

NIH Fellows Committee Agenda
Thursday, October 2nd, 2014
Wilson Hall Third Floor, Building 1
Call-in number: 1 866 772-5230, Passcode: 8168509

1. Welcome New Members
2. Introductions
3. September minutes- approval
 - a. Minutes approved
4. Remarks (10 Minutes):
 - a. FelCom Officers
 - Lucie Low, Natalia Chalmers, Anna Sundborger, and Joseph Tiano
 - b. Office of Intramural Training and Education (OITE)
 - Lori Conlan and Shawn Mullen
 - c. Office of Intramural Research (OIR): Charles Dearolf
5. New Business (15 minutes)
 - a. Focus group invites (Lucie Low)
 - b. R&W liaison election
6. Subcommittees and Liaison Announcements (10 Minutes)
7. Any other business (10 minutes)

a. Animal Research Advisory Committee	Lara el Touny
b. Career Development Committee	Jennifer Plank & Ben Blehm
c. Child Care Board Liaison	Kristin Dupre & Anastasia Aksyuk
d. Clinical FelCom	Natalia Chalmers & Sid Kerkar
e. Committee on Scientific Conduct & Ethics Liaison	Peter Winter
f. FAES Liaison	Jessica Mann & Ji Yan
g. FARE Committee	Sudhir Rai & Hien Dang
h. Graduate Medical Education Committee	Dawn Ionescu & Ali Abbas Syed
i. Human Subjects Research Advisory Committee Liaison	Jeanelle Spencer
j. IPRWH Liaison	Ni Hong
k. Medical Executive Committee Liaison	Natalia Chalmers & Sid Kerkar
l. Mentoring	Jessica Pierce & Libby Barksdale
m. National Postdoc Association Liaison	Monica Deshpande & Tara Burke
n. Recreation and Welfare Committee	Jeanne Morin-Leisk
o. Service Outreach Subcommittee	Tilman Rosales, April Killikelly & Douglas Dluzen
p. Social Committee	Anna Sundborger & Christiane Kuschal
q. Training Directors Committee Liaison	Andres Canela Rodriguez & Lucie Low
r. Visiting Fellows Committee	David Sanchez-Martin & Jithesh Veetil
s. WALs Committee	Shan He & James Keller
t. Women Scientist Advisors Committee Liaison	Ulrike Klenke and Danielle Friend
u. AFTR Liaison	Arunima Gosh & Soumya Chatterjee

8. Adjournment

Officers:

- Half of co-chair and liaison reports were not submitted at all.
- Please have your reports submitted on time.
- If you have nothing to report please send an email that says “nothing to report”

Absences and Attendance

- If you have 4 unexcused absences you have to step down from your position
- You can call in from lab if there is an experiment going on or from home if you are sick
- Please send excused absences to Anna and one of the two co-chairs
- the rules for excused absences – which are varied – are located on the felcom website
- <https://www.training.nih.gov/FelCom/Bylaws>

“Job description”

- Every felcom elected representative (subcommittee co-chairs and liaison) needs to draft a short paragraph describing what they do as a chair/liaison
- This is so when felcom advertises your position to new members they can include the job description so those thinking about running for the position know what it entails
- It will also be posted on the felcom website

FARE election next month

- If you want to be a FARE co-chair please prepare your statement of why for next meeting when elections will be held

Travel article description

- I (Joe Tiano) have written an article on postdoc travel to scientific conferences that will be published in the Catalyst in Jan-Feb 2015
- This article has a word limit so I cannot include any of the statements that felcom members have provided me ☹
- However, I will also publish a longer version of this article in the NIDDKs newsletter that includes all of the fellows statements ☺
 - o No names will be included. All statements will be unanimous
- If you haven't sent me your experiences on traveling to conferences there is still time to send them to me (joseph.tiano@nih.gov)

OITE

- Nothing to report
- Thanks to everyone who showed up for postdoc appreciation week

OIR

- The research festival was successful.
- Reports on attendance are still coming in
- Most of the felcom members present said they attended all or part of the research festival

Fellow-L

- Volunteer activities that are being posted on fellow-L are coming under some increased scrutiny because it is a government listserv and has rules and regulations

