NICHD Postdoc Orientation

Tuesday, June 4, 2024

NICHD Office of Education
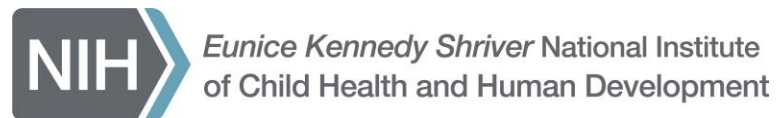
NICHD Office of Education

Erin Walsh, Ph.D.
Deputy Scientific Director for
Science Management
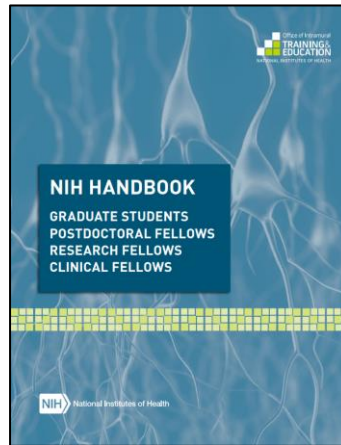
Megan Bohn, Ph.D.
Training Director

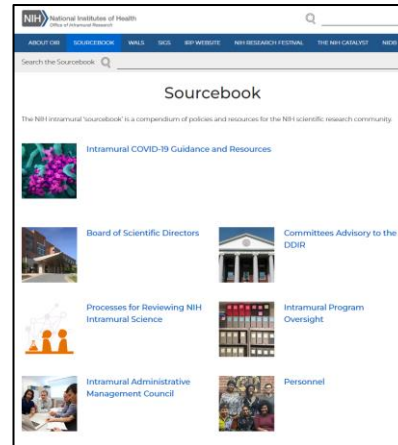**Katherine Lamb Brooks**
Program Coordinator
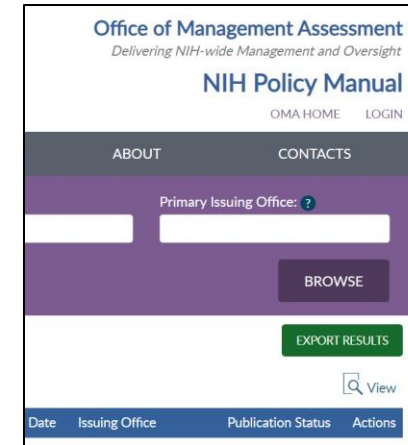
Veronica Harker
Program Coordinator

Key Information Sources

NIH Advanced
Trainee
Handbook
([link](#))

NIH
Sourcebook
([link](#))

NIH
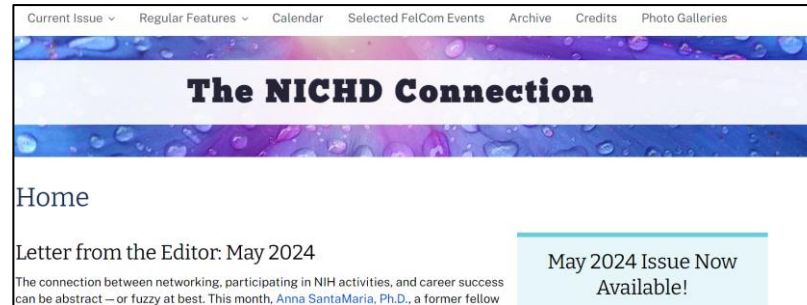Policy Manual
([link](#))

Staying Connected with the Office of Education

- Join listservs
- Check your email

NICHD OE Main Page

[Link](#)

The NICHD Connection

[Link](#)
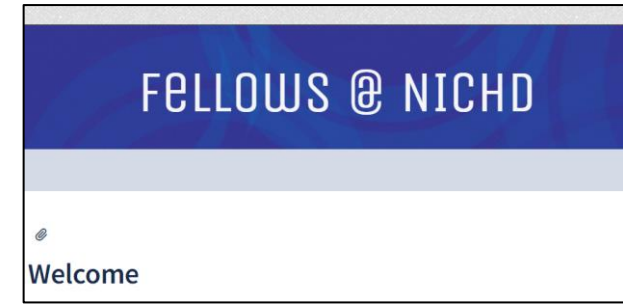
NICHD Fellows Wiki Site

[Link](#)

