When I became Chair of the UR PDA in the Winter of 2012 I began to think of innovative ways to serve the postdocs of U of R. At the various social events we hosted I began networking with current postdocs and asking questions like, “what would make you more active in the PDA”, “How do you think we could reach more postdocs”, “are there services or resources that need to be highlighted or offered”... I was presented with useful feedback that became the foundation for restructuring the PDA. Over the course of the last 6 months UR PDA has made a few changes to address concerns and areas of interest for postdocs here at the University of Rochester. Major areas of concern were 1) inclusion of the River Campus postdocs 2) lack of family-friendly events 3) a need for career development resources. Our committee members have underscored your suggestions by restructuring and implementing new events to satisfy the needs of many.

Traditionally, the PDA served the entire U of R family in name, but not in practice. Therefore, we decided to restructure UR PDA. Last year I approached an active postdoc on the River Campus who took initiative in planning events for the postdocs on the River Campus. We had several discussions on possible methods of bridging the campuses together, which eventually led to our new positions within the PDA executive committee. I would like to introduce myself as the new Co-Chair for the Medical Center and Dr. Rachel Wu as the Co-chair for the River Campus. Our goal is to continue to bridge the two campuses and provide resources to all U of R postdocs through a joint leadership. Rachel and I have led our committee to focus our new efforts on two major areas: career development and networking.

**Career Development**

Our aim is to offer more resources in the area of career development. We have through the GEPA office distributed online resources geared toward finding the right career path. Some of this information can be found in this issue of YoUR Postdoc Press (see page 9). In the fall, during postdoc appreciation week, UR PDA is organizing a career day event with information on how to market yourself for a job. The seminar will include resume/CV development as well as presentations from human resources on how to sell your resume/application to the hiring departments. Please keep a lookout for our SAVE THE DATE.

**Networking**

Many postdocs have suggested the planning of more family-friendly events, while other postdocs have asked for more peer-to-peer social events, such as happy hours. To satisfy most needs, we have decided to have new events for both. We started with our June family bowling night last month and will continue with our August Picnic for family and friends at Ontario Beach (August 18th). These types of events encourage the networking needed for our careers, while still enabling family time. If you have additional family-friendly events that you would like to see, please let us know. In addition, to these events, we have new standing social activities to keep the postdocs connected. Each month we will have the following: Lunch on campus, bar night and an ethnic dinner around town. The dates for these new events are sent out via email using the Evite system, which allows you to RSVP online. We use these RSVP's for logistical purposes to accommodate our varying group sizes each month. You can also RSVP by email to the PDA Communication/Networking Representative, Dr. Patrice Tankam.

We know that this year has a promising future in store for UR PDA and we hope you will embrace the restricting and provide us with constructive feedback along the way. If you would like to become active in the committee feel free to contact Rachel or myself. Our goal is to continually improve UR PDA.

Meliora,
Dani Alcena, Co-Chair
Meet Your New Committee

Dani Alcena, PDA Co-Chair, was born in Bronx, NY, but has lived in all corners of the United States. She completed her undergraduate degree in South Carolina at Voorhees College and later graduated from the University of Rochester School of Medicine and Dentistry after earning her MS and PhD in Microbiology and Immunology. Dr. Alcena was appointed as a Postdoctoral Associate in July 2012 in the Department of Medicine, Nephrology Division.

Rachel Wu, PDA Co-Chair, is originally from Philadelphia, and moved to Pittsburgh as an undergrad. She completed her PhD in London, and has been in Rochester as a postdoc in the Department of Brain and Cognitive Sciences since Aug 2012.

Bethany Plakke, PDA Secretary, is originally from Cedar Falls, IA. She received her degrees from the University of Iowa, and has been a postdoc in the Department of Neurobiology & Anatomy for the last 3 years.

Kamil Alzayady, PDA Treasurer and Co-Newsletter Editor, graduated from Upstate Medical University, Syracuse (PhD in Cell and Molecular Biology/pharmacology). He joined Department of Pharmacology and Physiology at UR in July 2010.