- i.e. it cannot be seen as favoring one group or disease based system over another
- thus and volunteer activities that raise awareness or support any disease-based system cannot be posted on Fellow-L (looks like preferential treatment by favoring one disease over another)
- Fellow-L only has 1,200 members while there are over 3,000 postdocs so it doesn't have the widest distribution
- The OITE LinkedIn group has over 5,000 members and the posts do not have the same rules and regulations as fellow-L so (almost) anything can be posted there
 - Cannot violate the Hatch act which is lobbying

Focus Group

- In the next few weeks the IRTA and CRTA fellows will receive an e-mail from the Intramural Committee of the Working Group on Women in Biomedical Careers
 - IRTAs and CRTAs are only U.S. citizens who are postdocs. Those on a visa fall under a different category called visiting fellows and will not be receiving this survey (at least not the first round)
 - Postbacs are also IRTAs but classified slightly different from postdoc IRTAs and will not be receiving this survey (at least not the first round)
- The e-mail will ask people to volunteer for a focus group on women in biomedical careers
- Focus groups will be held over lunch with free pizza (not paid for by government funds)
- There will be 6 focus group sessions so if too many people sign up there will be a lottery to select those who will attend
- Judie Walters is the point of contact for the survey so if you have any questions please email her (waltersj@ninds.nih.gov)
- This endeavor is being spearheaded through building 1 (Dr. Gottesman's office).

Mentoring committee

- The mentoring committee handed out their "field guide for post-docs" document which will be given out at every postdoc orientation
- A recommendation to add the FelCom logo to the document was made so that gets credit
- If you want to see this document please e-mail the mentoring committee co-chairs
 - https://www.training.nih.gov/felcom_officers_and_committee_chairs

R&W liaison election

- Tim Petrie was elected unanimously as R&W liaison

Next meeting: November 7th, 2014

SUBCOMMITTEE & LIAISON REPORTS

Animal Research Advisory Committee

Lara el Touny (NCI)

Nothing to report.

Career Development Committee

Ben Blehm (NCI) & Jennifer Plank (NIDDK)

Our next Career Development committee meeting is this Thursday, Oct 2nd at 3 pm. We had a successful Careers at Scientific Societies panel on Sept 23rd and will have our next panel, Careers in Product Development, Oct 14th, at 3 PM, in Bldg 35A rm 620/630.

Childcare Board Liaison

Kristin Dupre (NINDS) & Anastasia Aksyuk (NIAMS)

September, 2014 Child Care Board report.

The Board welcomed 4 new voting members, each of whom will bring a distinct perspective that should enrich the Board.

The Dependent Care Committee had a very active summer, including the Health & Wellness Day. The FELCOM liaisons currently are not a part of this subcommittee.

The NIH Child Care Board 2013-2014 Annual Report is complete and available online at http://www.ors.od.nih.gov/pes/dats/childcare/ccb/Documents/2013-2014_Annual_Report_508compliant.pdf.

There has been no actual ground breaking for the new Northwest Child Care Center since the ground breaking ceremony on April 29th. There are legal issues concerning a contracting issue that needs to be taken care of prior to any construction. The FELCOM liaisons currently are not a part of this subcommittee.

The Legislative Committee has revealed that it will be possible to pursue partnerships with outside child care facilities for NIH employees and trainees and has moved forward with this issue to Dr. Gottesman's office. This committee is still interested in exploring ways for NIH fellows and postdocs to have some of the benefits as federal employees, such as the subsidy program. Anastasia Aksyuk and Kristin Dupre are both part of this subcommittee.

Bright Horizons won the 5 year contract for the NIH Back-up Care Program, which is now a permanent program. It is available for postdocs and received a lot of positive feedback.

The Board is interested in interacting with the NIH Working Group on Women in Biomedical Careers, especially the issue of why there is a drop off from women to leadership positions.

The Life @ NIH Survey was successful and reached other institutions that wish to emulate this survey.

New Board members suggested updating the NIH Child Care Needs Assessment & Benchmark Study that was conducted in 2008. This study assessed the needs of NIH employees for child care and included benchmark data from 12 other agencies and organizations.

The Strategy, Marketing, and Communication Committee will review/revise information for NIH outreach efforts, identify additional outreach populations, and create PR articles/messages for the NIH community, including the President's report. Kristin Dupre joined this subcommittee with the goal of increasing awareness of NIH Child Care services to NIH trainees.

Clinical FelCom

Natalia Chalmers (NIDCR) and Sid Kerkar (CC)

No report submitted.

