

NIH Fellows Committee Agenda

Thursday, November 1st, 2018

Wilson Hall, 3rd Floor, Building 1

Call-in number: 1 866 772-5230, Passcode: 8168509

1. **Welcome New Members**
2. **Introductions**
3. **Approval of October minutes**
4. **Remarks (10 minutes):**
 - a. FelCom Officers: Katherine Reding, Peter Demaria, Eric Gonzalez, Allison Cross
 - b. Office of Intramural Training and Education (OITE): Lori Conlan
 - c. Office of Intramural Research (OIR): Charles Dearolf
5. **New Business (25 minutes)**
 - a. Elections:
 - 1) Women Science Advisory (WSA) Committee Liaisons (2)
 - 2) Fellows Award for Research Excellence (FARE) Committee (2)
 - b. “Bethesda Postdocs” Facebook Page and Google Group – Updates
6. **Subcommittee and Liaison Announcements (15 minutes)**
7. **Any other business (5 minutes)**

Next meeting: December 6th, 2018

- 1) Meeting called to order 4:03
- 2) October meeting minutes approved
- 3) **Remarks (10 minutes):**
 - FelCom Officers: Katherine Reding, Peter Demaria, Eric Gonzalez, Allison Cross
 - Katherine
 - Thank you to everyone who helped at the FELCOM table at the international expo
 - In the future, will be asking to collect reports from liaisons and reps by Tuesday 5pm before meetings
 - Office of Intramural Training and Education (OITE): Lori Conlan
 - Office of Intramural Research (OIR): Charles Dearolf
- 4) **New Business**
 - Postdoc social page updates- Kathy gave update
 - For Facebook group- moving away from community page – moving to a private group instead- need link to join, once you ask to join you will be asked 3 questions
 - What institute do you work for?
 - What building are you in?
 - What position are you in?
 - Lori suggests changing building question to what “what campus are you on?” this will help for people at NCATS and at Twinbrook for example
 - Once in group, you can post on main board, add events in calendar, add photos- all posts will be approved by administrators at least in initial stages
 - On Facebook “Bethesda postdoc”
 - You can invite people by forwarding link
 - Lori- postdocs send something through postbacL about once a month with notes about social stuff as well (ie. this is what is happening this month, this is where you can find

our Facebook group), could use an email in Fellow-L to push people to other sites, like the Facebook group

- Lori- Should people get automatically added to Fellow-L? and then they can opt out if they want
 - Kathy- will bring that up to PR committee, most people in room agree this is great idea
- Elections
 - Congratulations to Jennifer L. Groebner and Mona Wu Orr, the newly elected Women Scientist Advisors Committee liaisons.
 - Congratulations to Helen Thompson Michael and Sara K. Young, the newly elected Fellows Award for Research Excellence (FARE) Committee co-chairs.

5) Subcommittee and Liaison Announcements (15 minutes)

- From visiting fellow committee
 - **International expo happened one week ago, huge success with over 200 participants**
 - Event might not be sponsored next time (which would be 2020)
 - Have Halloween party happening on Friday- at FAES house - there will be live band as well
- Human Subjects Research Advisory Committee
 - There are many proposed changes (ie. random assignment of chairs) to the NIH IRB coming, they are tentative and will be laid out over the next 6-12 months, believed changes with streamline the process
- Peter Demaria - The Clinical Center is reviewing the electronic medical record (currently AllScripts) and if you would like to share your opinions as part of the EMR committee, please email Maria Joyce.
- Patrick- today is the start of the new health insurance program
 - Patrick and Kathy attended meeting last week, Kathy presented survey results, response was not overwhelming but got comments, committee wanted more formal survey/study with much more responses, they wanted numbers not testimonials
 - Committee did say conversations are still on-going and coverage for infertility will probably be re-discussed next year
 - Highlight changes
 - Diagnostic radiology- before just paid copay- now pay deductible plus 5%
 - Out of pocket max is 2500 total!
 - More coverage for out of network
 - See bulleted pros and cons
 - Note- Clinical fellows have different insurance – not same as postdoc, postbac fellows
 - If you have specific questions/your needs- talk to FAES
 - Note- First meeting with infertility clinic should be covered- just first though
 - From meeting- it was clear this year that they had most discussion between FAES and scientific directors, this will likely continue moving forward
- Social Committee
 - The Social Committee has signed up for the 15th Annual NIH Gingerbread House Decorating Contest, which will begin on December 3rd at noon- FELCOM team is forming, sign up to join

