright infringement laws.

Much more information on this topic is available in the handouts from the program, available on the ORCD website. Any researcher with questions or concerns about plagiarism is encouraged to contact the ORCD and request an appointment for an individual meeting. 617-643-1606

### MGPA Academic CV Seminar



Panelists (l-r) Dr. Marie Demay, Dr. Nicholas Dyson and Sandra Winkler gave tips to MGH Postdocs on how to optimize your CV to find a job in academia.

#### Tip for Research Fellows:

All MGH Postdocs are encouraged to join the

**Massachusetts General Postdoctoral Association.**

For more information, visit their website:

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

## News from the Mass General Postdoc Association

The MGPA has had a very busy fall, with their activities focused in three important areas. First, in cooperation with the ORCD and the Mass Bio-tech Council (MBC), they launched a pilot industry experience program, allowing MGH postdocs to visit local biotech companies and explore careers in industry. Rather than being a formal interview, these visits to companies allow postdocs to take a peek at life as a scientist in industry. Based on the success of the pilot, the program will grow to include more postdocs and companies

during the next year.

Also this fall, the MGPA sponsored two excellent panel discussions to help fellows navigate the process of writing a CV. One panel focused on CVs for academic jobs, while the second gave tips on CVs for industry jobs.

In addition, the MGPA has started organizing volunteer opportunities, to allow postdocs to "give back" to the greater Boston community, and connect with other fellows in a non-scientific setting. In September, a group of postdocs helped harvest food at a farm on Long

Island (Boston Harbor) for local shelters. This month they will serve a meal at a local shelter, and also donate the meal with proceeds from a raffle at the Holiday Party.

Speaking of the Holiday Party, it is coming up on December 8<sup>th</sup>! All MGH Research Fellows are encouraged to attend and celebrate with your colleagues (details on back page). At the party, raffle tickets will be sold for great prizes, with all proceeds going to pay for a holiday meal for local homeless families. For more information, email [mgpa@partners.org](mailto:mgpa@partners.org).

## The ORCD Website: Stay Connected for Your Career Advancement! [www.massgeneral.org/orcd](http://www.massgeneral.org/orcd)

We encourage all researchers to visit the ORCD website regularly for important career advancement information. The site has an archive of materials from past and present ORCD programs, and offers many other types of information for MGH researchers:

**Postdoctoral Policy:** The *Guidelines for Research Fellows* is the policy that describes all aspects of the training experience for postdocs at MGH. This important document and

its updates and appendices are available to download.

**Training Grant Information:** If you are working on a research training grant for yourself or your department, look to the ORCD for information. Many of our programs fall under the requirements for professional skills development and training in the responsible conduct of research.

**Career Opportunities:** A

new section of our website that will be available soon is a listing of career opportunities. We would like people to let us know if they hear of faculty jobs or postdoctoral positions (inside or outside MGH) that we might list.

While our website is a wealth of information, as always we encourage all MGH researchers to contact our office to speak directly to a staff member about any career-related questions or concerns. 617-643-1606

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 [cfd@partners.org](mailto:cfd@partners.org) or phone 617-724-0818.

## Recent Honors and Awards for MGH Researchers

The ORCD joins the rest of the MGH and Harvard Community in honoring **Jack Szostak, PhD**, for sharing the 2009 Nobel Prize in Physiology or Medicine, for his work predicting and discovering telomerase. In addition, we congratulate the following members of the MGH research community for their achievements:

**Mark Blais, PsyD**, received the 2009 *Theodore Millon Award in Personality Psychology* from the American Psychological Foundation.

**Michael Callahan, MD**, was recognized by DARPA with an award for pioneering work in emergency and pandemic influenza vaccine manufacture.

**Juliane Daartz**, doctoral student of Harald Paganetti, PhD, and Alexei Trofimov, PhD, received the Prize for the *Best Physics-Themed Poster* at the Particle Therapy Cooperative Group Meeting in October 2009.

**Denise Faustman, MD**, received a *Pioneers of Medical Progress Award* from US News and World Report, for her cutting edge research in diabetes.

**Thomas J. Gill IV, MD**, won the *O'Donoghue Sports Injury Research Award* from the American Orthopedic Society for Sports Medicine.

**Tayyaba Hasan, PhD** was awarded the *NIH Bench to Bedside Pioneer Award* in October, for her contributions to Biomedical Optics.

**Hideo Makimura, MD, PhD**, won the *Presidential Poster Award* for outstanding abstract at the 91<sup>st</sup> Annual Meeting of the Endocrine Society.

**Kathryn Moore, PhD**, was presented with the *ATVB Council's Special Recognition Award* for achievement in Vascular Biology, at the American Heart Association annual meeting.

**J. Rodrigo Mora, PhD** won the *NIH Director's New Innovator Award*, and a *Senior Research Award* from the

Crohn's and Colitis Foundation of America.

**Roger Pitman, MD**, received the 2009 *Lifetime Achievement Award* from the International Society for Traumatic Stress Studies.

**Mark D. Price, MD**, won the *Herodicus Society Traveling Fellowship*.

**Anand Singh, MD**, won a *Radiological Society of North America Trainee Research Prize*.

**Patrick Purdon, PhD**, was awarded an *NIH Director's New Innovator Award*.

**Jenny Tam, PhD**, was awarded a 2009 *Community Service Award* by Harvard Medical School, for her work with the Science Club for Girls.

Please see our website for additional listings of honors and awards, and let us know of your own achievements so that we may share them with the MGH community!