Committee on Scientific Conduct and Ethics

Peter Winter (NIBIB)

Nothing to report.

FAES Liaison

Jessica Mann (NIAID) and Jia Yan (NIAAA)

The FAES Education Committee will be meeting this month on Friday, October 17, 2014. All fellows are encouraged to provide us with any FAES graduate school-related feedback that you would like us to relay during the meeting. We will bring any ideas to the discussion.

FARE Committee

Sudhir Rai (NICHD) & Hien Dang (NCI)

No report submitted.

Graduate Medical Education Committee *Dawn Ionescu (NIMH) & Ali Abbas Syed (NCI)*

No report submitted.

Human Subjects Research Advisory Committee

Jeanelle Spencer (NCI)

No report submitted.

IPRWH Liaison

Ni Hong (NIDDK)

No report submitted.

Medical Executive Committee

Natalia Chalmers (CC) and Sid Kerkar (CC)

No report submitted.

Mentoring Committee

Libby Barksdale (NICHD) and Jessica Pierce (NIDDK)

The Mentoring Committee has turned in our “Field Guide for Postdocs” handout and our website content to the powers that be. Hopefully both will see action soon.

NPA Liaison

Tara Burke (NICHD)

I, along with the FelCom co-chairs, submitted an abstract to the NPA national meeting, which will take place March 13-15 in Baltimore, Maryland.

*The Fellows' Committee at NIH: bringing together a diverse population of researchers.
Tara L. Burke, Natalia I. Chalmers, and Lucie A. Low*

The Fellows' Committee (FelCom) at the National Institutes of Health (NIH) is an organization dedicated to 3000 fellows, spread across 23 institutes in the intramural program of the NIH. Representing the needs of a diverse population, and articulating fellows' concerns to the NIH administration across this large program, is FelCom's job. We strive to disseminate information and address aspects of NIH that may affect fellows, and to work with intramural NIH leadership to optimize the postdoc experience. To achieve this, every institute appoints one basic and one clinical representative to FelCom, and we have 50 actively engaged members. The work of FelCom is supported by eight subcommittees and fifteen liaison positions. Subcommittee focus areas include: career development, service and outreach, and coordinating the annual NIH-wide Fellows Awards for Research Excellence (FARE) which this year distributed nearly \$250,000 in travel awards to intramural postdocs. Elected liaisons make contributions on high-level NIH-wide committees such as those for animal research, childcare, research ethics, and more. FelCom works closely with two NIH groups - the Office of Intramural Training & Education, and the Foundation for Advanced Education in the Sciences, to offer the best training and educational resources to postdocs on campus.

FelCom can serve as a model for other large institutions with both basic and clinical scientists seeking to create an active, sustainable, well-integrated postdoc association to assure Fellows receive the best possible experience during their training periods.

Recreation and Welfare Committee

To be elected

Service and Outreach Subcommittee *Tilman Rosales (NHLBI), April Killikelly (NIAID), Douglas Dluzen (NIA)*

Lead-Chair: Tilman Rosales – NHLBI

Co-Chair: April Killikelly – VRC

Douglas Dluzen- NIA/IRP (Baltimore)

Committee Members (bold indicates present): Abramowitz, Lara (NIH/NIDDK); Adikaram, Poorni (NIH/NIDDK); Bossert, Adam (NIH/VRC); **Crotti-Espinoza, Luciana (USUHS)**; Forcinito, Patricia (NIH/NIDCR); Irvin, Veronica (NIH/OD); Knosp, Wendy (NIH/NIDCR); Negbenebor, Nicole (NIH/NHLBI); Singh, Parmit (NIH/NICHD); Vrentas, Catherine (NIH/NIAID); **Williams-Bey, Yolanda (NIH/NIAID)**; Rashid Gazi; Jenny Kim; Yan, Jia (NIH/NIAAA); Lepone, Lauren (NIH/NCI); **Parrow, Nermi (NIH/NIDDK)**; **Dluzen, Douglas (NIA/IRP)**; **Shukan, Evan (NIH/NINDS)**; **Chen, Shu-Hui (NIH/NIAID)**.

A few things that were brought up during the last meeting:

Please note meeting time and location have changed to Mondays at 12-1pm in Bldg 50/3328. Next meeting is Oct 6th.