J Bianca Jackson, PDA Co-Newsletter Editor, is from New Jersey. She graduated from Columbia University and the University of Michigan with degrees in Applied Physics. She has been a postdoc at the Institute of Optics since November 2012.

Patrice Tankam, PDA Communication/Networking Rep, is originally from Cameroon where he did his undergrad studies. He completed his PhD in France in 2010 and has been a postdoc at the Institute of Optics and the Center for Visual Science since September 2012.

Sheila N. Bello-Irizarry, a PDA general member, is originally from Puerto Rico, where she did her undergraduate studies in Industrial Biotechnology at the University of Puerto Rico, Mayaguez Campus. She completed her PhD at the University of Rochester in Microbiology and Immunology in 2013 and has been a post-doctoral fellow since at the Center for Musculoskeletal Research from the Orthopedics Department.

Olivia Block, a PDA general member, is originally from Silver Spring, MD. She received her undergraduate degrees in Biology and Chemistry from Saint John Fisher College and her graduate degrees from the University of Rochester (PhD in Microbiology and Immunology). She has been a postdoc in the Department of Medicine since September of 2010.

Nelissa Perez-Nazario, a PDA general member, is originally from Puerto Rico where she completed her undergraduate studies in Biology. She completed her PhD in Microbiology and Immunology from the University of Rochester and she has been a postdoc in the Department of Dermatology since 2013.

Do you have an interesting project or a methodology that you wish to share with your colleagues? Email your entries for publication or your feedback to the PDA @ Kamil_Alzayady@urmc.rochester.edu or JBiancaJackson@rochester.edu

Upcoming Events Calendar

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<th>July 2013</th>
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<td>26 PDA Dinner &amp; Drinks Social</td>
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<td>16 National Postdoc Appreciation Week Begins</td>
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For PDA Updates

PDA Events Calendar
www.urmc.rochester.edu/education/graduate/home/news-events.cfm

Add us to your Google Calendar!

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Useful Links to Other University Events

UR Events Calendar
www.rochester.edu/calendar

URMC Scientific Events Calendar
www.urmc.rochester.edu/calendar
The Impact Factor is the most popular numerical measure of a scientist’s work. Despite many well-documented flaws, the Impact Factor is commonly used in recruitment, appointment, and funding decisions. A diverse group of stakeholders is now making a concerted effort to combat misuse of the Impact Factor and is calling for the development of more accurate measures to assess research. The group has issued the San Francisco Declaration on Research Assessment. You too can join the campaign.

It is in the nature of us scientists to measure things—even things that are difficult to quantify such as an individual scientist’s performance and impact. A commonly used metric to describe scientific impact is the journal Impact Factor (IF). The IF is a journal-specific number that is calculated as the ratio of total citations a journal receives over the preceding two years divided by the total number of citable articles published during that time. Each paper in a given journal then is described not by its own citation tally but rather by the journal-wide Impact Factor.

The IF is pervasive in the scientific community. Scientists refer to it casually in conversation to convince colleagues of the importance of their own papers, or they wonder how a paper ended up in “a journal with such a high Impact Factor.” Students and postdocs want to publish only in “high Impact Factor” journals, and the IF is frequently used in recruitment, tenure, and granting decisions when a candidate’s past publication performance is assessed.

The IF was never meant to be used in that way! It was introduced in the early 1960s to aid librarians in stocking their shelves with the journals that were most important to their constituents. It was not intended to assess the research quality or impact of a single paper, let alone an individual scientist’s performance.

Numerous flaws in the IF have been pointed out over the years. Some of the more troublesome shortcomings are: a journal’s IF can be driven by a few, extremely highly cited articles, yet all articles published in a given journal, even those that are never cited, are presumed to have the same IF; the IF does not say anything about an individual article, yet conclusions about a particular paper are often drawn; the IF can be manipulated by journals in many ways, for example by publishing more review articles, which are generally more highly cited, thus distorting the perceived impact of the journal’s primary research articles; and the IF is sensitive to the nature of the scientific content and the size of a given field, with smaller communities naturally generating fewer citations.

