

April 2010

**In this Issue:**

- > From the Director
- > Focus on Mentoring
- > MGPA wins National Postdoc Association award
- > Lab Management Seminar: Carlo Maley
- > MGPA Corner
- > Did you know...?
- > Upcoming Programs

*A newsletter for the MGH Research Community*

***From the ORCD Director, Tayyaba Hasan, PhD***

Welcome to the spring edition of the ORCD newsletter. As you may have noticed, during months when no newsletter is published, we are emailing a short update on ORCD activities and upcoming programs. We hope that

these "ORCD Updates" will help you keep on top of the many programs offered by the office. Some articles and notices in this April newsletter follow the theme of mentoring. Harvard's Bok Players will return to MGH to perform a play on mentoring this month, and

the MGPA will host a mentor lunch for postdocs. We hope to see you at one of our upcoming programs.

Warmly,  
*Tayyaba*  
 T. Hasan, PhD  
 ORCD Director



## **Focus on Mentoring: Upcoming ORCD Programs Will Appeal to Mentors and Mentees**

This spring the Office for Research Career Development and the Mass General Postdoc Association will offer programs that focus on a critical component of every successful scientific career: mentoring. While many researchers think of mentors as being most important during the training phase of their careers, a good mentor (or group of mentors in some cases) can guide you through all phases of your career. To help the MGH research community reflect on mentoring relationships, we are bringing back Harvard's Derek Bok Center Players. After a very successful presentation last fall on managing interpersonal challenges at work ("Trouble in the Lab"), the Bok Players will be back at MGH on April 8<sup>th</sup> (3:00 pm in the Thier conference room) to present "Taking the Pulse." The Bok Players create a unique learning experience for their audience. They present a short dramatic play, followed by in-depth discussion on the topic. Audience members sometimes have the opportunity to step into the play and role-play alternative solutions. Faculty, fellows, and research support staff are welcome.

Additionally, on May 5<sup>th</sup> the MGPA will host a mentored lunch for Research Fellows. Postdoctoral fellows are encouraged to attend this lunch, in which you will be seated with small groups of fellows and a senior MGH researcher. This is your opportunity to discuss career development, ask for advice, and learn from hearing about the experiences of an MGH/HMS faculty member.

**SAVE THE DATE!!**

**5<sup>th</sup> Annual MGH Research Fellows Poster Celebration and Career Day!**

**Friday, October 29, 2010**

**We are excited to announce that the 2010 Poster Celebration will also be a Career Day. Representatives from academia, industry and other careers for scientists will present panel discussions and be available to network.**





## Mass General Postdoc Association Takes Top Honors at the National Postdoc Association Meeting

The Mass General Postdoc Association (MGPA) sent six postdoc representatives to the 2010 meeting of the NPA, the National Postdoctoral Association. The meeting, held in Philadelphia on March 12-14, was a gathering of postdoc

offices and postdoc associations from around the country. The NPA is dedicated to advocating for the postdoctoral community on a national level, and attendees at the meeting discussed policies and programs at their institutions. MGH

attendees were postdocs Adnan Abu-Yousif, Tooba Cheema, Erik Hett, Hilary Luderer, Pratik Shah, and Errol Rueckert, as well as ORCD Program Manager Ann Skoczenski. One highlight of the meeting was the poster session, which was followed by an awards ceremony. Our MGH postdocs presented a poster titled, "Industry Exploration Program: Advancing the Careers of MGH Postdocs," which was one of three posters honored as outstanding presentations. The Industry Exploration Program described in the poster just completed a successful pilot phase and will be expanded soon.



L-R: Abu-Yousif, Luderer and Hett with their winning poster at the 2010 National Postdoctoral Association Meeting.

### New at MGH?

We invite all new Research Faculty and Fellows to contact our office to receive a packet of valuable information that will help you get the most out of your research career or training at the MGH. As part of the ORCD's Orientation Program, the packet includes research resources, career advancement tools and skills training opportunities. Contact us at 617-643-1606 or [orcd@partners.org](mailto:orcd@partners.org) to receive your orientation packet, and learn about our luncheons for new research faculty and fellows.

## Laboratory Management: Perspectives and Advice from an Assistant Professor

On January 19, 2010 the ORCD Lab Management Series brought Carlo C. Maley, PhD of the Wistar Institute and University of Pennsylvania, to MGH. Dr. Maley, an Assistant Professor, spoke about his recent experiences starting up a lab and research program.

He covered a number of key topics, beginning with negotiating the start up package and including: integrating into your environment, hiring your team, being a manager, meetings, teaching and

committees, collaborations, and developing your research program. On the last topic, Dr. Maley offered the following advice:

1. Recognize that you will have more ideas than you have resources. Prioritize.
2. Build your team – enlist collaborators to supply the necessary skills and resources for the project.
3. Spend no more than half your start-up time exploring potential projects, then focus on the winners.
4. Play to your strengths – your first grant should generally be built on your

postdoc results.