Evan Shukan brought up some some organizations that the NIH community might be interested in. They are SOME.org (<http://some.org/volunteer>) and the DCJCC (<http://washingtondcjjcc.org/volunteer/year-round-opportunities/>).

April Killikelly recently brought up more information about ReSET. ReSET has a group here on campus call Curiology. Curiology runs two experiments per month during the school year on Saturday mornings at a school in NE DC. They are currently looking for new members. This is a great way to get involved with a program that runs on weekends (it is the only ReSET program that does). Email Owen (smithowenk@gmail.com) or Lele (leanora.hernandez@gmail.com) for more information.

Past Events:

- **ReSET** is an organization that brings scientists and engineers into K-6 classrooms-although they have brought people in middle and high schools before, if that is your interest. They work with you or your team and teachers to match up interests and help to set up the clearance and visits to the schools. They try to match up during the summer to be ready for the Fall school year.

Information on the Seminars:

Sunday, Sept. 28 from 2:30 - 5:00 pm in the upstairs room at the Public Bar in Tenley, NW DC, at 4611 41st St. NW, Washington DC 20016 (corner of Wisconsin Avenue).

One more seminar on Oct 6th (see future events).

- **The STEM Achievement in Baltimore Elementary Schools (SABES) program is looking for volunteers to teach STEM-related subjects in the Baltimore Public school system to students in grades 3-5.** This is an excellent opportunity to develop important career skills in STEM outreach and education and development. Please see the attached flier for more information and contact information for the SABES program. **Volunteers are need by the first week of September!**

Total commitment time is low (~2-3 hours every few weeks) but SABES is looking for individual or group volunteers from September through next June. There will be some afternoon sessions during the normal work week and permission from your PI is required. Please contact Lisa Russell (lisa.russell@nih.gov) or Douglas Dluzen (douglas.dluzen@nih.gov) for further information or if you have any questions. Contact information for the SABES program directly is found in the flier. (Douglas Dluzen)

- **Children's Science Center- Mobile Labs Training session for the whole year. Class is offered twice a year! Location:** Children's Science Center Headquarters, 2214 Rock Hill Rd., Ste. 380, Herndon, VA 20170. **Time:** Sunday, September 14, 2-4 pm.

Future events/Planning updates:

- **Making Strides Breast Cancer Walk in Washington, DC for the American Cancer Society.** (Nermi Parrow)
 - The walk is scheduled to take place on Sunday, October 5 2014.
 - The website is live (check it out at www.makingstrideswalk.org/washingtondc)

- **ReSET** is an organization that brings scientists and engineers into K-6 classrooms-although they have brought people in middle and high schools before, if that is your interest. They work with you or your team and teachers to match up interests and help to set up the clearance and visits to the schools. They try to match up during the summer to be ready for the fall school year. One more Seminar this coming Monday:
 2. Monday, Oct. 6 at 4:30 - 7:00 pm, Westin Whitney Conference Room in Alexandria, VA, 400 Courthouse Square, Alexandria, VA 22314

Agenda:

4:30 - 5:30 RESET Volunteers including Sari Jayne Paikoff describe classroom experiments, with reactions from a panel of RESET educators (in Whitney Conference Room).

5:30 - 6:00 GMU Professor Sherri Kohr presentation on classroom observation of RESET volunteers and the role of exploration, trial and error and problem-solving in STEM learning.

- **Capitol Food Bank- We have a date for October 4th. Some slots still available.** Please contact Lillian.Kuo@nih.gov or Tilman Rosales at rosalest@nhlbi.nih.gov.
- **Casey Trees- Planting trees in the Brookland Manor Community on Nov 1st. (9-12pm).** Please contact Tilman Rosales at rosalest@nhlbi.nih.gov for information on how to sign up.
- **DC Central Kitchen. Meal preparation on Dec. 13th.** We are lucky to have a few spots to help with meal preparation. December is a popular month! More information to follow.

Social Committee

Anna Sundborger (NIDDK) & Christiane Kuschal (NCI)

No report submitted.

Training Directors Committee

Andres Canela Rodriguez (NCI) and Lucie Low (NCCAM)

The Postdoctoral Subcommittee (PS) of the Training Directors Committee (TDC) did not meet in September.

