

September 2011

A newsletter for the MGH Research Community

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## Tribute to ORCD founding director Tayyaba Hasan, PhD

In September 2011, Tayyaba Hasan, PhD, MGH Professor of Dermatology and Health Sciences and Technology (Harvard-MIT), will step down as Director of the Office for Research Career Development. Dr. Hasan, who has led the ORCD since its founding in 2005, will devote more time to her research program and her interest in global medicine and research. As director of the ORCD, Dr. Hasan has had many accomplishments. She assured that the office focused attention on the needs of the MGH's basic science faculty, and made great strides in the recognition and career development of research fellows. To this end, Dr. Hasan provided career

advice to hundreds of research faculty and fellows, developed the Guidelines for Research Fellows, and founded the Mass General Postdoc Association (MGPA). Under Dr. Hasan's direction, the ORCD created a curriculum of professional development seminars aimed at helping basic researchers hone their skills at lab management, grant writing, negotiation strategies, and responsible conduct of research, among others. For these and many other important contributions, ORCD staff and everyone at the Center for Faculty Development gratefully acknowledge Dr. Hasan's critical role in the formation of the ORCD, and we thank her for her years of service to the MGH research community.



## A letter from ORCD director Tayyaba Hasan, PhD to the MGH research community



Dear Colleagues:

It has been my privilege to serve as the founding Director of the Office for Research Career Development for the past 6 years. In this period, the Office has served the unique needs of researchers in a hospital environment and your feedback has been most gratifying. As I step down from the leadership of the ORCD, I want to express my gratitude to the faculty, postdocs and administrators who worked tirelessly toward the creation of the Office and continue to help to make it the robust office it is today. On a personal level, this was a most exciting opportunity for me, and programs were launched even as staffing was being completed in 2005. As a result, ORCD activities have gone beyond the initial vision broadly in four major areas: Office utilization, Initiatives and Infrastructure for the Research Community, Collaborations, and Communications. These are summarized in the box below, and you can find the details in our annual reports, available on the ORCD website ([www.massgeneral.org/orcd](http://www.massgeneral.org/orcd)). Events in general were very well attended and although exact numbers are difficult to establish, the overall participation/contacts was well over 3000, with ~10-15000 visits to the ORCD website. The "Postdoc Policy," developed by the ORCD in collaboration with several other offices, remains a major asset to the research community. I am especially proud of initiating the Mass General Postdoc Association (MGPA), where our young trainees have established innovative programs and achieved leadership nationally, as evidenced by awards from the National Postdoc Association and invitations to write about our programs (Nature Biotech, Genome Technology). I hope the postdocs will continue along this energetic and creative path and I wish them continued success. I have particularly enjoyed individual meetings with researchers even though some of the issues have been difficult ones. I have learned much from these interactions and the feedback from you suggests that this is an important, needed and successful function of the ORCD.

The Office was enriched by the interactions with numerous other groups at the MGH, in particular, with Human Resources, Partners International Office, and the Employee Assistance Program. To numerous members of these offices, I am most grateful. I am personally appreciative of Dr. R. Bringhurst's guidance in the complex cases that came to the attention of the ORCD, and importantly to Ann Skoczenski, PhD, and Deana Marzullo at ORCD along with all the staff at the Center for Faculty Development for their help and support in making the Office a success. Finally, my sincere thanks for notes of appreciation from many of you; these acknowledgements reinforce that the efforts though the past 6 years have been well worth it.

I wish you all success in the development of your research careers and hope for your continued support of the ORCD.

*Tayyaba Hasan*



2010 ORCD Poster Celebration and Career Day

○ Statistics and estimates from the ORCD's first 5 years:

- **163** seminars and workshops (RCR issues, lab management, grant writing)
- **~5800** attendees at ORCD seminars (many attended multiple seminars)
- **510** individual advising meetings
- **701** researchers at ESL classes
- **~40%** of grant workshop participants funded by NIH
- **~250,000** visits to ORCD web site in 2010

## News from the Mass General Postdoc Association (MGPA)

### Calling all future Entrepreneurs!

#### New interest group forming

MGPA Co-Chair Ahmed Samir Mady is leading an initiative to gather MGH postdocs who are interested in learning more about entrepreneurship. The group will provide educational seminars, interactive workshops and informal discussions for MGH postdocs who are interested in learning about the startup process to become entrepreneurs. The program will create a network for MGH postdocs interested in this topic. For more information, please email [mgpa@partners.org](mailto:mgpa@partners.org).

