

An IMSD Director's View

As a major unit of the National Institute of General Medical Sciences, the MORE Division (<http://www.nigms.nih.gov/Minority/>) funds IMSD, MARC and MBRS training programs whose goals are to increase the numbers of students traditionally under-represented in the sciences. This investment underscores the ongoing commitment of ensuring access and opportunities to all as U.S. demographic changes.

The 2010 MORE Program Directors' 'How To' Conference was held in Rosemont, IL where the MORE Division leadership was fully represented, reflecting its commitment to the work of training a diverse future scientific workforce. One of the notable aspects of this conference was a poster session that allowed attendees to share their work products, summarizing information related to student training progress and outcomes. The works presented showed a clear alignment of investigator planning and practices with the goals and policies of the MORE Division. Documentation and evaluation of trainee development and success was one of the highlights of the presentations. Brown University's IMSD program was proud to share data on the results of our skill-based training module offerings (<http://biomed.brown.edu/imsd/training/>). These offerings have begun to yield quantitative and qualitative results in the area of graduate student training, faculty participation and in transforming institutional culture. Brown IMSD continues to thrive primarily because it rests on a backdrop of an institutional setting that rewards faculty commitment to diversity in sciences. This support continues to drive our work in documenting outcomes and in evaluating trainee success and it helps to set in place practices to be emulated by colleagues throughout the institution. The poster session at this year's MORE PD 'How To' conference provided the ideal venue to learn from and to share with our colleagues best practices, progress and future plans directly related to the mission of increasing the numbers of under-represented minorities in the academic ranks. We at Brown look forward to learning and sharing more at future conferences.

-Andrew

IMSD Welcomes New Students and Celebrates Achievements



L to R: (Front Row) Victoria Ruiz, Ann Catherine Saunders, Teresa Ramirez, Kim Sherwood, Courtni Newsome, Adeola Adebayo, Natalie Chavez. (Back Row) Michael Lopez, Leon Toussaint, George Aninwene, Cyrena Gawuga, Laura Bonaccorsi, Anika Toorie, Joseph Bahlman, Sherida Rahaman.

Approximately 50 students, faculty, and staff gathered at the Brown Faculty Club on August 20th to celebrate IMSD achievements and to welcome incoming pre-doctoral students **Anika Toorie** (Pathobiology), **Michael Lopez** (Biostatistics), and **Bethany Therrien** (Biomedical Engineering) to the program. The reception featured remarks from

Andrew Campbell (IMSD PI), **Edward Wing** (Dean of Medicine & Biological Sciences), **Valerie Wilson** (Associate Provost and Director of Institutional Diversity) and **Jabbar Bennett** Assistant Dean, Brown Graduate School). Thanks to all who took this opportunity to support and get to know other members of Brown IMSD community. ▲

Message from Nancy Thompson

Summer was a productive time for IMSD leadership. The IMSD Internal Advisory Board met to discuss the report of our external evaluation consultant, review program activities and make recommendations for the coming year. We are fortunate to have a diverse and dedicated panel representing

multiple University offices as well as several PI's of training grants including the Office of Institutional Diversity, The Graduate School, research administration. In this regard, we welcome new IMSD Advisory Board members Dr. Medeva Ghee, Interim

Message continued on page 3

Save the Dates!

IMSD Partners Meeting at Brown
September 22-24

Training Modules: "Professionalism:
Maximizing Your Impact in Professional
Settings" December 13-16

"Graphic Presentation of Scientific Data"
January 10-13

IN THIS ISSUE:

Message from IMSD Director.....	1	Courtni Newsome Interview	2
IMSD Welcome Celebration.....	1	Module Leaders Workshop	3
Message from Nancy Thompson	1	Times2 Academy Visit	3
Trainee-Turned Trainer's Reflections	2	Pam Gaddi Presents at ICI.....	3
Congratulations.....	2	Funding and Training Opportunities.....	4

EXCELLENCE

Congratulations!

Dr. Elizabeth Harrington was named Associate Dean for Graduate & Postdoctoral Studies in the Division of Biology and Medicine effective September 1, 2010. The Office of Graduate and Postdoctoral Studies, established in 2006 under the leadership of Associate Dean Nancy

Thompson, is responsible for the recruitment, integration, education, funding, career enhancement, and tracking of all graduate students and postdoctoral trainees in the Division's nine graduate programs. During her first week as Dean, Dr. Harrington taught the IMSD training module "Essential Laboratory

Calculations". We thank Dean Harrington for her continuing commitment to the IMSD and wish her much success in her new role.