Fortunately, awareness of the many flaws of the IF has grown over the last few years. Now, a group of prominent journal editors and publishers of scholarly journals, as well as representatives from major funding agencies and research institutions, is speaking up as one voice to highlight the limitations of the IF and to call for a concerted effort to improve the ways scientific output is assessed by funding agencies, academic institutions, and scientists themselves. The group has developed a set of specific recommendations and published them in the San Francisco Declaration on Research Assessment. The Declaration bears the signatures of about 200 institutions and individuals and is available at http://www.ascb.org/ SFdeclaration.html for public signature by any party who wants to express its support.

The key points of the declaration are simple, yet profound. The central recommendation calls for the elimination of the use of the IF, and all other journal-level metrics, in funding, appointment, award, and promotion decisions. We need to return to a culture where these often life-changing decisions are made by careful, in-depth consideration of a candidate’s work and future potential rather than merely adding up numerical values. This effort will require that funding agencies and institutions explicitly define, and adhere to, criteria they will use for evaluation of scientific productivity.

A second broad recommendation is to refrain from using publications and citation as the primary indicators of impact. Scientists produce much more than just publications. All research outputs—minable datasets, software, equipment and technology development, contributions to large-scale collaborative efforts, and reagents made available to the community—should be considered when assessing a scientist’s contributions. In addition, an individual’s influence on policy and on scientific or clinical practice should be included in any evaluation.

Although initiated by a group of editors and publishers, the declaration is also self-critical and challenges publishers not to use the IF for promotional purposes. This includes removing mention of the IF from their websites and refraining from using it in advertising materials. In addition, rather than promoting a single metric, publishers are urged to provide a range of publication metrics, which will allow readers to more accurately assess the strengths and weaknesses of a given article or journal. Given that most journals are nowadays electronically published, extraction of a diverse set of publication metrics is easily feasible.
Eliminating the Impact of the Impact Factor ...Continued from page 3

A final important recommendation is to call on scientists to do their part in eliminating inappropriate use of the IF. Active scientists should refrain from buying into the IF frenzy. When serving as a member of a recruitment or tenure committee, scientists should not consider IF-based information in their decisions. More importantly, we must teach our students and postdocs about the limitations of the IF and not promote the notion that only work in high Impact Factor journals is worth reading and building on for future research. Importantly, scientists must challenge others when faced with inappropriate use or interpretation of journal-based metrics, be it on formal committees or in casual conversation with colleagues.

The IF was created to assess a journal as a whole. But it is now often inappropriately used to assess the quality of individual articles and scientists. We scientists are not entirely innocent in bringing about the misuse of the IF. We like to measure, we like to compete, and we like numbers. The IF was a tempting way to satisfy all those inclinations despite its inappropriateness and its flaws in assessing individual impact. Scientists often express disdain for the IF, but most play along, because everyone else does. The San Francisco Declaration on Research Assessment is a chance to break this Catch-22. Make your voice heard to eliminate the impact of the Impact Factor by signing the San Francisco Declaration on Research Assessment.

What You Should Know about Immigration Reform
Edited By J. Bianca Jackson

This June the United States Senate passed the controversial Border Security, Economic Opportunity and Immigration Modernization Act of 2013. While much of the debate has been over border security and illegal immigration, there will be some reforms which will positively impact foreign workers in Science, Technology, Engineering and Mathematics (STEM) fields. Here are a few:

◊ Non-immigrants here on F-1 student visas can obtain a 17-month extension for practical training without obtaining an H-1B work visa.
◊ The number of available H-1B visas will be increased to a floor of 110,000 with a ceiling of 180,000.
◊ Those who work in the fields of computer science, information science and support, engineering, mathematics, statistics, and the physical sciences (“Top 5 High Demand”) are exempt from any H-1B numerical limit.
◊ Authorized employment for H-4 dependents of H-1B visa holders who have begun the process for permanent residency.
◊ Labor certification is waived for STEM workers with advanced degrees.
◊ The Bill reforms the Green Card system to eliminate the Lottery system, as well as adds a two-tier Merit-Based track to the current Employment- and Family-Based tracks.
◊ Employment-Based Track
  • PhD holders are exempt from the annual cap, and thus have guaranteed access.
  • Job offer requirements might be waived if the immigrant’s skill set is of “national interest.”
◊ Merit-Based Points Track
  • 15 points for a doctorate degree (10 for a masters, 5 for a bachelors),
  • 2-3 points for each year employed in a job that requires “considerable” to “extensive” training, up to 20 points,
  • 8-10 points for employment in a field related to studies,
  • 10 points for employment in a “Top 5 High Demand” job,
  • 10 points for scoring 80 or higher on the Test of English as a Foreign Language (TOEFL), and
  • 2 points for substantial community service.

