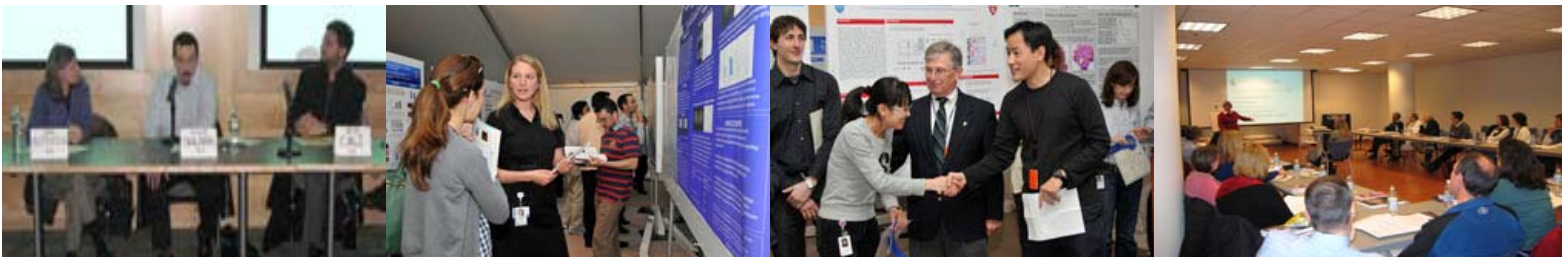


ORCD Annual Report 2009-2010



*~ Building Skills
~ Connecting Scientists
~ Advancing Careers*



ORCD Annual Report 2009-2010

Executive summary

This report describes the activities of the MGH Office for Research Career Development from September 2008 through March 2010. We are very pleased that the ORCD continues to be highly utilized by the research community, including faculty, postdoctoral fellows and the hospital staff that support research activities. We remain connected to the research community through our website, direct one-on-one and group meetings, and through programs for professional and educational development of MGH researchers. The Office was featured in the Summer 2009 issue of *Mass General Magazine* (published by the MGH Development Office) for the critical role it plays in supporting a culture of innovation by nurturing and guiding research careers. In that context, our collaboration with the RVL on the Invention Liaison Program has been particularly exciting. The ORCD website continues to serve as an important source of information on a myriad of research career related issues, and an average of over ten thousand visits per month are documented for the various sections of the website. As in the past, the office priorities shift in response to the needs and circumstances of MGH scientists. We continue to guide researchers with individual advice and counseling on issues such as career advancement, laboratory personnel conflicts, and questions about responsible conduct of research. In many cases, we reach out to other MGH offices including the Employee Assistance Program (EAP), the Partners International Office, the Office of General Counsel, and most frequently Human Resources, especially the HR Office of Employee Relations.

This year we have continued our most popular and important programs, such as grant writing workshops and orientation lunches, discussions of authorship disputes and plagiarism and expanded our programming to meet new identified needs. For example, to help address issues of interpersonal relations in the laboratory and related lab management requirements, we brought in Harvard's Bok Center Players to present an interactive play titled, "Trouble in the Lab." This presentation allowed researchers to think about and discuss strategies for helping science proceed while balancing competing priorities and personalities in the lab. Also, to address the elevated levels of stress among researchers, we have begun to offer regular yoga classes during lunch hours, in collaboration with the Benson Henry Mind-Body Institute of MGH. The Mass General Hospital Postdoc Association (MGPA) remains an important and vibrant component of the Office. In collaboration with the Mass Biotech Council (MBC), the MGPA has established a new career exploration pilot program, enabling Research Fellows to experience a few hours of interaction with scientists at industry sites. The pages that follow briefly summarize some of the details of ORCD activities in the past year.

In conclusion, the vision of the MGH leadership and the research community, which resulted in the formation of the ORCD, continues to be validated by the high utilization of the Office and the uniformly positive feedback. The uniqueness of such an office devoted to the career development of researchers based at a hospital is being recognized by other institutions as evidenced by queries and invitations to discuss the Office, suggesting that the MGH ORCD may serve as a model in several different settings. A major challenge to be addressed in the future is the timely resolution of issues that come to the attention of the ORCD. Lack of stable funding remains a source of anxiety for the research faculty. We look forward to continued discussions with the research community on addressing their career development needs in the coming year.

Tayyaba Hasan, PhD

Professor of Dermatology and ORCD Director

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Office Utilization

Professional Development Programs. We continue to offer 2-4 programs per month (see complete list below) to which the entire research community, or targeted subsets, are invited. These include our popular grant writing workshops, and seminars on topics in the responsible conduct of research. The latter this year included an educational seminar on plagiarism and a very popular discussion of authorship issues. The Office also identified stress reduction as an important area that we could impact to help researchers with job satisfaction and productivity. To this end, we began offering free yoga sessions to researchers, in collaboration with the MGH Benson Henry Mind-Body Institute.