5. Apply to a lot of foundations and other sources of pilot funds (including R03 and R21).

6. Speak at a lot of conferences and institutions to build your reputation.

7. It is very difficult to decide when you should be persistent in the face of obstacles and when you should abandon a research project.

For handouts from this seminar visit the Past Programs section of our website:

[www.massgeneral.org/orcd](http://www.massgeneral.org/orcd)

## MGPA Corner: Spring Programs Highlight Mentoring

The Massachusetts General Hospital Postdoc Association (MGPA) has two exciting programs scheduled for this spring. On April 21, the MGPA will host a public screening of the documentary film, "Naturally Obsessed: The Making of a Scientist" in Simches 3.110 from 4:00-6:00 pm. This film follows the experiences of several graduate students in a research laboratory at Columbia University. Following the 1-hour film, there will be a discussion led by Errol Rueckert

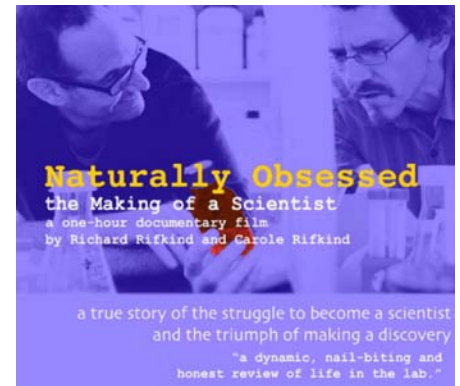
(MGH Postdoc) and Ann Skoczinski (ORCD), along with MGH faculty and one of the main characters in the film, Rob Townley. For more information about the film, visit the website: [www.naturallyobsessed.com](http://www.naturallyobsessed.com).

In addition, the MGPA is coordinating their third Mentor Lunch, to be held on May 5<sup>th</sup> from 11:30-1:00 pm in the Thier Conference Room. Members of the postdoc community nominated a number of outstanding MGH faculty mentors. They will participate in

roundtable discussions in which one mentor will be seated with a group of six postdoctoral fellows. These informal lunch discussions will afford the opportunity for postdocs to interact with mentors outside their department and gain insight on how to make personal and professional decisions that relate to their career.

As always, all postdocs are encouraged to join the MGPA, attend programs, and contribute your ideas. Coming soon: MGPA Elections!

[www.massgeneral.org/mgpa](http://www.massgeneral.org/mgpa)



### Did You Know...?

**1. You can increase your Outlook mailbox to 300MB.** Are you tired of having communication shut down because your mailbox keeps exceeding its limit? Does receiving one large file paralyze your email activity? There is some help available from Research Computing. You may request an increase in your mailbox size to 300MB. To access a request form, visit: [rc.partners.org/kb/forms/largemailbox.php](http://rc.partners.org/kb/forms/largemailbox.php).

**2. The Employee Assistance Program (EAP) offers financial counseling.** During the nation's slow economic recovery, it can be difficult for employees to keep personal economic stress from impacting the workday. The EAP can offer the skills needed to help employees bounce back from tough economic times: basic budgeting, debt management, changing habits and managing stress. For more information, visit the EAP: [www.eap.partners.org](http://www.eap.partners.org)

**3. 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. If you are wondering how to prepare for a faculty promotion, Dr. Clark may be able to offer advice. For an appointment with Dr. Clark, please email [cfd@partners.org](mailto:cfd@partners.org) or phone 617-724-0818.

## Call for ORCD Seminar Speakers

**Do you have knowledge to share that would help your peers or junior colleagues advance their careers?**

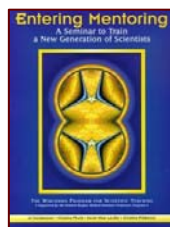
Many of the best ORCD seminars are led by our own researchers, and we are always looking for people with skills and experience that they want to share. Our seminar programs cover a wide variety of topics, including Lab Management, Responsible Conduct of Research, Grant Writing and Scientific Writing, Presentation Skills, CV Seminars, Interview Skills, and

Work-Life Balance. If you would like to be part of one of our seminars or panel discussions, please contact [askoczenski@partners.org](mailto:askoczenski@partners.org) to discuss possible topics.

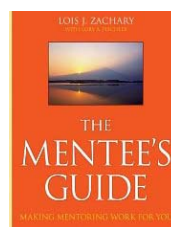
Also, if you know of a great speaker, within or outside of MGH, let us know so that we can look into scheduling them for a seminar.