Would you like to contact Dr. Tom Misteli?
Simply email him at:
mistelit@mail.nih.gov

Please visit the online versions of our newsletters @

www.rochester.edu/gradstudies/pda/newsletter.html

For more information on this legislation, read:
AILA Section by Section Summary
www.aila.org/content/default.aspx?docid=44103
Sen. Charles Schumer’s Complete Bill
www.schumer.senate.gov/forms/immigration.pdf

Please join our Facebook group @
University of Rochester - Postdoc Association
How long have you been working at the UR?
I think this is my 28th year. I arrived here in the fall of 1984 as a postdoctoral fellow. Then I got two NIH grants in the same year in 1987, and I joined the faculty in September 1988.

Did you join the Oral Biology department?
The predecessor for the Center for Oral Biology was called the Department of Dental Research. I joined that department and subsequently developed a secondary appointment in the Department of Microbiology and Immunology, where my PhD students have always come from.

What was your background?
As an undergraduate, I received multiple bachelor degrees from Pennsylvania State University: I got a bachelor's degree in biology, in biochemistry and I was only 6 credit hours short from getting a third in chemistry. Afterwards, while waiting for my wife to finish (she is a few years younger than me), I got a master's degree in genetics with a lot of biophysics thrown in. Following my wife's completion of her degree and my master's degree, we moved to the University of Texas at Austin where I did a PhD in Microbiology, although my thesis had nothing to do with pathogenesis. I worked with the carbon fixation pathway in purple non-sulfur photosynthetic bacteria called *Rhodospirillum rubrum*, *Rhodobacter sphaeroides* and *Rhodobacter capsulatus*. We were very interested in the bioenergetics of carbon fixation in these microorganisms. We were in a race with Chris Summerfield from the Carnegie Institute of Washington (at Stanford) who cloned the first CO₂ fixing gene. However, he got there a month before us and we published in separate journals and it worked OK. The gene we cloned from *Rhodopseudomonas sphaeroides* is called RuBPC/O and it encodes the protein isoform II ribulose 1, 5-bisphosphate carboxylase/oxygenase (RuBPC/O). It is supposed to be the most abundant enzyme on the planet. It fixes atmospheric CO₂.

Can this enzyme/bacterium be used as a source of energy or an alternative carbon source?

Our studies were conducted at a time when these issues were not part of our everyday discourse. Moreover, this bacterial system cannot be used to fix the problem. It was done as a model system for plant CO₂ fixation because plants use the same enzyme as photosynthetic bacteria for atmospheric CO₂ fixation. The study had more to do with microbial ecology, with the aim of possibly improving plant CO₂ fixation. In my opinion, plants are very efficient fixing CO₂ and what we need to do is to improve nitrogen fixation in plants. Of course, there are parallel works going on as well in this field.

Did you always want to be a scientist or aspire to do something else?
Interesting question! I always aspired to be a scientist, although as a high school student I also auditioned for music school. I had some success as a young musician in high school. Later on, I thought about it and I went to various music schools but not Eastman school (I was not that good). I decided I had better shot at making a living as a biologist or biochemist. I started working in the lab as a sophomore in college and never left. I still play music though. There are many community bands and orchestras in western New York and I still participate in some of these from time to time.