6) Any other business (5 minutes)- none

7) Meeting adjourned 5:06

Next meeting: December 6th, 2018

MEMBERSHIP

FelCom Subcommittee	Co-Chairs
Career Development Committee	Suna Gulay & Fany Messanvi
Clinical FelCom	Peter Demaria & Chris Pleyer
FARE Committee	Ying Fu & Carlos Guardia
Mentoring Committee	Fei Mo & Anshika Jain
Public Relations Subcommittee	Alexis Carter
Service and Outreach Subcommittee	Sarah Hawes & Mahamat Babagana
Social Committee	Yingxi Chen & Steven Brooks
Visiting Fellows Committee	Ulrike Boehm & Daphnée Villoing
Wednesday Afternoon Lecture Series (WALS)	Salina Gairhe & Valerie Darcey

FelCom Liaison Position	Liaison(s)
American Federation for Medical Research (AFMR)	Amit Dey
Animal Research Advisory Committee	Guru Nagarajan
Child Care Board	Blake Warner & Cynthia Abou Zeid
Committee on Scientific Conduct & Ethics	Christina Fang
Foundation for Advanced Education in the Sciences (FAES)	Patrick Wright & Katherine Reding
Graduate Medical Education Committee	Jessica Zolton & Kannan Kasturi
Graduate Student Council (GSC)	Assaf Magen
Human Subjects Research Advisory Committee (HSRAC)	Rachel Sparks
Medical Executive Committee	Peter Demaria & Chris Pleyer
National Postdoc Association	Helena Farkasova
Outreach Liaison	Craig Myrum
PRAT Liaison	Abhi Subedi
Recreation and Welfare Committee	Nisha Nagarsheth
Training Directors Committee	David Borrego & Belinda Hauser
Women Scientist Advisors Committee (WSA)	Fatima Ali-Rahmani & Jessica Petrick

Institute/Center	Representative(s)	Institute/Center	Representative(s)
CCR-FYI (NCI)	Allison Cross	NICHD	Suna Gulay
FDA	Narayana Garimella	NIDA	Andrew Wright
NCATS	Eric Gonzalez & Atena Farkhondeh Kalat	NIDCD	Matt Fishl
NCCIH	Eleni Frangos	NIDCR	Belinda Hauser
NCI-CPFP	Joe Shearer	NIDDK	Shyamala Jadhav
NCI-Shady Grove	David Borrego	NIEHS	David Crizer
NEI	<i>VACANT</i>	NIGMS	Abhi Subedi
NHGRI	Xin Huang	NIMH	Kathy Reding
NHLBI	Fei Mo	NIMHD	Tingfen Yan
NIA	Christina Banuelos & Rebecca McPherson & Maja Mustapic	NINDS	Brian Trummer (Clinical) & Patrick Wright (Basic)
NIAAA	Carlos Cortes (Clinical) & Chuck Chen (Basic)	NINR	Cassandra Pattinson
NIAID	Steven Brooks	NCBI/NLM	Gurmeet Kaur
NIAMS	<i>VACANT</i>	USUHS	Faith Bloom
NIBIB	Sumit Chaturvedi	VRC (NIAID)	<i>VACANT</i>

COMMITTEE & LIAISON REPORTS

American Federation for Medical Research (AFMR)

Amit Dey

Nothing to report

Animal Research Advisory Committee

Guru Nagarajan

Here is some information about upcoming training opportunities. Please share it with other fellows.