And finally, please share your thoughts on seminar topics that you think would be useful to MGH researchers. We would love to hear *your* ideas!

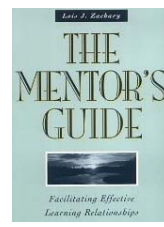
### Mentoring Resources from the ORCD Library



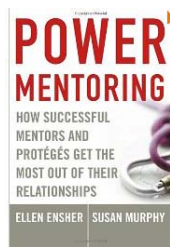
J. Handelman



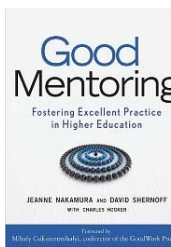
L. Zachary



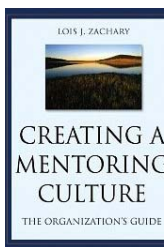
L. Zachary



E. Ensher



J. Nakamura



L. Zachary

## Mark Your Calendar! March-April Programs and Research News

### Bok Players: "Taking the Pulse"

The Bok Center Players are a theatre group from Harvard University's Derek Bok Center for Teaching and Learning. They specialize in presenting interactive theatre on topics related to research and academics. Taking the Pulse is set in a major teaching hospital and is about a new researcher seeking a mentor for her first research grant.

**Thursday, April 8, 2010**

**3:00 – 4:30 pm**

**Thier Conference Rm.**

### Film Screening: Naturally Obsessed: The Making of a Scientist

This documentary film shows a true story of the struggle to become a scientist and the triumph of making a discovery. Billed as "a dynamic, nail-biting and honest review of life in the lab," the film will be presented with refreshments and a post-film discussion featuring MGH Postdocs and Faculty as well as one of the scientists featured in the film, Rob Townley.

**Wednesday, April 21, 2010**

**4:00 – 6:00 pm**

**Simches Auditorium**

### Volunteer! Annual Earth Day Charles River Clean-Up

Sponsored by the MGPA, this volunteer opportunity for postdocs will take you to the Charles River near the Museum of Science. Enjoy a morning working outside with your fellow postdocs to make Boston a better place to live and work!

**Saturday, April 24, 2010**

**9:00 am – 12:00 pm**

**For more details, contact**

**[mgpa@partners.org](mailto:mgpa@partners.org)**

### American Culture and Conversation, with Rita Frey

Use the lunch hour to improve your English skills and understanding of American culture. This 6-week class will help you improve your conversations, while also exploring American culture and customs. Informal lunch session will help you learn everyday English expressions and improve your fluency.

**Classes begin in April. Contact ORCD for information.**

**Grant Writing Workshop**

This hands-on workshop allows investigators to submit a draft of an NIH grant application and receive feedback via peer review and professional editing. Participants also will learn tips for successful grant funding from experienced MGH faculty. You must submit your grant draft by the deadline to be considered for the workshop. Space is limited to a maximum of 12 participants with grants. An additional 50 researchers will be admitted by registration only to attend the lectures. **Application deadline: Friday, April 16, 2010**  
**Thursday, April 30, 2010**  
**9:00 – 11:30 am Lectures**  
**12:00 – 2:00 pm Editing**

### MGPA Mentored Lunch

This lunch program will allow MGH Postdocs to meet faculty from other departments in an informal setting. Postdocs will have the chance to ask questions and get advice on many aspects of science careers.

**Wednesday, May 5, 2010**

**11:30 – 1:00 pm**

**Thier Conference Room**

**Negotiation Series – Managing**

### Difficult Conversations

We all have conversations we avoid, such as raising a sensitive topic with co-workers, or giving or receiving negative feedback. Learn how to make these discussions productive and positive.

**Thursday, May 13, 2010**

**1:00 – 4:00 pm**

**Yawkey 10.660**

### CALL FOR REVIEWERS

Are you a faculty member looking for ways to get more involved with the MGH community? The ORCD is putting together a **Review Committee** for the upcoming **Research Fellows Poster Celebration**. The committee will meet once in early **October to review and rank abstracts, and again on October 28<sup>th</sup> to select the final poster award winners**. All faculty ranked at **Assistant Professor and higher** are invited to volunteer for the Review Committee. Please contact [orcd@partners.org](mailto:orcd@partners.org) for more information.

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

**For newsletter questions or submissions, contact the editor: Ann M. Skoczenski, PhD [askoczenski@partners.org](mailto:askoczenski@partners.org)**  
Massachusetts General Hospital | Office for Research Career Development | Center for Faculty Development  
55 Fruit Street | Bulfinch 370 | Boston, MA 02114 | Tel: 617.643.1606 | Fax: 617.726.0568  
Email: [orcd@partners.org](mailto:orcd@partners.org) | Web: [www.massgeneral.org/orcd](http://www.massgeneral.org/orcd)