What appointments do you currently hold? Can you share a bit about your various roles?
I do everything except cleaning the parking lot! I am a Professor of Microbiology and Immunology. I do a fair amount of teaching in that department, and also have committee assignments in that department. I am on the Admissions Committee, for the Microbiology graduate program. I am the Chair for the Promotion and Tenure Committee in Microbiology. I am also the Director of the Center for Oral Biology. That means I am nominally in charge of recruiting to the Center of Oral Biology. I am the Director of the training grant or T90/R90 Training Program in Oral Sciences, which happens to be the largest training grant outside the MD/PhD program at the UR. That takes up a bit of time administratively as well. I am the Associate Director for Research at the Eastman Institute for Oral Health. Since that institute is only a few years old, we are still expanding the role of research at the Eastman Institute and we are still in the preliminary phase. Finally, I am the Director for Graduate Studies for the Center for Oral Biology.

Call for Entries!
Share your experience, story, interesting book review, poetry, letters to editor, international column, recipes, jokes, cartoons, drawings, and other informative resources with your fellow postdocs. Email:
Kamil_Alzayady@urmc.rochester.edu
or
JBiancaJackson@rochester.edu

...Continues on Page 6
What is T90/R90 training grant? How is it initiated?
It starts with the government sending out notices indicating that they will support training grants. Faculty at universities then decide to start a training grant program in a field, oral biology for example. This is actually what happened at the UR 25 years ago, when Dr. Bowen won the first cariology grant in the United States. I happened to be the first trainee on that grant. So, you can see that the T90/R90 training grant has a long history here at the UR.

But how is it done?
The request for applications (RFA) will spell out, in general terms, the sort of requirements and program goals for each of the training programs. The reader of the RFA in our program would say: “Well, we have the personnel, research base, the educational component, the space and the interest. We can bring in scientists who can be mentors for students and whose work addresses the needs of the NIH for dental and craniofacial research (NIDCR).” You then send people emails and invite them for a meeting to discuss the RFA for the training grant, the objectives and what they need to submit in support of the application. Everyone invited is a funded investigator. It is preferential to have a mix of very seasoned and established investigators who have graduated students, and who have placed students and postdocs in the next career move. It is also helpful, these days, to have advisors who have students that have written independent grants to show they know how to mentor students to be independent, or at least begin their journey to independence. Then, you begin to assemble the grant and describe, in each of the sections, what the training program will contribute to the nation and to the NIDCR mission. We also demonstrate how these individuals share common goals, which in our case is pursuit of problems related to oral biology. In the case of a renewal application, the NIH requests the progress of students in the previous 10 year period. So, we also talk about the contribution of students to the field in the last 10 years. In our case, we were able to report that our students and postdocs published 149 papers in peer-reviewed papers, in addition to reviews. This was by far the largest number of publications in the group we were competing in over the 10 year period, approximately 15 papers a year. This averages to one paper/year/trainee, massively better than most. We were funded again 18 months ago. We are currently running much better, and are, in fact, ahead of schedule. Our students and postdocs are very productive.

What do you feel is one of your greatest accomplishments?
My greatest accomplishment is that I have been married for 34 years! I think that is fantastic but has nothing to do with the program! Professionally, I think my greatest accomplishment is the collective completion of students’ PhDs who have worked with me. I view each one of them as a success. They are going to do interesting things, publish papers and develop grant support based on their results and publications. I am delighted for their success! It is entirely reflected glory. I think we have scientific success, which I am delighted by, but I am far more delighted by their success and watching them coming in as first year students and emerging as young scientists with papers and jobs. They send me postcards and letters later from faraway places.

What is the most important quality for a mentor?
The most important quality for a mentor is patience, patience, and more patience! Honesty is also very important. You have to be honest with students and that is sometimes is not as easy as you think. For example, I tell them that the set of experiments they are proposing is not as well thought out. I do not mind failed experiments as long as they are properly controlled. Most experiments do not work in science.

What is the best way to keep competitive edge?
Keep students around you, because the imperative of their need to publish and prepare a thesis creates a pressure to stay current in the literature to address their needs. They pull you forward in the process. Just the need to move forward keeps students looking for that edge.