Dr. Jonathan Reichner, Associate Professor in the Department of Surgery at the Brown, was named director of Brown's graduate

program in Pathobiology effective July 1, 2010. Dr. Reichner is an IMSD faculty trainer who has mentored numerous IMSD students in Pathobiology including Dr. Courtni Newsome. ▲



Pam Gaddi presents poster at ICI Conference in Japan

Pam Gaddi Presents at International Immunology Conference

Pamela Gaddi, IMSD Senior Scholar and graduate student of IMSD trainer, Dr. Thais Salazar-Mather, received a travel award to attend the 14th International Congress of Immunology in Kobe, Japan on August 22 - 27, 2010.

Pam was selected to give both an oral and poster presentation of her work entitled "IL-10 mediated regulation of immune responses in the liver during MCMV infection". Reflecting on her experience, Pam said, "It was very inspiring and eye opening to be in

the presence of fellow immunologists from all walks of life and to learn about their cutting edge research...Everything I learned about immunology and Japanese culture was well worth the long trek over the Pacific Ocean." ▲

Courtni Newsome Accepts Postdoctoral Position at Sloan-Kettering

Dr. Courtni Newsome, recent alumnus of the Brown IMSD, has accepted a postdoctoral position at Memorial Sloan-Kettering Cancer Center in New York where she anticipates starting in October. Nancy Thompson recently caught up with Courtni who described her postdoctoral search process.

NT: What factors did you take into consideration in your search and selection of a lab?

CN: Before beginning my search for a postdoctoral position, I knew that I wanted to build upon my Immunology background while learning more about its clinical applications, particularly related to cancer; I am also interested in cancer genetics. Because I desired to complete a postdoctoral fellowship in a large city (preferably NYC), I searched for positions in Immunology and Cancer Genetics departments at the institutions in that area.

NT: How many interviews did you go on?

CN: I interviewed at 3 institutions: Loyola University Medical Center, Columbia University, and Memorial Sloan-Kettering Cancer Center.

NT: How much in advance of completing your PhD did you start the process?

CN: My first interview at Loyola was arranged as a result of a one-on-one meeting that I had with a Pathobiology seminar speaker. We met about two months before my thesis defense and I interviewed there about one month later. My second (Columbia) and third (Memorial Sloan-Kettering Cancer Center) interviews were arranged one month after my defense and were held about two months later. During the interviews, I was able to note the sizes of the labs and the mentoring styles of the PIs, learned about potential projects, and spoke

with members of the labs. Each factor was considered when making my final decision.

NT: What resources did you use?

CN: I searched the websites of research institutions in NYC and read the biographies and research interests of the faculty members. I e-mailed my CV, as well as information about my background and career objectives, to individuals whose areas of research match my own, mentioned which projects in their labs I was interested in, asked if a position for a postdoctoral fellow was available, and arranged interviews with those desiring to hire a new postdoc.

NT: Who did you consult about the process?

CN: My mentor, Dr. Jonathan Reichner, as well as individuals with The Leadership Alliance, were extremely helpful in advising how to navigate this process.



Courtni Newsome (Ph.D. 2010, Pathobiology) at Brown Commencement, May 2010

NT: Anything you learned in the process that you would like to share with IMSD students?

CN: Although I did not begin my search for a postdoctoral position until after my defense date was set, it would be beneficial to begin to seek out possible postdoc mentors as soon as an end point in graduate training is realized.

We all wish Courtni much success in her new position at Sloan-Kettering! ▲

COMMUNITY

IMSD Module Leaders and Participants Share Best Practices

IMSD module leaders and graduate students gathered in August to articulate learning goals for their modules and to share strategies for planning and leading effective discussions. Workshop leader and Sheridan Center Director, **Dr. Kathy Takayama**, provided useful tips on how to plan backwards toward desired learning outcomes, appreciate unique and different perspectives, identify constructive and destructive group behaviors, and use feedback to enhance learning. ▲



Faculty and students reflect on teaching and learning at August workshop



L to R: Sherida Rahaman and Anika Torrie, incoming predoctoral students from York College, chat with Senior Scholar Victoria Ruiz, alumnus of St. John's University, at the IMSD welcome reception.

