

Professional Development Committee Annual Report October 2009

Part 1 — Charter Updates

Below are the responsibilities of the Professional Development Committee (PDC) as defined in the approved charter. The PDC currently has two standing subcommittees: the Women in Neuroscience Subcommittee (WINS) and Diversity in Neuroscience Subcommittee (DINS). Please provide updates on activities since the last annual meeting in green.

The PDC was formed in summer, 2009, by combining the Committee on Women in Neuroscience (C-WIN) and Committee on Diversity in Neuroscience (C-DIN). Therefore, the activities of the PDC reported below were accomplished by C-WIN and C-DIN.

Monitor

- Monitor the NINDS grant for the Neuroscience Scholars Program (NSP), which enhances the career development of neuroscience trainees of diverse backgrounds. (*DINS*)

The Neuroscience Scholars Program (NSP) is a three-year fellowship for underrepresented minorities coordinated by DINS. NSP provides travel assistance to the Society's annual meeting along with mentoring, enrichment funds, and SfN membership benefits. The annual progress report was submitted to NINDS on July 16. DINS member and new PI on the grant, Erich Jarvis, led efforts on the NSP renewal proposal which was submitted to NIH on Sept. 25, 2008 for a five-year funding period, 2009-2014. Notice of award for a period of 5 years was received on July 31, 2009 for a total of \$1,201,877.

- Monitor implementation of other PD-related grants.

Manage Activities

- Oversee development of a three-year strategic plan for professional development that includes outlining of resources needed and a plan to monitor and measure outcomes.
- Create and offer opportunities for professional development of SfN members at the annual meeting, through local SfN chapters, and through grants awarded to SfN from federal and foundation sources.

C-WIN and C-DIN submitted an ADVANCE/PAID Program grant proposal to the National Science Foundation in January, 2009. We received notification in August 2009 that the proposal was funded for three years, beginning September 1, 2009, for a total of \$589,371. Dr. Jill Becker and Dr. Anne Etgen, PDC co-chairs, will serve as co-PIs on this grant. A planning meeting of the advisory committee will take place at Neuroscience 2009.

In April, 2009, C-DIN submitted a Challenge Grant proposal to NIMH to create a national mentoring network for diverse individuals in the mental health field. The proposal was not funded but PDC members and SfN Staff are pursuing alternative funding sources for the proposed programs.

- Manage SfN's mentoring program, including activities at the annual meeting, to foster networking and mentoring opportunities for neuroscientists. (**WINS**)
The Mentoring Reception at Neuroscience 2008 was very successful. There were 92 mentors and 101 mentees who participated. This year, there are 140 mentors and 170 mentees have signed up for the mentoring program. A group of WINS members will meet in Ann Arbor, Michigan to do mentor/mentee matching for 2009.
- Manage symposium/mini-symposium proposal mentoring program. (**WINS**)
The cluster, spearheaded by C-WIN, offered mentoring services to those wanting help in developing and submitting proposals to SfN for annual meeting symposia and minisymposia. While this service was available to all who requested it, the idea came from a desire for a greater number of competitive proposals from diverse applicants who may be less experienced in writing such proposals. C-WIN invited past Program Committee members to serve as mentors because of their expertise and experience in planning the annual meeting and reviewing proposals for these sessions. In 2009, there were a total of 21 requests for mentors through the system. The people who requested mentoring were asked in a follow-up e-mail to provide a draft proposal before being matched with a mentor. Of the 15 who provided a draft proposal, all were matched with a mentor and 10 submitted a proposal. Two were accepted into the 2009 program.
- Promote the excellence of women in neuroscience through events at the annual meeting, including hosting the "A Celebration of Women in Neuroscience" luncheon. (**WINS**)
C-WIN events at the 2008 meeting were a great success, with substantial participation and extremely positive feedback.

At the 2008 Luncheon, Dr. Huda Akil gave a talk and over 200 people attended. The slide show presentation and the summary of the table discussions have been posted on the luncheon Web site.

During this year's luncheon:

- The chair will review the highlights of the working groups from last year's luncheon and accomplishments of the committee during the past year.
- Huda Zoghbi will serve as the keynote speaker.
- A PowerPoint presentation will highlight women neuroscientists.
- Break-out discussions will focus on setting limits, specifically, the question "How do you decide when to say yes and when to say no?"