In the last Training Directors Committee (TDC) on September 18th, 2014, Dr. Jackie Lavigne, presented the updated version of the IDP Recommendations after receiving feedback from faculty and fellows. The Recommendations were voted and approved, the next step is present them to Dr. Michael M. Gottesman for his approval. It was also discussed and agreed to create a common template to be used in all the ICs. Next Dr. Andrew Ryscavage gave a follow-up in the NIH-FTC

Portugal Fellowship program. It is a pilot agreement between the NIH and the Foundation for Science and Technology (FCT) to build a framework for the top Portuguese science graduates to come to the NIH, receive world class mentoring and training, return to a funded environment, and continue collaborations established here. The NIH has similar agreements and Fellowship programs with other countries like Brazil, Korea and Japan. The FCT will support the training and visits back of the fellows to Portugal and NIH will pay for insurance costs, facilitate training as it would with any other Fellow, and advertise to PIs throughout the ICs. The FCT is currently screening for candidates, they have approached PIs directly and once the FCT selects the candidates, they will be recommended to the NIH for acceptance into the Program.

Next, Dr. Lori Conlan presented the evaluation of the Academic Job Hunt Series at the OITE. This series was developed 5 years ago and it is given in 2 academic packages: one at Fall with Academic Job search Packages and interviewing, and other in Spring with Evaluation and negotiating offers, and transition. Additionally this series offers appointments with OITE staff members, document review and Career Symposium academic track. It was videocast in 2010 and 2014 and also offered in other campus different than Bethesda. They were evaluating the series with surveys since the start and has been rated closed to the best, attendees appreciate the clear guidance, the package of examples and the offer to look at their application materials. In 2014 in the Academic Job Search they did a more extensive evaluation, most of the attendees are currently applying to a job, the speaker was highly rated, the attendees that want research intensive position were the ones that better answer that this series meets their needs, and attendees considered that these workshops make a difference and they would recommend it to other peers. In addition, the attendees that met with OITE staff found the meeting very satisfactory. As improvements attendees proposes to enhance the interests of clinical fellows, have more info about possibilities in public vs private schools, opportunities for fellowships and try to reach better the off campus people.

Next, Dr. Conlan surveyed and open a discussion with the TDs about if they are doing presentations for getting academic jobs (some ICs they do) what academic packages they offer, if they help their fellows with interviews (no, it is something organized by laboratory of the fellow), help for research or teaching statements (no, but there are resources at the NIH that can help the fellows in editorial matters). The TDC wants that in each ICs the fellows are encouraged to attend to the Stadtman talks. Dr. Pat Sokolove's evaluation of the "Getting to Graduate/Professional School Activities/Resources" at the OITE in the agenda for this meeting was postponed for next month. Dr. Jonathan Wiest resigned from his position as Chair of the Training Directors Committee and Dr. Dave Robinson was elected to be the next Chair.

Visiting Fellows Committee

David Sanchez-Martin (NCI) & Jithesh Veetil (NIAAA)

Visiting Fellows Committee October 2014 Report

Join VFC...

VFC is currently recruiting interested visiting fellows to join various projects at VFC like SVH, webpage development and new ideas to help the transition from abroad (or leaving NIH!). All visiting fellows who are interested in participating and bringing fresh ideas of activities to promote international community and career development are encourage joining the VFC monthly meeting held at 4:00pm in Bld 2, Rm 2W15, the second Monday of the month. Please come to our next meeting on October 13th!

International Expo 2014 (held on September 9th, 2014):

The International Expo 2014 was held on September 9th. It started with the projection of a video and a presentation for career planning in Masur and then moved to the FAES classrooms and terrace for the interaction between the exhibitors and the fellows, as well as for the short presentations by some of the exhibitors. The attendees were numerous (far more than the registered), especially to the short presentations that were well received by the attendees (especially the World Bank, the EU, FAPESP and others).

If you were not able to make it, stay tuned for the special edition of the VFC Newsletter covering the event.

DIS/VFC Immigration Symposium

The second DIS/VFC Immigration symposium is today (October 2nd), in building 45. A short introduction by the head of the DIS, followed by 4 talks repeated in 2 sessions (below) and a Question & Answer booth:

1. J-1 to H-1B – Learn about the complex immigration steps encountered when changing immigration status from J-1 Exchange Visitor to H-1B Temporary Worker.
2. Facilitating Exchange: 212e and J 1 Exchange Visitors – Explore the “exchange” nature of the J-1 Exchange Visitor Program with a focus on the two-year home country physical presence requirement (known as “212e”).
3. Extending Stay at the NIH: G-7 Program – Hear about the process and requirements to extend the J-1 beyond five years under the NIH’s G-7 Program.
4. Lawful Permanent Resident Options – Provides an overview of the eligibility and qualifications to permanently reside in the U.S.