Professional Development Programs, 2008-2009

2008-2009 Academic Year

09/16/08 Grant Writing Workshop
 10/28/08 Lab Management for Research Faculty: Two Sides of Mentoring for Newly Independent Faculty
 11/07/08 Imaging Essentials: The Nuts and Bolts of Using Images in Documents
 11/13/08 The Rocky Trail to Scientific Publishing
 03/30/09 How to Write a Business Plan
 04/07/09 Getting Your Point Across with Powerpoint
 04/30/09 Grant Writing Workshop
 12/08/08 Information Systems Primer for Researchers
 02/18/09 Budget Basics for Researchers
 04/28/09 Visa Seminar for Department Administrators
 09/18/08 Orientation Luncheon for Research Fellows
 10/02/08 Career Panel Discussion: Beyond Academia – Careers in Technology Transfer
 10/14/08 Orientation Luncheon for Faculty
 11/14/08 Orientation Lunch for Research Fellows
 06/08/09 4th Annual Research Fellows Poster Celebration
 08/12/09 ESL Ice Cream Social
 08/31/09 MGPA-ORCD Postdoc Parents Lunch Forum
 05/13/09 Ethics & Guidelines of Authorship
 06/16/09 Intellectual Property and Interacting with Industry
 07/31/09 Laughter Yoga
 08/28/09 Chair Yoga

2009-2010 Academic Year

10/08/09 Bok Center Players: "Trouble in the Lab"
 10/27/09 Grant Writing Workshop
 10/29/09 CV Writing for Academic Jobs (ORCD-MGPA)
 11/04/09 CV Writing for Industry Jobs (ORCD-MGPA)
 12/18/09 Negotiation Skills for Research Fellows
 09/24/09 MGPA-ORCD Postdoc Appreciation Reception
 09/15/09 Orientation Luncheon for Research Fellows
 10/07/09 Orientation Luncheon for Research Fellows
 10/20/09 Orientation Luncheon for Faculty
 12/15/09 Orientation Luncheon for Research Fellows
 09/24/09 Understanding Plagiarism: Its Impact on Your Science and Your Career
 09/23/09 Laughter Yoga: Charlestown Navy Yard
 10/23/09 Chair Yoga
 11/13/09 Laughter Yoga
 11/20/09 Chair Yoga
 12/14/09 Yoga for Researchers
 12/18/09 Negotiation Skills
 01/14/10 Yoga for Researchers
 01/19/10 Lab Management Essentials
 01/28/10 American Culture/Conversation
 02/18/10 Orientation Luncheon - Fellows
 03/18/10 Orientation Luncheon - Fellows
 03/19/10 Yoga for Researchers
 04/08/10 Bok Players: "Taking the Pulse"

Legend: Color Coding of ORCD Program Types: Professional Skills Training, Information/Planning Session, Networking/Recognition, Responsible Conduct of Research, Work/Life Balance

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Individual Career Advice and Conflict Resolution. Individual career meetings remain a significant focus of the ORCD. In 2009, we served almost 60 researchers in this capacity, many of them requiring multiple meetings, and/or outreach to other offices including the EAP, Employee Relations, the Partners International Office or the Office of the General Counsel.

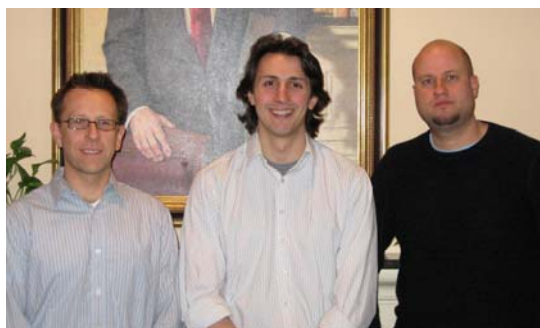
While the majority of meetings are requested for proactive career advice, the Office also handles many complex and time-consuming conflict cases, including authorship disputes, conflicts between junior- and senior-level scientists, and job terminations of research fellows. We typically call on the above-named offices to help with these cases, but the complexity of some of them suggests that the MGH research community would be served well by the formation of a committee to handle these disputes.

Initiatives and Infrastructure for the Research Community

Guidelines for Research Fellows. The “Postdoc Policy,” in effect since November 2007 continues to serve the research community well in defining the scientific training experience at MGH. The Policy was updated in the spring of 2009, to clarify some sections that had generated frequently asked questions (such as the guidelines on paid time off).