The National Institutes of Health

Dept. of Health & Human Services
Secretary: Xavier Becerra

National Institutes of Health
Director: Monica M. Bertagnolli, M.D.
NIH Office of the Director

27 NIH Institutes & Centers (ICs)

NICHD	NIAAA	NIA	NIAMS	NCI	NIAID	CC	NCCIH	NIMHD
NIDCD	NIDCR	NIDDK	NIDA	NIEHS	NEI	CIT	FIC	NIBIB
NIGMS	NHLBI	NHGRI	NIMH	NINDS	NINR	CSR	NCATS	NLM

NICHD's Mission and Vision

Mission

NICHD's mission is to lead research and training to understand human development, improve reproductive health, enhance the lives of children and adolescents, and optimize abilities for all.

Vision

Healthy pregnancies. Heathy children. Healthy and optimal lives.

Image: NIH Flickr

NICHD Organization

Monica Bertagnolli, M.D.
NIH Director

Diana Bianchi, M.D.
NICHD Director

Office of the NICHD Director

Division of Intramural Research

Division of Population Health Research

Division of Extramural Research

DIR Annual Report

DiPHR Annual Report
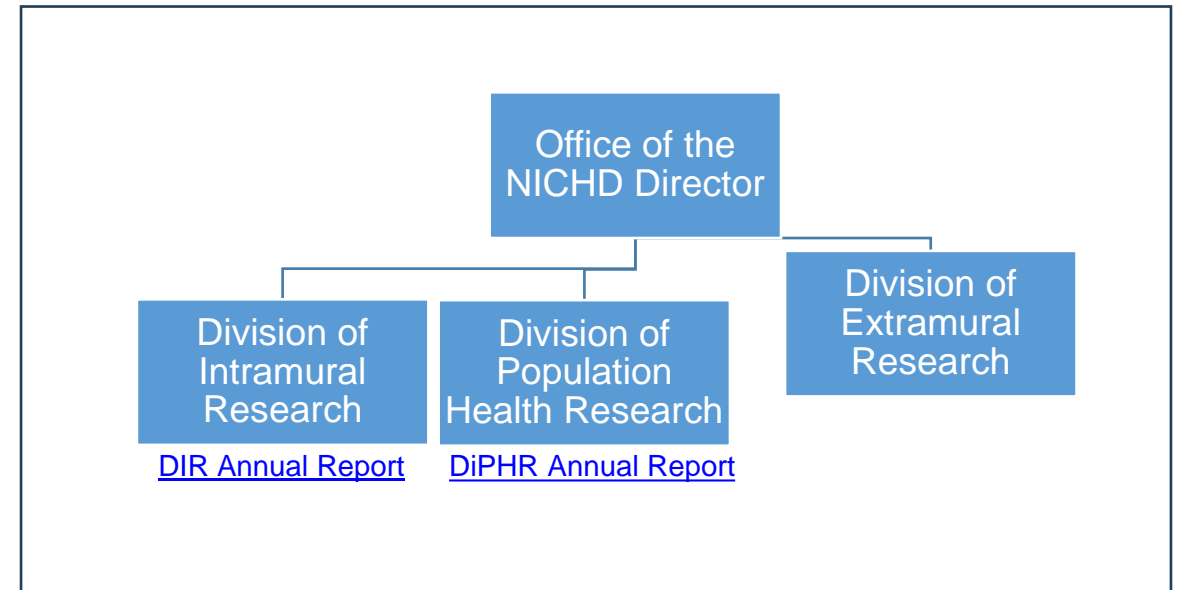
Click to download the full organizational chart

NICHD Organization

Monica Bertagnolli, M.D.
NIH Director

Diana Bianchi, M.D.
NICHD Director

Chris McBain, Ph.D.
NICHD DIR Scientific Director

Una Grewal, Ph.D., M.P.H.
NICHD DiPHR Director

NICHD Core Facilities: Resources to DIR!