IMSD Visits Times2 Two Times

In June, IMSD was invited back to Times2 Academy (<http://www.times2.org/>), a STEM-focused K-12 charter school in Providence, RI, to speak with their 11th graders. **Dean Nancy Thompson** and **Tracey Cronin**, manager of BioMed Graduate Studies, accompanied senior scholars **Joe Bahlman** (Ecology and Evolutionary Biology) and **Pam Gaddi** (Pathobiology) who spoke about scientific research and about life as a graduate student. Pam noted, "The students were very motivated and genuinely interested in science. I was really impressed by their ability to understand the broad concepts of my research and apply them to current health issues, like immunity to HIV." Joe added,

"The maturity level and knowledge far exceeded my expectations." He observed that male students tended to direct their questions to him while the female students preferred to talk personally with Pam after the session. Pam said this experience "renewed my love for what I do and has strengthened my aspirations for a career in academia. I would love to mentor one of these bright and hard working students one day."

Tracey summed it up well saying, "As is the case with many volunteer opportunities, it's clear that all parties were rewarded by this visit!" ▲

Message continued...

Director of Leadership Alliance, Dr. Kathy Takayama, Director of the Sheridan Center, and Dr. Jabbar Bennett, Assistant Dean of the Graduate School. Congratulations to Drs. Ghee and Takayama on their recent appointments to these important leadership positions. IMSD co-PIs and Dean Bennett also met with the Graduate Program Directors to discuss opportunities for increasing diversity

and taking advantage of IMSD initiatives including skill-based training modules and peer mentoring with senior scholars.

We are grateful for the support and continued engagement of these leaders and stakeholders who contribute so much to the success of the IMSD program. ▲

Nancy Thompson, Ph.D.
Co-PI, IMSD

A Trainee-turned-Trainer's Reflection

Over the years, the NIGMS has established a number of initiatives designed to build and sustain the domestic U.S. scientific workforce. As a matter of necessity, and driven by changing U.S. demographics that will inevitably create a major-minority population, a key component of its mission has been to ensure that the workforce reflects the diversity of the nation. Today, through the MORE Division, NIGMS remains committed to ensuring access and opportunities to research careers by individuals historically under-represented in the sciences.

In the era of Ciriaco Gonzalez, who led the original NIGMS sponsored Minority Biomedical Support (MBS) program, I was one of the early program participants. MBS represented the forerunner of what are now collectively called the 'MORE training programs' under the direction of Dr. Clifton A. Poodry. My MBS experience, linked to current work, has helped me to 'close the training circle' by appreciating and bringing into focus the needed vertical integration of 'the undergraduate-to-graduate and beyond' training experience vital for trainee success.

The experience has sharpened my insight into the disparities that define the need for the interventions critical for student success. At this year's MORE PD 'How To' conference, where program directors discussed best practices and program progress, I found myself emphasizing and validating the intervention mechanisms that have their bases in my own personal experience. In the end, the point made was 'given adequate time, human and material support, MORE's program goals can and are being achieved.' As an MBS student I was fortunate to be part of a program that had the right formula for success. The ingredients remain -

institutional commitment to student development & diversity, strong leadership, and a commitment by NIH. These ingredients make for an educational recipe that does indeed lead to success but only if the formulaic components/ingredients are all added and appropriately balanced. My experience at this year's MORE PD conference affirmed the need to more broadly share this not-so-secret formula for success by building new and stronger inter-institutional partnerships and research networks.

Andrew G. Campbell, Ph.D.
MBS/MBRS Program Trainee
IMSD Program Director & PI
Associate Professor

COLLABORATION

Funding and Training Opportunities

F31 Predoctoral Individual National Research Service Award (NRSA)

Standard Deadlines: December 8, April 8, August 8

Diversity Deadlines: December 13, April 13, August 13

AIDS-related applications: January 7, May 7, September 7

- **Ruth L. Kirschstein National Research Service Awards for Individual Predoctoral Fellows (F31)** This individual predoctoral research training fellowship is to provide support for promising doctoral candidates who will be performing dissertation research and training in scientific health-related fields relevant to the missions of the participating NIH Institutes and Centers

Individual opportunities may have different deadlines. Please check the sites. - http://grants.nih.gov/training/F_files_nrsa.htm

Dissertation Support:

R36 Dissertation Support

Standard Deadlines: Oct. 16, Feb. 16, June 16

AIDS-related applications: Jan. 7, May 7, Sept. 7

Note-Individual Opportunities may have different deadlines, please check the sites.