With the Postdoc Policy, MGH instituted a 5-year term limit to Research Fellow positions at MGH. Prior to this, many Research Fellows spent extensive amounts of time in the position, with little chance of advancement and no retirement benefits. To build flexibility into this part of the policy, PIs may request an Appointment Extension for Fellows requiring more than 5 years. The Extension Form allows PI’s/Fellows to request one year of additional time. Since the Policy went into effect, the Office has processed and approved 164 Extension Requests. The vast majority are to allow postdoctoral fellows the chance to finish a project and position themselves for the best possible external (or occasionally internal) career move. Extension Requests are also granted automatically for any fellow who becomes a parent during their postdoctoral term.

Mass General Postdoc Association (MGPA). The MGPA has been active on several fronts this year, led by Co-Chairs Adnan Abu-Yousif, PhD and Erik Hett, PhD, and by Executive Assistants Jonas Dyhrfjeld-Johnsen, PhD and Hilary Luderer, PhD.



L-R: MGPA's Hett, Abu-Yousif and Dyhrfjeld-Johnsen

A major initiative of the MGPA this year was a pilot program in collaboration with the Massachusetts Biotech Council (MBC) to allow MGH fellows the chance to explore career options in local industry. The MGPA-MBC Industry Experience Program was launched over the summer with a seminar on Interacting with Industry, presented by Irina Erenburg of Partners Research Ventures and Licensing. All fellows who attended the seminar were eligible to apply for the Industry Experience

Program. For the pilot, 18 fellows were selected; they are visiting up to three local companies, where they will spend part of a day learning about the company and shadowing a scientist there. The program is designed to give MGH research fellows a chance to explore industry in a setting that is less formal than a job interview. Based on the early success of the program, in 2010 it will

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expand to include additional postdocs and companies. We are very proud that MGH postdocs representing the MGPA won an award for outstanding poster at the National Postdoctoral Association 2010 Meeting, for their poster describing the Industry Experience Program.

The MGPA also ran a very successful pair of panel discussions this fall to help research fellows prepare a CV for academic or industry jobs. In addition, the 2009 MGPA officers have instituted a volunteer effort, allowing MGH postdocs the chance to give back to the community. They have helped to harvest food at a farm devoted to feeding hungry Boston families, and in December they helped purchase and serve a holiday meal to homeless families. We are very proud of the work being done by our postdoctoral fellows.



Bok Players' "Trouble in the Lab" Performance, 10/08/09

Orientation Program for Faculty and Research Fellows. The Office continues to run our Orientation Luncheons for faculty and research fellows. Faculty luncheons occur 3-4 times per year and research fellow luncheons occur 6-7 times per year. At each gathering, new researchers are given a packet of information to help them learn about the scientific and career resources at MGH, and they are able to network with each other and meet representatives of either ECOR or the MGPA.

English as a Second Language. The ESL classes have grown to include four separate sections, defined by language proficiency, and serve 60-70 students per session. Based on feedback from students, teachers and PIs, we continue to refine the offerings of these classes to help our international trainees achieve the best language skills to interact in the lab and advance their careers. ESL classes are offered three times per year, in 15-week sessions that occur in the fall and spring, as well as an 8-week summer session. Special classes on informal conversation in English are planned for the coming year.

Collaborations

In addition to our collaborations with a number of MGH/Partners offices (e.g. Human Resources, Employee Assistance Program, Partners Research council) the ORCD maintains collaborations and committee memberships with the following groups: HMS Promotions and Review Board; HMS Appointment, Promotions and Reappointment Committee; HMS Council of Mentors; Student mentoring committee at Harvard College; and the HMS Joint Committee on the Status of Women (JCSW); Harvard-MIT Health, Sciences and Technology (HST) Program. The Office also collaborates with the HMS Office of Research Issues (and Gretchen Brodnicki, Dean for Faculty and Research Integrity) on an as needed basis with regard to issues of responsible conduct of research (RCR). In addition, the office has advised other universities on the

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development of their own support services for faculty careers, including the Advisory Board of the Brandeis Program on Faculty Development.

Communication

The Office continues to reach out to the research community in multiple ways, including regular emails announcing programs, our bi-monthly newsletter, *ORCD Connections*, and our web site, which is continuously updated and growing. In addition to these electronic means of communication, as knowledge of the office has grown we regularly field many phone calls per week from researchers seeking information. We encourage this type of communication regularly at our programs, by offering pens and other materials with our office contact information, and reminding researchers to contact us with big or small questions. With these materials and with our staff presenting a welcoming environment, the research community knows that the ORCD is their “go-to” place for career information and advice.

Final Summary

As the ORCD begins our fifth year, we are encouraged by the positive feedback from MGH scientists. We have many programs in place that the research community has come to rely on, and we continue to investigate new possibilities and listen to the needs of researchers to expand and change our programs and initiatives.

ORCD Advisory Board, 2010

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