- Select the winners of the graduate student and postdoctoral fellow travel awards. (**WINS**)

C-WIN selected sixteen graduate student travel award winners and nine post-doctoral travel award winners for 2009.

Graduate Student Winners

Elisabetta Babetto, UK
Kasia Bieszczad, US
Joshua Buckholtz, US
LaTasha Crawford, US
Maya Desai, US
Rachael Hannah, US
Cynthia Harley, US
April Ho, US
Sunah Kim, US
Deranda Lester, US
Nanxin Li, US
Shyuan Ngo, Australia
Laura Prolo, US
Amber VanMatre, US
Sarah Williams, US
Calvin Young, Canada

Postdoctoral Winners

Jennifer Cummings, US
Jennifer Evans, US
Mai Holm, Denmark
Wenlong Huang, UK
Kathryn Jennings, US
Jocelyn Lippman Bell, US
Florian Ostendorf, Germany
Ramendra Saha, US
Else Tolner, Finland

- Manage annual meeting activities that enhance diversity such as the Diversity Poster Session, NSP Mentoring Breakfast, and Diversity Reception. (**DINS**)
At Neuroscience 2008, C-DIN successfully implemented the following diversity activities:

- NSP Fellows Orientation
- Mentor-Fellow Breakfast
- Diversity Poster Session
- Diversity Reception

For Neuroscience 2009, fellows and directors from the following diversity programs have been invited to attend the Diversity Poster Session on Saturday, Oct. 17, as well as the Diversity Fellows Reception on Monday, Oct. 19: Specialized Neuroscience Research Programs (SNRPs); APA Diversity

Program in Neuroscience; Texas Consortium in Behavioral Neuroscience; Meharry/Vanderbilt Alliance for Training in Neuroscience; and the Neuroscience Scholars Program. Over 70 posters will be presented at this year's poster session.

- Serve as the selection committee for the NSP and oversee the annual application process. (*DINS*)

C-DIN members reviewed and scored 77 applications received this year. Of the awarded Scholars, five are African-American, nine are Hispanic, two are Native America, one is Pacific Islander, and one is multi-racial. Eight of the new Scholars are male and ten are female. Two are undergraduates, three are MD/PhD students, nine are graduate students and three are postdoctoral fellows. The 2009 Scholars are:

Arlene Brown
Amy Brewster
Leon Coleman
Alice Coutinho
Alberto Cruz-Martin
Jose Sebastian Espinosa
Aliya Frederick
Sergio Iniguez
Gunnar Kwakye
Vanessa Matos-Cruz
Marguerite Matthews
Eimeira Padilla
Chivon Powers
Jose Rodriguez-Romaguera
Demetrio Sierra-Mercado
Tonya Taylor
Bradley Voytek
April Weismiller

- Support professional development of the NSP Scholars by overseeing a mentoring program, serving as mentors, conducting annual check-in calls, and approving enrichment activities. (*DINS*)

DINS will match mentors with incoming Scholars based on academic/professional compatibility. NSP Scholars continue to utilize enrichment funds. During the 2009 fiscal year, Scholars used over \$83,000 (85% of available funds) on enrichment activities. Of the activities, 63% were scientific conferences, 6% were professional development courses, 15% were mentor/lab visits, 4% were books purchases, and 12% were miscellaneous expenses.

- Provide input and oversight for SfN's online job bank, NeuroJobs, and associated career development Web site.

- Form and maintain strategic relationships with relevant organizations that can be leveraged for collaborative professional development activities. WINS initiated a partnership for SfN with the Association of Women in Science (AWIS) on their ADVANCE/PAID NSF Grant proposal: *Advancing Ways of Awarding Recognition in Disciplinary Societies (AWARDS)*. The goal of this three-year, \$796,834 grant is to create a sustainable framework for assuring progress towards more equitable rewards and recognition for women and member of underrepresented groups in a wide range of scientific communities.

An AWARDS team will engage SfN staff and representatives in the development of overall project activities and individual action plans to promote equity in awards processes. Key SfN staff based will be involved, facilitating the gathering and dissemination of information. SfN member representatives will work with the AWARDS Project Manager to develop strategies based on current award practices of the society and its organizational characteristics. Action plans will take at least a year to put in place, given the annual or biannual frequency of most award processes and the volunteer governance structure. A key AWARDS activity will be facilitated workshops for society staff and members of committees responsible for the selection of awardees.