How do you motivate yourself/others?
Well, fortunately, I do not have to do a lot of motivating because students want to graduate and that desire keeps them motivated. In fact, I have not spent a lot of time talking to people other than to say: “Ok, you have passed your qualifying exam and courses are done. All the time is your own. Let’s stay focused on papers and the story you are telling, each piece of which should fit together into a story arc or trajectory.” That usually keeps them motivated. I have found that students become extremely motivated after they write their first paper, because they find it fun. Every student loves to see their name on a publication. I do too. That never changes for me.

Can you tell us about your views of postdoc experience at the UR?
I’ve only have had few postdocs go through my lab, so I’m not sure if I am as qualified as others to answer this question. My experience with postdocs is mixed. I have had some fun with postdocs, and I have postdocs who were not particularly great. Postdocs have a different imperative attached to them. They are not students anymore. They need to publish papers that tell a story to get them ready to move to a position in industry or academia. I think that is a significant responsibility for mentors. Every mentor should realize that part of their job is to help them continue their growth as scientists.
and to be ready to pick up the telephone to help them find a job, knowing that your reputation is attached to that phone call. When you take someone into your lab, it is not just the science but the future of that person.

What are the myths of academia? How do you let go and embrace the exciting, inspiring and deeply satisfying academic job.

What? The myths of academic experience! I do not know what those myths are because I think I am still living in the past. I started working in the laboratory in 1974 and I liked it and still like it. Except that the problem I have is that now I do not work in the laboratory! I watch others working in the laboratory. Over time, I did less and less in the lab, and so it’s probably not a good place for me to be now. More important is this: Science is not going to be done alone and it has not been done alone for a long time and certainly will not be done alone going forward. Therefore, if you want a job that is very challenging intellectually and physically and that depends entirely on your ability to interact creatively and productively with others, then it is going to be a good job for you. I still like it even though science has a big funding problem at the moment and I do not know how soon it is going to be fixed, if ever.

What are the obstacles faced by Postdocs in times of tight NIH budget?

I give the same answer President Seligman gave when he came to visit the students and postdocs several months ago over here at the Class of 62 auditorium. I think postdocs are going to have to consider a broader range of career options because it is not clear how much recruiting into academia is going to go on. Sure, there will be jobs because every postdoc who have walked down the halls could see how many gray-haired PIs there are, like me, really like me! In every department and almost every institution, there is a fair amount of senior membership. Those will be job openings in the future. Yes, there will be jobs going forward but they might be fewer in number. Therefore, people might have to consider other options like, for instance, agency work for federal or state governments. If they are really hoping to get academic positions, they may need to consider small research settings in state universities like the SUNY system that do not have large research options but come with teaching and research. More globally, aging is very significant problem in China, India and Europe, and thus, we are going to see postdocs moving home instead of staying here. This has not happened in the past; in fact, statistics show that about 85% of international postdocs remain in the United States, but I do not think that will remain true. There are a lot of opportunities in many rapidly developing countries like Brazil and China. Therefore, I think a big chunk of our postdocs who have come from Brazil, for example, will go back to their country. It is a combination of the abundance of opportunities there and the lack of opportunities here that drives their decision.

Got Ideas? Get Involved! Join UR PDA

Why join a UR PDA Committee?

♦ Be involved at U of R beyond conducting scientific research.
♦ Improve your networking by interacting and collaborating with peers, top-level scientists, and university administrators.
♦ Build your management, leadership, and communications skills—a selling point for your next job search.
♦ Learn about planning and organizing meetings, seminars and other events of your interests while educating other postdocs.

How much time does it take? We realize as a postdoc your time is valuable. The executive committee meets only once a month for an hour. Otherwise, any additional time commitment is completely your decision.

How to get Involved? Determine which postdoctoral issue interests you the most. Email the chairs care of postdocs.urmc@gmail.com

It is that easy!
Beyond experimentation and scientific writing, what qualities/skills are necessary for success in academia and why?
The number one thing potential employers wonder about is: “Can this individual work happily and productively with other people?” They already assume that, if the person works in my laboratory, that they work hard, that he/she is somewhat motivated, is probably smart and can find their way to work. What they really want to know is whether that individual can work with other people? If the answer is no, they won’t talk to you. It’s easy to hire a grumpy cranky person who can wreck your lab. You do not want them. You want to hire people who come to work with a positive mindset and can talk to a colleague, share reagents and work well as a team.

