



NIH VFC Newsletter

2016 Winter Edition

Contributing to global science development by building careers

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Overcome the Fear that Haunts Your Success

---Dr. Pauline Rose Clance's
Impostor Phenomenon

By Ping Chen, MD, PhD

The well-known psychologist, Dr. Pauline Rose Clance, emeritus professor of Georgia State University, was the keynote speaker at the NIH Graduate Student Research Symposium, held on January 12th, 2016. She delivered a lecture about the Impostor Phenomenon. She has written *The Impostor Phenomenon: Overcoming the Fear that Haunts Your Success*. She has been helping people achieve success through psychotherapy and research for 28 years. She came to NIH to give her thoughts on how to recognize and manage the Impostor Phenomenon.

What is Impostor Phenomenon? At the beginning of the lecture, Dr. Clance administered a test of Clance Impostor Phenomenon Scale (CIPS), to identify people with Impostor Phenomenon (available on her webpage at <http://paulinroseclance.com/pdf/IPTestandscoring.pdf>). In her lecture, she listed the following impostor characteristics: fear of failure, discounting praise, denial of competence, comparison of others' strength to your own weakness, fear of success, perfectionism, need to be special. In addition, the Impostor Phenomenon's traits are situational variables.

So what is the importance of the Impostor Phenomenon for graduate students and those of you who just started your new positions? She recommends people think in a positive way, such as, "I am excited about the work" and "I want to do it." Try to avoid thinking that "I can't do it." Finally, she informed everyone not to worry about having Impostor Phenomenon, because people who possess high Impostor Phenomenon are bright, successful, likeable, and highly respected!

Related to Dr. Clance's research, the journal Nature had a special report titled *Unmasking the Impostor* by Karen Kaplan in 2009 (Nature 459,

468-469, 2009). In her article, she introduced one of her strategies to overcome the Impostor Phenomenon. She reread her papers, and reminded herself, "Wow, that was great, that was such a good paper." For postdocs or graduate students, the author provided more strategies that will help those struggling with impostor phenomenon, such as finding a supportive mentor, taking classes to learn what you need, making a list of your strengths to remind yourself of your accomplishments, accepting nothing is perfect, and being aware of your language choices to avoid the negative.

According to Dr. Valerie Young, a Massachusetts career expert, "you don't have to always have the answer to be successful. You just need to know how to find the resources to get the job done" (6/2008): Interviewed by Rachel Sams, Senior Reporter, Baltimore Business Journal, Maryland, for her article, Are you an impostor? Phenomenon makes executives doubt their own abilities, skills.). Therefore, we, students and postdocs, need to be aware of the Impostor Phenomenon, think positively, and find strategies to enable our success.

Academia Is Not The Only Way: An Overview of Careers in Science Diplomacy and International Science

By Kumari Kavita, Ph.D.

Obtaining an academic position after a postdoctoral fellowship is more competitive than ever before. The seminar "Careers in Science Diplomacy and International Science" organized by FELCOM on December 15, 2015 highlighted career path options to transition away from the bench. The overall career advice from the speakers, which is applicable to most of the career paths, was (a) nobody cares about your career like you do, so think about it carefully, (b) be honest and bold enough to take risks, (c) be humble, (d)

recognize your unique skills and use them to market yourself, and, (e) peer reviewed publications are beneficial.

Dr. Lieven Huybregts, a researcher from Belgium who works at the International Food Policy Research Institute (IFPRI) in Washington, DC as Research Fellow, suggested that it is easier to find a job through your connections, so build a good network by collaborating and attending conferences. Another suggestion included boosting your publication output, which is very important considering it helps in initial selection of your CV. In addition, gaining practical experience, mentoring junior colleagues, changing your self-perception from follower to leader, combining short-term goals with long-term goals, being aware of the working culture of an organization, and exposing yourself to different environments help in getting a job. It is noteworthy that he did part-time consulting in Belgium for IFPRI before accepting his current position.