- **Agency for Healthcare Research and Quality (AHRQ) Grants for Health Services Research Dissertation Program (R36)**

Deadlines: November 1, February 1, May 1, August 1

<http://grants.nih.gov/grants/guide/pa-files/PAR-09-212.html>

- **Mental Health Dissertation Research Grant to Increase Diversity (R36)**

Letters of Intent Deadline: 30 days before receipt date

Deadlines: December 22, 2010; April 22, 2011; August 24, 2011

<http://grants.nih.gov/grants/guide/pa-files/PAR-09-132.html>

- **Aging Research Dissertation Awards to Increase Diversity (R36)**

The National Institute on Aging (NIA) provides dissertation awards (R36) in all areas of research within NIA's mandate to increase diversity of the research workforce on research on aging and aging-related health conditions.

<http://grants.nih.gov/grants/guide/pa-files/PAR-08-250.html>

Conference Travel Awards

FASEB MARC Travel Awards:

FASEB MARC Program Travel Award are currently being offered on a "conditional/contingent upon funding availability" basis. See FASEB website for a complete list of upcoming eligible national meetings.

<http://www.faseb.org/marc/home.aspx>

Eligible Nat. Mtgs	Mtg. Location	Mtg. Dates	Adv. Reg. Deadlines	MARC Deadlines
ABRCMS (Annual Biomedical Research Conference for Minority Students) 2010	Charlotte, NC	11/10-11/13	10/15/10	10/1/10
ACSM New England Chapter Annual Meeting	Providence, RI	11/11-11/12	10/31/10	10/15/10
Rocky 10 International Society for Computational Biology (ISCB) Regional Meeting	Aspen/Snowmass CO	12/9-12/11	11/5/10	11/5/10
ABRF (The Association of Biomolecular Resource Facilities) 2011	San Antonio TX	2/19-2/22		1/7/11
Conference on Semantics in Healthcare and Life Sciences (CSHALS) - An ISCB Official Conference	Cambridge/Boston MA	2/23-2/25	1/21/11	1/21/11

Keystone Symposium

Keystone Symposia for 2011 include 55 meetings on topics ranging from genetics/genomics to cardiovascular disease to cancer (www.keystonesymposia.org/2011meetings). For information about URM travel scholarships see: <http://www.keystonesymposia.org/Scholarships/MinorityTravel.cfm>

American Association for Cancer Research

AACR Minority Scholar Awards in Cancer Research are offered to eligible minority scientists wishing to participate in Annual Meetings and Special Conferences of the American Association for Cancer Research (AACR). <http://www.aacr.org/home/scientists/meetings--workshops/travel-grants/minority-scholar-awards.aspx>

See AACR website for a list of upcoming meetings and workshops:

<http://www.aacr.org/home/scientists/meetings--workshops/meetings--workshops-calendar.aspx>

PROGRAM STAFF:

Andrew G. Campbell Ph.D. - Program Director

*Associate Professor of Medical Science
Bio Med Molecular Microbiology & Immunology*

Nancy L. Thompson Ph.D. - Co-Program Director

*Professor (Research), Pathology
and Laboratory Medicine*

Karen Ball - Program Coordinator

Michele Curry - Office Assistant

Tracey Cronin - Manager, Bio Med Graduate Studies

Brown University's Initiative to Maximize Student Development (IMSD) is a predoctoral research training initiative that aspires to significantly increase the number of PhDs from groups underrepresented in biomedical and behavioral research. The program is funded by a four-year grant (R25GM083270) and a two-year ARRA supplement (3R25GM083270-02S1) awarded by the National Institute of General Medical Sciences, National Institutes of Health (NIGMS/NIH).

FOR FURTHER INFORMATION, CONTACT:

IMSD Program
Brown University
Box G-B495
Providence, RI 02912
Phone: 401-863-3777
Email: IMSD@brown.edu
Web site: <http://biomed.brown.edu/imsd/>

PARTNER INSTITUTIONS:

St. John's University, New York, NY
York College/City University of New York
North Carolina A&T State University