What advice would you give to yourself 10 years ago?
If I were looking back, I would do what I did. My life worked out fine. Let me take this thought from a couple of retired faculty people who made this comment to me about me. It is that my success or longevity was due in part to my adaptability. They are referring to my conscious decision to switch research direction. We were working on projects related to fungal products and we were not moving along and I really wanted to go back to bacterial genetics. I really wanted to investigate mechanisms by which Streptococcus mutans infect us throughout our life, and that turned out to be way more productive. If you work in an area that might be not quite as productive as you might like, and there is a related area to investigate, do not hesitate to venture to it. I think the advice I give myself is not to be too worried about changes in direction. Be adaptable.

What are your greatest passions?
I am 58; do I have any passion left?! Do you mean non-science passion? I am passionate about microbiology. I like to know why different bacteria cause different diseases in different ways. And my wife and I are scuba divers: it is fascinating to see sharks so close to you.

Were you in a protective cage?
No, we were in the wide open water.

Why do you do that? Did you ever regret it while you were deep under the water looking at them or as the sharks gazing at you intently?
My wife wanted to do shark diving and she dragged me into it. Initially, when I was underwater in the vicinity of sharks, I regretted it for a moment and I said it was crazy. However, these are reef sharks which are very well fed because there are a lot of reef fish. They are very curious animals. We do all our diving in the Caribbean. It is warm and the water is clear. I think it is important to see sharks and to respect their space. I have not been in water with tiger sharks or other kind of sharks that attack people. There are also many other species creatures that we encountered when diving: turtles, squids, stingrays and many crustaceans. We wondered where they came from and they wonder where we came from.

Who is your personal hero?
I do not know if I have a personal hero. There are people I respect for their various contributions. For example, Dr. Bowen, who hired me, is a formidable intellectual person and a demanding lecturer. Thomas Jefferson is a remarkable person: I am reading his biography now. I’m also reading Steve Jobs’ biography - I think Thomas Jefferson is a lot more likeable! Jobs is a marketing genius, not an electronic genius. Steve Wozniak is the electronic genius. I believe that heroes are people who guided our nation early in her history, but there are so many who were involved in our nations’ early history.

What is your first choice for a new career?
Perhaps, to be a full professor again, with less administrative work to do!

What are your favorites?
Hobbies: ballroom dancing and scuba diving.
Book: I love books a lot; I cannot single out a particular one, though I am currently reading “Inside of a dog”, written by Alexandra Horowitz, who is an animal behaviorist. It’s fascinating.

Any causes you are passionate about? I am involved in the Heifer project. It is an organization that arranges to buy livestock for villagers in underdeveloped nations or countries. It is an international effort with the idea of developing a self-sustaining culture. It provides impoverished families with a source of food, and more importantly, a reliable source of income. Members of my lab have also participated with me for many years. We raise money to buy bees, water buffalos, sheep, rabbits, goats, pigs, cows and even llamas and alpacas. There is one condition: it is that the animals cannot be slaughtered until they have reproduced. This project has helped people in many developing countries in Central and South America, Africa and Asia, and even some places in the USA. These animals are not always grown for food. For example, water buffalos serve as workhorses in Vietnam, while some animals are developed for their hair.

What is on your iPod/car radio dial?
I subscribe to SiriusXM Satellite Radio but I have only three preset channels. I have classic 60’s music because I am old! I have a jazz station called watercolors, because I like this style of jazz, and I have National Public Radio (NPR), because it has a more balanced coverage than most out there.

Would you like to contact Dr. Robert Quivey?
Simply email him:
Robert_Quivey@urmc.rochester.edu
Funding Opportunities: Where to Look? By Alicia Augustine

What is SPINPlus?

SPINPlus—includes 3 modules: SPIN, SMARTS, and GENIUS.

SPIN™ (Sponsored Programs Information Network) - database of current funding opportunities from >2,500 funding agencies.