Bioinformatics & Scientific Programming:
- Bioinformatics support to NICHD researchers
- Assist with experimental design, data analysis and final manuscript preparation
- Develop software tools
- Training in basic programming and genomic analyses

Zebrafish Core:
- Consultation
- Access to equipment and reagents
- Service in the area of zebrafish genetics

Molecular Genomics Laboratory:
- Next-Generation deep sequencing
- Project data analysis

Microscopy and Imaging:
- Wide-field and confocal light microscopy
- Transmission electron microscopy
- Image analysis and data extraction
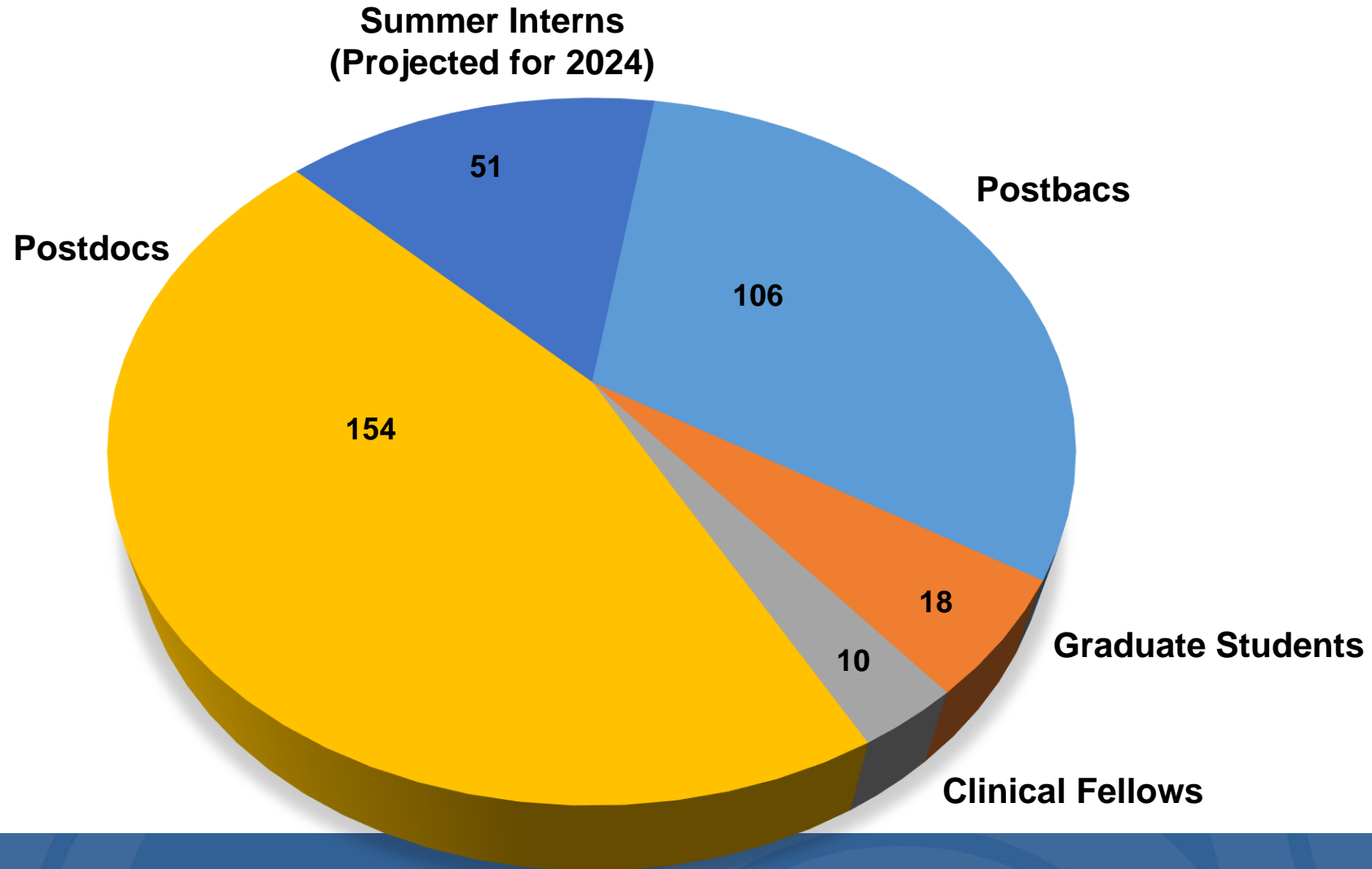- Microscopy Class, annually