Two speakers, Dr. Lindsay A. Parish and Dr. Genya V. Dana, were in science policy and both completed the American Association for the Advancement of Science (AAAS) Science Policy fellowship. This fellowship is restricted to US citizens or green card holders; however, there are fellowships for non-US citizens as well (<http://www.the-aps.org/mm/SciencePolicy/Advocacy/Advocacy-Resources/Science-Policy-Fellowships.pdf>). As an Infectious Disease Advisor at the United States Agency for International Development, Dr. Lindsay A. Parish has to review, edit, and approve annual work plans, review technical reports, track progress of projects, attend meetings, and also visit national and international sites. We all know that every job requires a special set of skills, and her position is no exception. It requires international research experience, knowledge of foreign languages, project management experience, and willingness to travel to developing countries. According to Dr. Dana, who works as a Senior Science Policy Officer at the US Department of State, when hiring for a science policy position, it is important that candidates have problem solving abilities and are able to discuss a broad range of

topics. Publication in peer review journal is not critical. She recommended focusing on skills needed for the job. Networking is a must, along with maintaining a good LinkedIn profile, and it is also helpful to invite your connections for coffee to have informal discussions. During the meeting, focus on asking questions about the interests of the person, even if it is not related to science. You can also ask them if they have other connections you could reach out to meet with for informational interviews. It is also beneficial to join communities related to science policy on Facebook or social media.

Dr. Samuel B. Howerton, Deputy Director of the Office of Science and Technology Cooperation, US Department of State, enjoys solving problems. His current position requires management skills. He pinpointed the importance of coming out of your comfort zone to grab the problems and fix them. Avoid only speaking about your accomplishments, but also let the recruiting committee know how many times you failed, and how you overcame the adversity by acting as a leader. Encouraging your co-workers is one of the characteristics of a good manager.

As hiring managers, they suggested to make a different CV for each position that includes keywords from advertisement, include social activities, interests, and technical skills. Based on their suggestions, I would like to emphasize when attending an interview, especially for the non-traditional career path, make sure you have your own unique story. Discuss your dreams, failures, and hurdles during your path, and then mention how you overcame them.

Overall, there are several other career pathways in addition to academia. To obtain these positions, focus on strengthening your soft skills to fit in these jobs, such as for science policy, proactively keep track of new scientific technology. Join the science policy group at NIH and look for “connecting links”, such as a science policy fellowship or detail position, for successful transition. With networking, you have a better chance to get a position. Start thinking about what

is your life story that leads to your forthcoming job!

OITE event: Industry Careers Overview

By Lauren Lepone, PhD

On December 8, 2015, the Office of Intramural Training and Education (OITE) held a career exploration seminar called “Industry Careers Overview and Job Packages”. This workshop was led by a member of the OITE staff and provided information about the various industry career opportunities for PhD scientists, as well as how to prepare a competitive resume for these positions. This seminar also covered how changes in the healthcare market impact opportunities in industry.

The term industry covers a wide range of businesses including pharmaceutical, biotech, medical device manufacturers, service providers, and health insurer companies. The global revenue estimate of industry in 2014 was 1.5 trillion dollars, with jobs in pharma/biotech in the United States reaching over 650,000. This highlights that there are many opportunities available for a career in industry.

There are job opportunities for PhD scientists at all sized companies, ranging from start-up companies to mega companies such as Pfizer. There are also career options in many different areas of industry, including research and development (R&D), commercial, product support, services, and operation. Typically positions in R&D require a PhD and include areas of discovery, preclinical and clinical testing, project management, and product development. Commercial positions usually require a master’s degree and include sales and marketing. Most product support jobs require a PhD, and these positions, such as medical science liaisons and regulatory affairs, link the R&D and commercial areas of industry. Services and operations have opportunities for both PhD and master’s level, such as management consulting and IT roles. A recommended resource for detailed

information about the different types of career options was a book titled “Career Opportunities in Biotech and Drug Development” by Toby Freedman.

When searching for an industry position, it was highlighted that one should focus less on the job title and more on the responsibilities and qualifications listed in the job posting since different companies can use different titles for the same position. For visiting fellows, it was highlighted that there are opportunities available for non-US citizens. Usually bigger companies are more likely to sponsor a visa than a start-up or small company. Another option is to look for companies that have international opportunities for positions outside of the United States.

The importance of well-written resumes and cover letters was also emphasized in this seminar as these are selling documents that will lead to an interview and ultimately a job offer. Resumes should be tailored to each specific job and use the keywords from the job posting throughout the resume. For industry positions, a resume, not a curriculum vitae, should be used. The main sections of a resume include contact information, summary of expertise, summary of accomplishments, professional experience, education, skills, leadership, honors, and publications. Overall, a well-written resume needs to focus on the results and application of one’s work rather than just listing everything that has been done. The main sections of a cover letter include a first paragraph with basic information, a second paragraph with why you are interested in the position and how you are the right fit for it, and a third paragraph stating you are interested in interviewing and thanking them for their consideration. If possible, the cover letter should be addressed using the name of the hiring manager for the position.