- **October 17, 2018:** AALAS webinar with free CE, “Construction Noise and Vibration: Best Practices for Minimizing Impacts on Animals, Ongoing Research Studies, and Relationships with Scientists,” 1-2:30pm, Bldg 49, room 1851/1859 (first floor)
- **November 13, 2018:** AALAS webinar with free CE, “Humane Endpoints for Mice,” 1-2:30pm, Bldg 10, room 4-3330—directions will follow in a later digest.
- **December 11, 2018:** AALAS webinar with free CE, “The Role of Incident Reporting in Responsible Science,” 1-2:30, location tbd

Career Development Committee

Suna Gulay & Fany Messanvi

Our next meeting will be on December 6th at 3PM in Building 2, Room 2W-15.

Our next panel “Careers in Industry R&D” will take place on Tuesday, November 13th 3-5PM in Building 50, Room 1227.

Childcare Board Liaisons

Blake Warner & Cynthia Abou Zeid

I. Welcome and Introductions of Board Members/Attendees

II. Annual Report – Response from Dr. Francis Collins:

“The quality and variety of our child care services set the NIH apart from other federal and private agencies, as demonstrated in the results of the 2017 Office of Personnel Management Federal Work-Life Survey. I recognize the impact these services have on NIH's efforts to recruit and retain a highly talented, knowledgeable workforce. I commend you all for ensuring that NIH is maintaining high quality programs through your recommendations to improve the NIH Child Care Subsidy program and thinking prospectively to address issues that are on the horizon. I look forward to learning new ways that NIH can continue to support our dynamic workforce. I appreciate your efforts to monitor the development of the Northwest Child Care Center and assist the Office of Research Services with integrating the new program into our excellent on-site child care community. As the needs and demands for high-quality child care change, it is reassuring to know that the NIH Child Care Board is engaged and thinking creatively to address them as outlined in the 2017-2018 Annual Report.” - FC

III. Northwest Childcare Center Report – Julie Margel The NWCCC is a licensed daycare center run by the Rockville Daycare Association (hereafter ‘provider’). The provider has not yet fully enrolled (170 spaces; 0-5 years) the center. NIH and ORS are fully committed to working with the provider to fully enroll the center as quickly as possible. At the present moment they are approved/licensed by Montgomery County to open the remaining class rooms. NWCCC states that they are recruiting teachers and aids to staff these rooms. There are still 3 rooms to open and enroll, however. They have applied and received National Association for the Education of Young Children (NAEYC) accreditation.

IV. Communication and Outreach Report

V. Membership Committee Report

The CSCE met on Friday October 26th to discuss the 2019 case theme, harassment and inappropriate conduct. The majority of the meeting was spent on discussing the latest NIH policies regarding allegations of harassment and inappropriate conduct, as well as dealing with personal relationships in the workplace. One case study for 2019 has already been proposed, and the Committee will continue to develop other scenarios for the 2019 training cases, including at least one case related to recordkeeping. The next meeting will occur in late November.

FAES Liaisons

Patrick Wright & Kathy Reding

FAES Board of Directors Meeting took place on Tuesday, October 23rd, 2018.

Graduate School:

- Most popular courses (Fall 2018) are bioinformatics: Introduction to Python, Introduction to R, Practical R, Applied Machine Learning, Statistics for Biomedical Scientists
- FAES Graduate School is going to conduct a pilot project of observing classroom instruction in Fall 2018. Will consist of an observation rubric, a post-observation conference with pilot faculty, a debrief with school staff and FAES leader to assess pilot and determine steps going forward
- FAES received 30 applications for 30 available Financial Assistance Scholarships and awarded 26 of them.

Health Insurance:

Changes to current coverage had to be made to ensure FAES sustainability. Insurance claims costs rose an unprecedented ~20% from 2016 to 2017 to the point that FAES had to withdraw from investments in order to cover insurance expenses. To aid crafting a new coverage plan, FAES analyzed subscriber and claims data and compared it to peer institutions (JHU, Duke, Georgetown, Columbia, UMD, GWU, Mayo, Cleveland Clinic, Federal Employee Plan). The Board has met with the SDs and TDs throughout the year to settle on a new plan, with a goal to provide more mental health support coverage to fellows. FAES currently covers 6,400 individuals (including legal dependents).