VFC Newsletter

The summer edition of the newsletter can be downloaded from:

https://www.training.nih.gov/assets/VFC_Newsletter_2014_Summer.pdf

The Visiting Fellows Committee is looking for fellows who are interested in writers and editors for the VFC-Newsletter.

The VFC-Newsletter production team is composed of NIH fellow writers and editors and recruits on an ongoing basis. If you are interested in science writing and editing careers to gain valuable experience, develop transferable skills, and add to your writing portfolio, please submit a statement of intent, not greater than 150 words, to our managing editor Dr. Amie Moody (Amie.Moody@nih.gov). Your statement should highlight your desire to serve in such a capacity, your ability to dedicate the necessary time to this activity, and how this opportunity would fit into your personal career goals.

Science Voices from Home (SVH)

VFC organizes and hosts the Science Voices from Home (SVH) program for fellows interested in careers abroad. For more information, please contact Martin Lang (martin.lang@nih.gov) of the Visiting Fellows Committee, Science Voices from Home subcommittee.

WALS Committee

Pere Puigbo Avalos (NCBI) and Nermi Parrow (NIDDK)

No report submitted.

Women Scientist Advisors Committee *Ulrike Klenke (NINDS) and Danielle Friend (NIDDK)*

No report submitted.

NIDA- Baltimore

Comfort Boateng

No report.

NIA- Baltimore

Jennifer Illuzzi

No report.

NIEHS-North Carolina

Kristin Gabor and Deirdre Robinson

September 2014- No meeting was held due to the celebration of Post-doc/Fellows appreciation week.

September 12, 2014- Fellows met with Scientific Director Dr. Zeldin and had a very productive discussion about stipends, new PI recruits and postdoc positions, grant funding for the fellow and travel.

NCI-Frederick

Payal Khanna

No report.

NCI Shady Grove

Anna Coghill

Nothing to report.

NEI

Ping Cheng

The two-day symposium for postdocs at NEI called *Focus on Fellow* will be held on October 30, 31. Selected postdocs will present their research. Round tables will be also available for different topics about how to develop postdoc career, such as get research funding, seek jobs

FDA CBER/CDER Fellows Association

Evgeniya Volkova

No report.

PRAT Fellows

Carrie House

Nothing to report.

Elections

R&W Liaison

The liaison to Recreation and Welfare is responsible for coordinating communication between the R&W association and the postdoc community. Generally an advocate for facilities and events centered on health and wellness, the liaison to R&W is responsible for making sure postdocs are aware of the opportunities and services available to them. Additionally, as an advocate for postdoc

health and wellness, the R&W liaison communicates unmet needs of the postdocs to the R&W association.

Candidate: Timothy Petrie – NICHD

As a scientist in academia for 15 years now, from undergrad through postdoc, I am well aware of the mental and physical pressures, long work hours, and stresses that go along with the exciting lifestyle of an academic. In my opinion, I find it imperative that one takes care of their physical, mental, and spiritual self and devote just as much hard work to doing so as one does to their scientific endeavors, in order to sustain their well-being. Scientists in academia need to have some balance, and I have found personal that physical fitness and activity, social events, and meditation/spiritual activities have been extremely beneficial for me to achieve this balance between my work and family/personal life. I am a competitive endurance runner, skill sport player, nature enthusiast, and outreach volunteer. I am passionate particularly about physical fitness, and during my first month here I worked hard to find out and to take advantage of all the great things that R&W affords us here at the NIH, including physical fitness programs, movie nights, wellness activities and farmer markets, food expositions, sporting events, and even alternative transportation. I would love to make all these great attributes of the Recreation and Welfare more known to my fellow colleagues, and I feel, even after just a month here, that I have personally been successful in doing so myself. Moreover, I'd also love the opportunity to interact with those colleagues that also have a passion for similar things, and, together, formulate a voice to address our thoughts and ideas to the association to procure a better wellness environment for postdocs on campus.