The MGPA community recently elected new leaders who have big plans to guide the association through another successful year. All postdocs may become members of the MGPA simply by signing up for their mailing list (see link

below). Each year members nominate and vote for postdocs to take the role of Co-Chair (2) and Executive Assistant. For the 2011-2012 academic year, **Ahmed Samir Mady, MD**, of the Cardiovascular Research Center, and **Mohamed**

**Hammad, DVM, PhD**, of the Center for Engineering in Medicine, lead the MGPA as Co-chairs. They are joined by **Simon Schlachter, PhD**, of the Wellman Center for Photomedicine, as Executive Assistant. The MGPA is working on many programs for postdocs, including the recent Networking BBQ held at CNY to celebrate Postdoc Appreciation Week, an expansion of the Industry Exploration Program, and the development of an Entrepreneurship Group. For more information on these programs and others, please visit [www.massgeneral.org/mgpa](http://www.massgeneral.org/mgpa) and join the MGPA.



2011-2012 MGPA leaders, with MGPA Planning Board. Front row, from left: Hammad, Schlachter and Mady.

## Highlights from the RCR Series...

The ORCD is presenting monthly seminars on Responsible Conduct of Research (RCR) to educate all trainees and fulfill NIH requirements for RCR training. Below are highlights from the August and September seminars.

### Research Misconduct Definitions

**Fabrication** is making up data or results and recording or reporting them.

**Falsification** is manipulating research materials, equipment, or processes, or changing or omitting data or results such that the research is not accurately represented in the research record.

**Plagiarism** is the appropriation of another person's ideas, processes, results, or words without giving appropriate credit.

**Research misconduct does not include honest error or differences of opinion.**

*From the August seminar presented by Stephen Grinspoon, MD, Professor of Medicine*

### A Successful Mentee...

- Identifies personal goals
- Seeks feedback
- Keeps records of progress/development
- Takes responsibility for his/herself
- Is prepared and focused in meetings with the mentor
- Remains open to new ideas and suggestions
- Uses feedback to improve performance
- Uses the mentor as a role model
- Is respectful and considerate of the mentor

*From the September seminar presented by Raymond Chung, MD, Associate Professor of Medicine*

## Spotlight on MGH Researchers' Honors and Awards

**The Office for Research Career Development would like to congratulate the following MGH faculty and fellows for their recent professional honors:**

**Emery Neal Brown, MD, PhD**  
Jerome Sacks Award from the National Institute of Science

**Martin Hirsch, MD**  
2011 Lifetime Leadership Award from the International Antiviral Society - USA

**Qianqian Fang, PhD**  
Bill and Melinda Gates Foundation Grand Challenges Exploration Phase I Grant

**Robert Hillman, PhD**  
Willard R. Zemlin Lecture and Award from the American Speech-Language-Hearing Association

**Douglas Kwon, MD, PhD**  
Burroughs Wellcome Fund Career Award for Medical Scientists

**Cameron Keating, MD**  
American Australian Association Educational Fellowship

**Steven Grinspoon, MD**  
Elected to the Association of American Physicians

**Alex Nichols, Graduate student**  
National Defense Science and Engineering Graduate Fellowship

**Steven A. Safren, PhD**  
The A. Clifford Barger Excellence in Mentoring Award, HMS

**Makoto Sahara, MD, PhD**  
Elected as Fellow of the American Heart Association, and Council on the Basic Cardiovascular Sciences

**Ning Wang, PhD**  
NIH K99/R00 Pathway to Independence Award

*Additional awards listed at:*  
[www.massgeneral.org/orcd](http://www.massgeneral.org/orcd)

## Mark Your Calendar! Fall 2011 Programs for Researchers

### Research Fellow Orientation Lunch

Tuesday, October 11, 2011

12:00 – 1:00 pm

Meet ORCD staff and learn about resources for your research career. For new Research Fellows.

### Responsible Conduct of Research Seminar: Managing and Avoiding Conflicts of Interest

Monday, October 17, 2011

12:00 – 1:00 pm

Learn about this important RCR topic and receive credit towards your NIH RCR training requirement.

### MGPA Entrepreneurship Program

Wednesday, October 19, 2011

12:00 – 1:00 pm

Learn how to develop and deliver your “elevator talk” to describe your research ideas.

### Improving Work-Life Satisfaction for Scientists

Tuesday, November 8, 2011

12:00 – 1:00 pm

This program for faculty will help you craft a personalized plan to improve your work-life balance satisfaction.

### Power of Presentation

Thursday, November 17, 2011

12:00 – 2:00 pm

Part of the Faculty Development Communication Series. RSVP to [cfid@partners.org](mailto:cfid@partners.org)

### Mentored Lunch: Careers Away from the Bench

Thursday, December 15, 2011

12:00 – 1:00 pm

Speak with PhD scientists who have chosen careers outside of academia and industry.

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

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