Kathy presented the results from our survey soliciting feedback and testimonials from fellows regarding the changes to infertility coverage. The primary responses emphasized the need for larger, more rigorous surveys/studies in order to make a convincing argument as to the stance of the fellows. However, we were told that the conversation regarding infertility coverage is ongoing and that it likely will be revisited with the SDs and TDs early enough next year to propose adjustments if a consensus is reached.

Coverage changes effective November 1, 2018:

- *Pros:*
 - No longer separate medication and medical out-of-pocket maximums (\$2,500 total down from \$5,000 total)
 - \$15 copay for out-of-network outpatient mental health office visit (down from deductible+30% co-insurance)
 - Deductible + 5% coinsurance for out-of-network, outpatient hospital mental health (down from deductible +30%).
- *Cons:*
 - Discontinuation of infertility benefits (which is in line with Federal Employee Plan and most peer institutions). All people undergoing infertility treatment as of October 31, 2018 will continue being covered into the next twelve-month plan year until the maximum allowable benefits amounts are reached.
 - Co-insurance of 5% for diagnostic x-rays and laboratory, in-patient mental health, surgical benefits (up from copay only or deductible only).
 - \$125 co-pay for ambulance (up from \$0)

FARE Committee

Ying Fu & Carlos Guardia

Nothing to report.

Human Subjects Research Advisory Committee

Rachel Sparks

There are many proposed changes to the NIH IRB coming, which are tentative and will be laid out over the next 6-12 months.

Medical Executive Committee

Peter Demaria & Chris Pleyer

No report submitted.

Mentoring Committee

Fei Mo & Anshika Jain

Nothing to report.

NCI-CCR

Allison Cross

Nothing to report.

NCI Shady Grove – DCEG

David Borrego

Nothing to report.

NPA Liaison

Helena Farkasova

Announcements/Updates

1. NPA resources
 - International postdocs addressed: <https://www.nationalpostdoc.org/page/International>
 - survival guide for an international postdoc in the US
 - information about visas, fellowships, grants, and taxation
 - link to Euraxess (networking tool for European researchers in the United States)
 - Communicate your science more effectively using this guide containing links to various other resources: https://cdn.ymaws.com/www.nationalpostdoc.org/resource/resmgr/docs/NPA_Communicating_Your_Scienc.pdf
 - Science beyond the laboratory: Developing skills to be an effective advocate for science: https://cdn.ymaws.com/www.nationalpostdoc.org/resource/resmgr/Docs/How_to_advocate_info_sheet.pdf
2. The October issue of the POSTDOCKET is now available and includes:
 1. Why do postdocs and graduate students need an online portfolio.
 2. How to take charge of your career.
 3. Three Steps to Get you Started on Career Exploration through the NIH BEST program.
 4. Community and Career Development: LATTICE for Early-career Underrepresented Minority Women in Engineering.
3. myPostdoc Monthly featured webinars:
 1. Fighting Impostor syndrome and
 2. Mentoring: Classification of Postdocs and Appointment Process

POSTDOCKET is open to submissions of articles about various topics concerning postdocs and research.

NPA keeps acknowledging NIH addressing the harassment issues

https://www.nationalpostdoc.org/page/postdocket_10184

JOIN the NPA!

Log on to the NPA member community, and engage with other members through blogs, forums, and member search functionality.

- Remember to join one or more of the committees listed below:
 - A. **Outreach Committee** Promotes the mission, values, goals, and business objectives of the NPA
 - B. **The POSTDOCKET Committee** Plans and publishes *The POSTDOCKET*, the NPA's quarterly newsletter. POSTDOCKET archives is members-only. However, you might be eligible for a free Affiliate membership.
 - C. **Advocacy Committee**

Outreach Liaison

Craig Myrum

1. Please send me ideas for the *I am Intramural* blog! If you or someone you know recently published a cool study that others might want to know about, let me know so I can write something up about it. It's a great platform to gain attention to your research! Note that takes a couple weeks between submitting and posting since many people must approve them.
2. The Sept-Oct *Catalyst* article is about the value in Scientific Interest Groups. <https://irp.nih.gov/catalyst/v26i5/the-training-page>
3. The Nov-Dec *Catalyst* article will be about a summer intern's experience at NIH (written by that person).
4. If you have ideas for the Jan-Feb *Catalyst* article, let me know! The deadline is Dec 1, so it needs to be planned well in advance. If you're interested in writing it yourself, let me know! It should deal with *some* aspect of training that would be useful for trainees to know.
5. Be sure to join the LinkedIn page! [Fellows at the NIH - FelCom](#)

Postdoctoral Research Associate Training (PRAT) Program

Abhi Subedi

Nothing to report.