Computer Support Services:
- Core IT support
- Clinical informatics
- Custom software development
- Biological visualization Services

NICHD Intramural Trainee Numbers

As of April 2024, 288 total fellows

Summer Interns (Projected for 2024): 51

Postbacs: 106

Graduate Students: 18

Clinical Fellows: 10

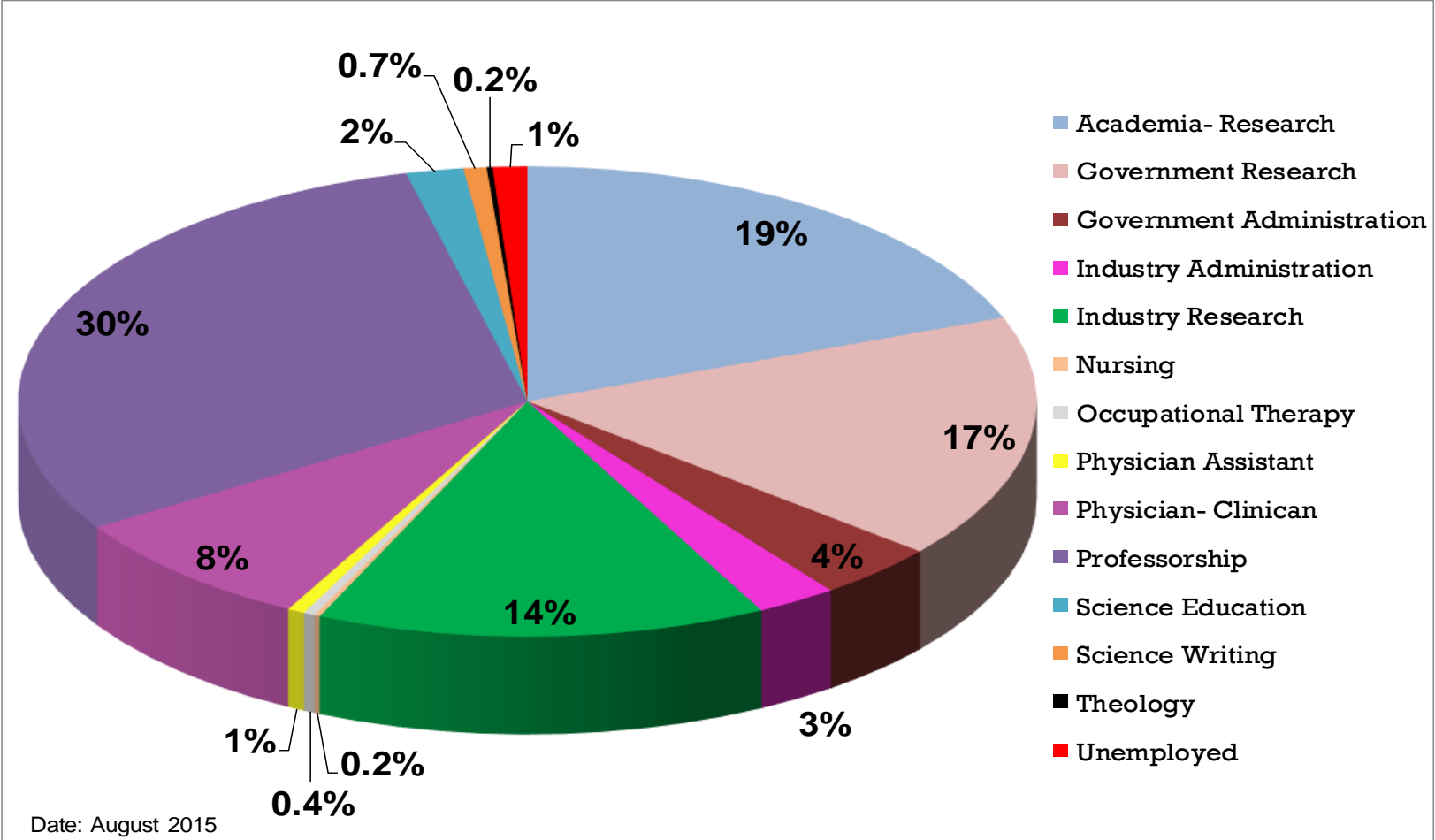Postdocs: 154

Success in Science

Think about the whole package to make yourself competitive on the job market.

- Science, publications
- Communication – oral and written
- Teaching and mentoring
- Leadership and management
- Career Exploration
- Grant writing skill
- Job searches and applications
- Teach science
- Transferrable skills

Career Paths of NICHD Trainees

(547 total, 2000-2015)

Pie chart data:

- Academia- Research: 19%
- Government Research: 17%
- Government Administration: 4%
- Industry Administration: 3%
- Industry Research: 14%
- Nursing: 0.2%
- Occupational Therapy: 0.4%
- Physician Assistant: 1%
- Physician- Clinican: 8%
- Professorship: 30%
- Science Education: 2%
- Science Writing: 0.7%
- Theology: 0.2%
- Unemployed: 1%