OITE has a career services center (https://www.training.nih.gov/career_services) and appointments can be made for help with resumes, cover letters, and career counseling. For more information, this seminar has been previously shown as a videocast.

(<https://videocast.nih.gov/Summary.asp?File=17766&bhcp=1>).

BrowZine: Browse the NIH Library's Journals on your Mobile Device or Laptop

By Diane Cooper,
MSLS/Biomedical
Informationalist/NIH Library

What is BrowZine?

BrowZine is an app that brings the NIH Library's biomedical and clinical research journals to your iPad, iPhone, Android tablet, and Android smartphone for browsing. Or you can use it on your laptop. It brings the NIH Library's journal content together from multiple publishers and platforms into a single place where you can save your favorite journals, view the table of contents and read or save articles as new journal issues are released.

With BrowZine you can:

- Create a bookshelf of your favorite journals for easy, fast access
- Read articles in a format optimized for a tablet device
- Get alerts when new journal issues are published
- Save articles for later

Accessing BrowZine

To access BrowZine from your desktop or laptop, go to <http://browzine.com>. Select National Institutes of Health NIH, and login with your network password.

To download the BrowZine app to your mobile device, go to <http://thirdiron.com/download-browzine/>.

Authentication

1. After downloading and opening the app for the first time or using the web version, you will be asked to 'Choose a Library'.
2. Scroll down to, or type into the search bar, 'NIH Library' and select.

How to Use BrowZine on Your Mobile Device

Selecting Journals

1. To search for available journals, select '**BrowZine Library**'. Journals can be searched for by title or browsed by subject area. Click on the title to be taken to the current issue of that title.
2. To save your favorite journals to the BrowZine Bookshelf, select '**Add to My Bookshelf**' button when viewing the Table of Contents of a journal.
3. To view the Table of Contents for older issues of a journal select the '**Back Issues**' button.

Saving Articles

1. To read an article select a title from the Table of Contents.
2. Articles can be saved by tapping the filing drawer icon in the Table of contents view or select '**Save Article**' in the '**Send to...**' menu in the article view.
3. The filing drawer icon will be highlighted yellow if an article is saved.
4. These saved articles can be accessed by selecting '**Saved Articles**' in the black bar on the bottom of the app window.
5. Once an article is open, you can browse the issue by using the arrows in the top right to move forward to the next article or backwards to the previous one.

Email me in the NIH Library if you need help with BrowZine.

diane.cooper@nih.gov

Upcoming Events

Brown Bag Seminar

February 29, 2016
12PM
NIH Library Training Room

The next VFC Brown Bag seminar will be with Fogarty International Centre. This is an excellent opportunity to hear all about the opportunities that are available to Visiting Fellows through FIC. Topics will include:

1. Funding opportunities in specific countries for fellows returning home (e.g. Brazil, China, India)
2. K43 Career development program grant
3. Working individually with fellows looking for funding opportunities to return to their home countries.

VFC Monthly Lunch

March 17, 2016
12PM
2nd floor cafeteria, Building 10

Looking for an easy way to meet new people without having to veer very far from your lab? Join the VFC for its monthly lunches held at the 2nd floor cafeteria in Building 10 every 3rd Friday of each month where you can bring your lunch and chat with other fellows. Look for the Visiting Fellows sign.

VFC NBA Basketball Trip

March 23rd 2015
7PM
Verizon Center
601 F St NW, Washington DC
(Nearest metro station: Gallery Place/Chinatown)

Join the VFC to watch the DC Wizards take on the Atlanta Hawks! Tickets are selling for \$28 and that includes a free t-shirt and a group photo on the court at the end of the game! To purchase your ticket go to:

<https://groupmatics.events/#/event/NIHWIZ>

Promo Code: NIHWIZ

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Looking for Leadership Opportunities?

Join the NIH Visiting Fellows Committee (VFC), an organization that is:

- dedicated to building community amongst the NIH's diverse fellow population;
- committed to bringing career building resources and events to the fellows of the NIH;

Become a voice regarding issues of importance to visiting fellows.

Help your career as you help your colleagues.

Contact any of the Visiting Fellows Committee officers below to find out about being a part of the VFC.