Recreation and Welfare/Health and Wellness Committees Liaison

Nisha Nagarsheth

Nothing to report.

Social Committee

Yingxi Chen & Steven Brooks

- We organized the NIH Felcom Halloween Pumpkin Carving event on October 30th;
- Bethesda Postdocs website and Google group are still under active development;
- The Social Committee has signed up for the 15th Annual NIH Gingerbread House Decorating Contest, which will begin on December 3rd at noon.

Service and Outreach Subcommittee

Sarah Hawes & Mahamat Babagana

Lead-Chair: Sarah Hawes, NIA (Bethesda)
Co-Chair: Mahamat Babagana, NIA (Baltimore)

Recent Events:

- October 17th - FelCom SOS chair met with head of NCI Scientists in the Community (NCI-SC) to discuss science outreach opportunities in Montgomery County and D.C. area schools.
- October 18th – Informal mentorship meeting started with postbacs at NIA (Baltimore) and postdocs organized by Dr. Michele Evans and M Babagana. (1st meeting lead by M Babagana). Will continue on a monthly basis.
- October 19th - NCI-SC led Journal Club at Poolesville HS
- October 25th - NCI-SC led Glucose Tolerance Lab at Wheaton HS
- October 27th - NIH post docs (2) participated in Casey Trees volunteer tree-planting in D.C.

Upcoming Events:

Disclaimer: These are not NIH-sponsored or endorsed events. If you attend an event, you do so as an individual; you are not representing the NIH and should not represent yourself as such. Volunteering and outreach are valuable components of professional development and help strengthen the scientific community. Fellows should weigh the importance of this specific activity in their overall career development. If the event falls on a weekday and requires you to leave the NIH during normal working hours, participation depends on permission of your supervisor.

- Helping Up Mission: <https://helpingupmission.org/> (Baltimore, ongoing) You can volunteer in downtown Baltimore to help at a homeless shelter doing a variety of activities; GED prep, tutoring, and computer skills. Please contact Maria Wetherington (maweth821@gmail.com) at the HUM for further information on training and participation, etc.
- Morgan State Graduate School Preparation Workshop: (Baltimore, MD) Date TBA (Jan) Postdocs can volunteer to serve as interviewers during mock graduate school interviews. Event will help bolster interview skills of undergraduate students. M Babagana will provide more details as the date approaches.

Training Directors Committee

David Borrego & Belinda Hauser

Nothing to report.

Visiting Fellows Committee

Ulrike Boehm & Daphnée Villoing

Co-chairs: Ulrike BÖHM and Daphnée VILLOING

Secretary: Amir MANZOUR

Social subcommittee: Michael BUCH, Maja BUSZKO, Andrea CONTE, Subhasis RAY

Country rep. coordinator: Selami DEMIRCI

Sciences Voices from Home (SVH): Charles BOU-NADER, Martin LANG, Fany MESSANVI

Brown Bag seminars: Aude NICOLAS

Communication - Webpage: open position

OITE advisor: Ella (Ulli) KLENKE

Further members: Stéphanie OLIVIER-VAN STICHELEN

1. VFC Social

Past events:

- Thursday, October 4th, 6pm: VFC Social networking event at Caddies on Cordell, Bethesda, MD [40 attendees]
- Thursday, October 18th, 5pm: VFC Social Networking Event, special International Opportunities Expo, Cesco Osteria, Bethesda, MD [20 attendees]
- Saturday, October 20th: Fellows into the Wild! Visit of the National Arboretum [14 participants]

Upcoming events:

- Friday, November 2nd, 6:30pm: 2018 VFC Halloween party. FAES House, 9101 old Georgetown Rd, Bethesda, MD 20814. Registrations on <https://visitingfellows.wixsite.com/committee/2018-vfc-halloween-party>
- Thursday, November 29th, 6-9pm: VFC Social Networking Event at Rock Bottom, Bethesda

2. International EXPO: Thursday, October 18th, 12pm – 5pm: 2018 VFC International Opportunities Expo and Career Fair, FAES terrace and FAES rooms 1-4, Building 10, NIH main campus, Bethesda, MD

- The Expo went very well: we estimate the number of attendees between 180 and 200 (high increase compared to the past edition), and we got very good feedbacks both from exhibitors/speakers and from the attendees.
- The overall organization got an average rating of 4.9/5.

3. Open Positions at VFC: A position is still open in the Communication team, as the new VFC website admin.

4. Country Representatives: There are currently 52 representatives for 44 countries.

5. Next VFC meeting: 11/14/2018, 1:00 - 2:00 pm; Main campus, Building 2, Room 2W15.

- Call in No: 1-(866)-556-1965. Participant code: 2706089

WALS Subcommittee

Salina Gairhe & Valerie Darcey

Date	Speaker	Home Institute	Title of the Talk
Nov 7	William A. Gahl, M.D., Ph.D. <u>(Astute Clinician Lecture)</u>	National Human Genome Research Institute	<u>What makes America great</u>
Nov 13	Gokhan S. Hotamisligil, M.D., Ph.D.	Harvard T.H. Chan School of Public Health	<u>Lecture Title Forthcoming</u>
Nov 14	Mark M. Davis, Ph.D. <u>William E. Paul Lecture</u>	Stanford University	<u>Standing on the shoulders of mice: adventures in human immunology</u>
Nov 28	Norman E. Sharpless, M.D. <u>Florence Mahoney Lecture on Aging</u>	National Cancer Institute	<u>Senescence: live fast, die young, and leave a good-looking corpse</u>

Women Scientist Advisors Committee

Fatima Ali-Rahmani & Jessica Petrick

- WSA Scholars Symposium: April 18th, 1-3pm, Wilson Hall
- WSA Meeting on 10/26 with presentations on Women in Biomedical Sciences Working Group and Anti-Harassment Policy from CIVIL
- Jessica Hawkins from CIVIL is willing to come to any groups and give her anti-harassment presentation. We are working to have her come to FelCom and present, but I would highly encourage you to consider having an IC presentation for fellows. One of the key conditions coming out of this policy is that all “managers” are mandatory reports. For example, fellows CANNOT go to their PI (or any other PI) and voice a complaint and expect it to be held in confidence. That PI would be obligated to report the harassment. The policy is a little less clear on how this applies to post-docs/summer intern relationships, but she is seeking clarification prior to coming to present to FelCom.

ELECTIONS

Liaison to the Women Scientist Advisors Committee (2)

1. **Jennifer L. Groebner, NCI**

I'm very excited to have the opportunity to work with the Women Scientist Advisor (WSA) committee but also, to serve my peers through the Fellows Committee (FelCom). As a new post-doc in the HIV Replication and Dynamics program working with Dr. Mary Kearney, a current WSA, I have had the opportunity to learn about the WSA committee and their work to promote career development, recognize outstanding research and address issues facing women scientists. I am particularly impressed by their role on the anti-harrasment steering committee to help shape change through the NIH Civil Program and the "Harassment does not work here" policy.

As a non-traditional post-doc, I have spent significant time in various positions in technology (software development), clinical (cancer diagnostics), government (vaccine development) and finally, academia to earn a Ph.D. While it has taken me some time to realize that I want a career in scientific research, the specific role and how I can achieve it has been less clear. I believe this may also be the case for other aspiring early career women scientists. Through working with the WSA committee and interacting with these successful women scientists, I hope to share with FelCom their initiatives, career mentoring, and leadership and award opportunities while also communicating our concerns as fellows to WSA.