GENIUS™ (Global Expertise Network for Industry, University, and Scholars) – searchable, global database of investigator profiles of scientific expertise. A GENIUS profile is created to specify your interests and areas of expertise, which is searchable by industry/university partnering, global partnering, and sponsored funding agencies.

SMARTS™ (SPIN Matching And Research Transmital Service) – utilizes the research interests and areas of expertise of the investigator (in GENIUS) to perform a daily electronic search of current funding opportunities (in SPIN). Relevant opportunities are

The free SPINPlus mechanism is one way to automatically and effortlessly locate funding opportunities. Follow the instructions below to register with SPINPlus and receive emails with up-to-date funding information.

1. Go to ORPA’s website
2. Click on Funding Opportunities along the left-hand sidebar. Note: This page contains many other links to grant opportunities
3. Select GENIUS/SMARTS/SPIN WWW from the top of the Funding Opportunities page
4. Select GENIUS/SMARTS REGISTRATION to enter the InfoEd system and create a GENIUS profile
5. Select Create a New Profile and specify: Institution, First name, last name, email, dept affiliation, Social Security number (not required), Username and password
6. By clicking Submit, your registration will be sent to ORPA for approval
7. Upon ORPA approval (via email), you will need to edit your GENIUS profile to activate SMARTS
   Note: Investigators can upload their CV to GENIUS, but this is not required for SMARTS matching
8. Select General from the Profile Summary Page and answer the 5 questions. Question 3 will allow you to receive SMARTS matches
9. At least one keyword from the Keyword section must be selected in order to receive matches
10. Further specifications to your matching criteria can be made under “Used in SMARTS matching”
11. Enjoy regular emails that outline new funding opportunities related to your project!
KAMIL ALZAYADY  
Dept. of Pharmacology & Physiology  
**Publication**  

MICHAEK GLEHORN  
Dept. of Pathology & Lab Medicine  
**Publications**  
- Park E, Gleghorn ML, Maquat LE. Staufen2 functions in Staufen1-mediated mRNA decay by binding to itself and its paralog and promoting UPFs helicase but not ATPase activity. *Proc Natl Acad Sci.*  

J BIANCA JACKSON  
Institute of Optics  
**Fellowship**  
- Marie Curie International IntraEuropean Fellowship 2013-2015  
**Publications**  
- Walker GC, and Jackson JB, Sub-surface terahertz imaging through uneven surfaces: visualizing Neolithic wall paintings in Çatalhöyük. *Optics Express.*  

IL-SUN KWON  
Aab Cardiovascular Research Institute  
**Award**  
- Travel Award for Arteriosclerosis, Thrombosis and Vascular Biology 2013 Conference

LISA LOWENSTEIN  
Division of Cardiology  
**Publications**  

XIONGJIAN LUO  
Flaum Eye Institute  
**Publications**  

MEHUL MALIK  
The Institute of Optics  
**Fellowship**  
- Marie Curie International Incoming Fellowship 2013-2015

EONYOUNG PARK  
Dept. of Biochemistry and Biophysics  
**Publication**  
- Park E and Maquat L: Staufen-mediated mRNA decay. *Wiley Interdisciplinary Reviews: RNA.*

BETHANY PLAKKE  
Dept. of Neurobiology and Anatomy  
**Publication**  

JESSE SCHALLEK  
Center for Visual Science  
**Grant**  
- NIH National Eye Institute Grant, High-resolution imaging of pericytes and capillary blood flow in diabetic mice  
**Award**  
- Ruth Kirchstein National Research Service Award, 2013-2015  
- 1st place in Hajim Clothesline Festival art contest, "Memory", ...Continues on Page 11

For the second year in a row, the National Postdoc Association (NPA) has launched the Every Member Campaign. Join NPA members and friends across the country in supporting the postdoctoral community.  
*Every gift and every voice counts!*  
[https://npamembers.site-ym.com/donations/donate.asp?id=7087](https://npamembers.site-ym.com/donations/donate.asp?id=7087)
yoUR PDA organizes a social event, fostering an excellent opportunity to share your experiences, network with future colleagues, make international connection, and, importantly, have lots of fun! Thanks for your participation, it is key to our success. Check out our website for future events.