Coordinate and Communicate

- C-DIN prepared and distributed a speaker list to encourage institutions to invite more diverse neuroscientists to present research seminars. The list was distributed to Chapter representatives in conjunction with information on the Grass Travelling Scientists Program and is posted on SfN's Diversity in Neuroscience Web page.
- Take an active role in encouraging women, members of underrepresented minority groups, disabled, international, and young scientists to propose symposia and mini-symposia to the Program Committee each year to showcase their work.
- Coordinate professional development workshops at the SfN annual meeting through the SfN Professional Development workshop proposal mechanism. C-WIN asked Kim Byrnes to lead a workshop at Neuroscience 2008 entitled "Time Management Workshop: Combining Family and Neuroscience." Faculty included: Marina Wolf, Tracy Bale, Mark Burns, Alisa Schaefer, John Ngai, Mike Lehman, Laurel Haak, Cynthia Jordan and Marc Breedlove.

WINS member Catherine Krull will lead a workshop at Neuroscience 2009 entitled "How to Manage a Research Laboratory." Faculty will include: Gary Schoenwolf, Suzanne Paradis, Lynne Oland and Brian Pierchala.

WINS members Mary Lou Voytko and Suzanne Haber will lead a workshop at

Neuroscience 2009 entitled “Time Management: Combining Family and Neuroscience.” Faculty will include: Tracy Bale, Toni Shippenberg, Jennifer Bizon, Charles Wood, Jane Rebecca Taylor, and Corinne Augelli-Szafran.

DINS member Margarita Dubocovich will lead a workshop at Neuroscience 2009 entitled “Why Academia?” Faculty will include: Susan G Amara, Joe Martinez, Rhonda Dzakpasu, James Townsel, and Erich Jarvis.

DINS also developed the concept of a “Surviving as Junior Faculty” workshop. Diana Pettit will lead this workshop at Neuroscience 2009. Faculty will include: Lori L McMahan, Cheryl A Chancellor-Freeland, and Erich Jarvis.

- Help disseminate the call for nominations for the Lifetime Achievement awards and the Career Development Award, and applications for the graduate student and postdoctoral fellow travel awards. (*WINS*)

In 2008, the committee decided to consolidate its efforts and recognize all the award recipients at the Celebration of Women in Neuroscience Luncheon rather than holding a separate awards reception. In the case of the Mika Salpeter Award, SfN honored the winner along with the recipients of other SfN achievement awards and prizes at SfN’s main awards reception.

In 2009, the award recipients will again be recognized at the Celebration of Women in Neuroscience Luncheon. The Bernice Grafstein Award for Excellence in Mentoring will be awarded for the first time at the Luncheon. The Mika Salpeter Award winner will be mentioned at the Luncheon, but the winner will be honored along with the recipients of other SfN achievement awards and prizes at SfN’s main awards reception.

This year’s award recipients are:

Mika Salpeter Lifetime Achievement Award

Charla Shatz, PhD

Patricia Goldman-Rakic Hall of Honor

Ann Kelley, PhD

Career Development Awards (2)

Christopher Pittenger, PhD

Raphael Pinaud, PhD

Bernice Grafstein Award for Excellence in Mentoring

Victoria Luine, PhD

The Louise Hanson Marshall Special Recognition Award will not be awarded in 2009, as determined by the awards selection committee.

- Coordinate with other diversity in neuroscience training programs. (*DINS*)
The following programs are included in the Diversity Poster Session during the annual meeting: Specialized Neuroscience Research Programs (SNRP); APA Diversity Program in Neuroscience; Texas Consortium in Behavioral Neuroscience; and Meharry/Vanderbilt Alliance for Training in Neuroscience.
- Help solicit recommendations from the membership to the Committee on Committees to ensure that a diverse pool of nominees is invited for committee and leadership service in the Society.
- Coordinate activities with the other committees in the Higher Education & Professional Development Cluster of SfN. The co-chairs will serve as the committee's representatives on the Cluster's steering committee.

Part 2 — Other Updates

Please provide updates on any other activities of the committee that are not already covered in the charter.

Part 3 — Questions for Cluster Steering Committee / Council

Use the space below to propose questions for discussion by the Cluster Steering Committee (if appropriate) and/or Council.

Part 4 — Other Comments

Use the space below for any other comments.