I believe my diverse background, has not only shaped who I am as a scientist but also has provided me with valuable skills for this position. For example, I have planned, organized and acquired funding to support a weekly seminar series (with 40 invited speakers) including lunch reception for graduate students for a university Biology department. I have also been involved in inviting keynote speakers for large symposia, chairing career development discussion panels and tackling logistics for membership meetings. As a member of the Arts and Sciences Dean's graduate advisory council, I communicated issues of importance to graduate students, participated in a new faculty search committee and helped organize symposia to highlight student research. I would be honored to work as a FelCom Liaison to the WSA committee, to help organize events that recognize and promote women researchers, to share their activities and to help raise awareness of issues facing women scientists. I thank you for your time and for your consideration and look forward to hopefully serving FelCom.

2. **Rosario Jaime-Lara, NINR**

Statement of Interest:

My name is Rosario Jaime-Lara, and I am a Clinical and Translational Postdoctoral Fellow in the Biobehavioral Branch at the National Institute of Nursing Research. As a new postdoctoral fellow, I would like to join the Fellows Committee (FelCom) to increase my engagement in the FelCom community and advocate for my fellow postdoctoral colleagues. Specifically, I am interested in serving as a Women Scientists Advisory Committee (WSA) Liaison. As a woman of color, a biologist, and a nurse- I share the mission of WSA to raise awareness of issues facing women scientists and to work towards improving women's representation in the NIH faculty at all levels. I want to have the opportunity to attend WAS meetings, advocate for postdoctoral fellows, participate in event planning, and help disseminate information on events/resources that support women scientists.

Background:

Rosario Jaime-Lara, is a Clinical and Translational Postdoctoral Fellow in the Biobehavioral Branch of the National Institute of Nursing Research. She grew-up in Mexico and Northern California and is new to Bethesda. Rosario has degrees in biology and nursing, and she has worked in the laboratory setting as well as a clinician. Rosario recently completed her PhD at the University of Pennsylvania (UPenn), where she was an active member of the Graduate and Professional Student Assembly and became the Chair for Graduate Student Life. In her student government role, Rosario collaborated with university administrators, Counseling and Psychological Services (CAPS), college deans, and University Recreation, to improve mental health resources and address diversity issues. While at UPenn, Rosario also served as a Graduate Associate for the Penn Women in Leadership Residential Program, where she mentored, supported, and empowered undergraduate women to achieve their career and personal development goals. Rosario also sat on multiple university committees, including: the Provost Wellness Advisory Board, The Diversity and

Inclusivity Committee, The Taskforce on University Safety, the Graduate Council of Faculties (advocating for PhD students to improve student life and research curriculum), and as a UPenn Representative at the Ivy Plus Graduate Student Summit.

When she is not writing or in lab, Rosario loves to paint, draw, and jog. She is new to Bethesda and is always looking for jogging/workout buddies.

3. Courtney Malo, NIAID

My name is Courtney Malo, and I'm a first year postdoctoral IRTA in the lab of Heather Hickman in NIAID. I would like to be considered for the position of Women Scientists Advisory Committee Liaison. During my PhD training, I was a founding member of the Women in Science and Engineering Research (WiSER) group at Mayo Clinic. As an executive member of WiSER, I planned events to meet with established female scientists, set up panel discussions for female trainees to ask career advice, and participated in outreach programs to encourage girls to pursue STEM careers. Additionally, as president of the Mayo Clinic Graduate Student Association, I worked on a number of issues including an equal parental leave policy and health insurance policy changes. Based on my previous experience, I feel that I would be well-suited for this position. I would be delighted to represent and engage with my peers on the issues facing female scientists, and I would welcome the opportunity to do so as a WSA Committee Liaison.

4. Mona Wu Orr, NICHD

My name is Mona Wu Orr and I am a postdoctoral fellow starting my third year in Dr. Gisela Storz's lab in NICHD. I saw your email about Women Science Advisory Committee Liaisons and am writing to express interest in volunteering for this position. I have experience working in trainee organizations. I was active in my departmental graduate student organization where we organized professional development events that reflected student interests, such as non-academic career panels and graduate student practice talk seminar series, and I am currently on the NICHD Fellows Advisory Committee. While I have been involved in mentorship and outreach to women and underrepresented students, I have not yet had the opportunity to serve in a position in which I can help institutions better address the needs of the community. In many cases I have felt that we are trying to mold a trainee to fit within the existing power structure rather than asking how the values of institutions can change to better reflect the strengths and needs of the existing trainee pool. Therefore, I would be very interested in being a WSA liaison in order to bring our concerns to the WSA and help support them in their efforts to improve conditions for intramural women scientists. Thank you for your consideration.

5. Amélie Vézina, NCI

Becoming a FelCom liaison to the Women Scientists Advisory Committee is an exciting opportunity for me. As a third-year postdoctoral visiting fellow, I am motivated to develop myself as a strong woman leader in the science field, and most importantly to voice the postdoctoral perspective on issues that female scientist fellows are facing.

For me, balancing my personal life and career is of utmost importance. My parents always encouraged me to pursue multiple interests, my main loves being badminton and science. Through badminton, I learned diligence, determination, and the pursuit of continuous improvement and evolution. In university, I was a leader on the court, exuding confidence. I motivated my teammates and mentored younger athletes so we could grow as a team. Unfortunately, as a woman in science, I found the same leadership and confidence did not come naturally to me. But then I moved to the United States for my postdoctoral fellowship at the National Institutes of Health under the mentorship of a strong woman who supported my desire to pursue leadership opportunities. In my two years here, I have been the Chair of the 2018 Center for Cancer Research – Fellows and Young Investigators (CCR-FYI) Colloquium Workshops Committee, the laboratory shadowing leader and manager for Neuro-Oncology Branch Translational Immersion Research Program (NOB-TRIP) and mentored several summer interns and post-baccalaureates. Through these leadership and mentoring experiences, I have gained a new perspective on community building and growing the leaders of tomorrow. In addition, I was fortunate to be part of the Diversity Career Development Program in which I gained insight into and developed my strengths, independence,

communication and mentoring styles. Since this program, I now approach work-related and personal difficult situations with calm, resilience, and an open mind.

Before my experience at NIH, I shied away from leadership roles because I did not have confidence in myself at work, despite my confidence on the badminton court. I believe this discord is a result of a greater unconscious bias against women in STEM fields and is a feeling many researchers, especially postdoctoral fellows, know too well. I strongly believe in female leadership and I know that it is important to voice our point of view. I want to become a liaison to the Women Scientists Advisory Committee because I am passionate about developing strong women leaders in STEM and finding creative ways to reverse the unconscious bias toward women. I am ready to provoke change.

Co-chair of the FARE Committee (2)

1. Helen Thompson Michael, NCI

I would like to be considered to co-chair the 2020 FARE committee. The FARE awards provide an excellent way to honor the hard work of NIH fellows and to increase the visibility of our work. I have had the honor and pleasure to serve as a Chief Judge for the past 2 FARE cycles and on the 2019 FARE committee meeting. The 2019 FARE awards were a great success and Drs. Fu and Guardia were able to increase the number of applications, involve new special interest groups, and increase the award amount. I'd like to help build on that success and further increase the FARE applications and to try to improve the process for interest groups to select their winners. Thank you for considering me for FARE committee co-chair. I look forward to continuing to serve and improve this wonderful program.

2. Sara K. Young-Baird, NICHD

This letter is to express my enthusiasm and desire to run for and serve as the FARE co-chair in the FARE2020 award session. I received a FARE2018 award and served on the FARE2019 committee this last year. I personally place a lot value in the FARE award. Networking and championing our research are critical to all of our career paths, and I think it's incredible we have the opportunity to help each other in pursuit of these endeavors by providing a travel award. I've seen through the efforts of Charly and Ying this last year that co-chairing the FARE committee takes time, organization, and the ability to communicate and coordinate with others to fairly judge the submitted abstracts and acknowledge the awardees. I possess the above qualities and am willing, as I know my fellow FARE2019 committee member Helen Michael is, to put in the time to ensure that FARE2020 is a successful acknowledgement of our peers' hard work. Thank you very much for considering me for the FARE2020 co-chair position.