Date: August 2015
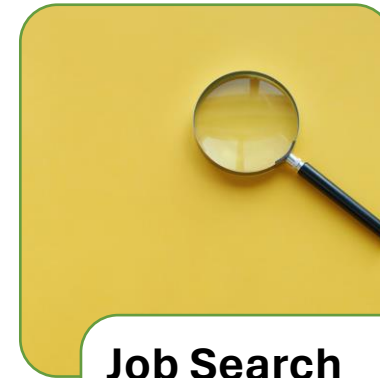
Career Planning

Career Exploration

- Skills
- Values
- Interests

Core Achievements

- Papers
- Grants
- Professional Development

Job Search

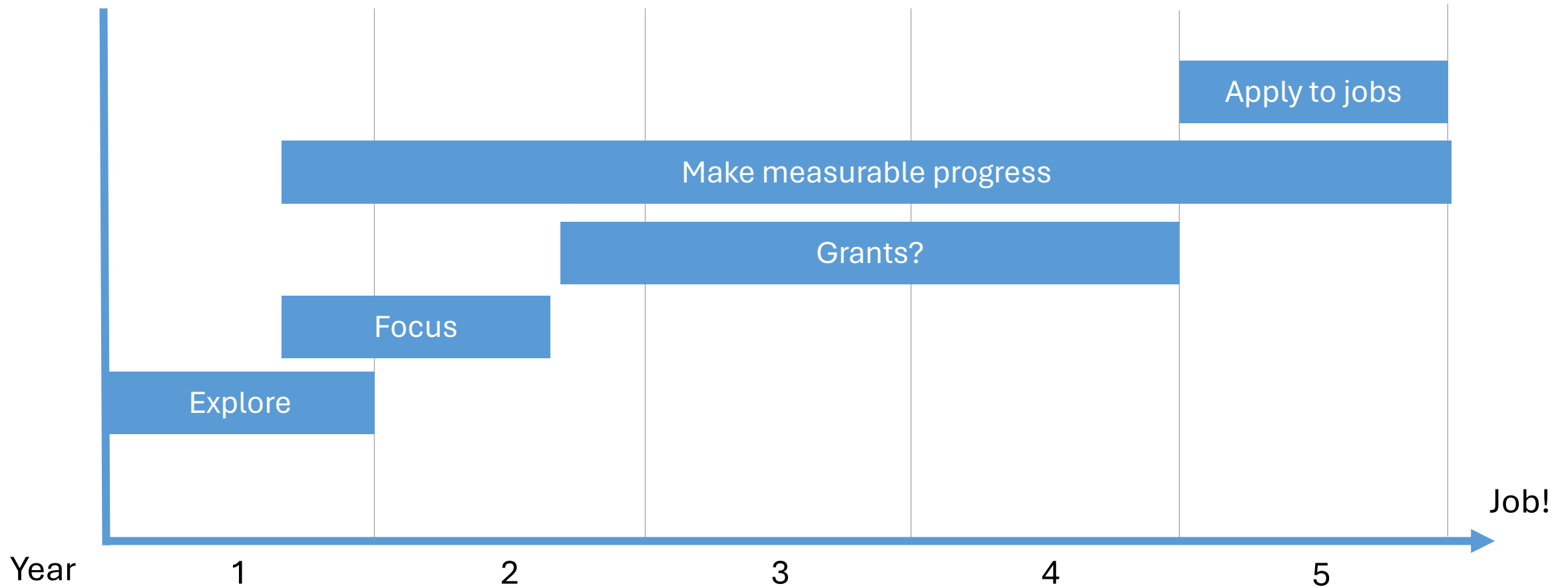- Give yourself enough time
- Prepare effective applications

Career Planning

5 years can go fast.

5-Year Postdoc Timeline

Apply to jobs

Make measurable progress

Grants?

Focus

Explore

Job!

Year   1   2   3   4   5

Career Planning
The Individual Development Plan (IDP)

An IDP helps you <u>align expectations</u> with your mentor

- Research
- Professional development
- Skills and experiences
- Grant writing

SMART Goals

- Specific
- Measurable
- Attainable
- Relevant
- Timebound

http://myidp.sciencecareers.org/

Online Annual Progress Report System for Postdocs and Clinical Fellows

- Report your progress and set goals for the coming year
- A career planning tool: think about your next career move, from a holistic view, and learn what your career interests are
- Plan your future, using myIDP to create an Individualized Development Plan

Fellows Annual Progress Report   PRINT VIEW

Report Sections	Status	Action
Personal Information	Completed	Edit
PAST YEAR Research and Career Development Activities	Completed	Edit
COMING YEAR Research and Career Development Activities	Completed	Edit
Career Goals	Completed	Edit
Mentor's Comments/Feedback	Not Started	View

☐ I understand that my submission represents an electronic signature, and acknowledges that all of the information on this report is accurate.

☐ I have met with my mentor to discuss my career development, performance and progress for the past year, and their expectations for the coming year.

[Submit for Review]

You can review and edit your information prior to submission by clicking "Print View"

https://dir.nichd.nih.gov/dirweb/login.html

OITE: Office of Intramural Training and Education

OITE Mission

To enhance the training experience of students and fellows on all NIH campuses, and to develop scientific and professional skills that will enable them to become leaders in the biomedical research community.

Attend Orientation

https://www.training.nih.gov/events/?keyword=Orientation&intended_audience=&event_type=&topic=

Register for an account and join their listserv:

https://www.training.nih.gov/listservs

Explore their offerings:

https://www.training.nih.gov/services

Attend their events:

https://www.training.nih.gov/events/upcoming

OITE YouTube Channel

Training

Required Training from OITE

- Your Rights and Responsibilities as an NIH Trainee
  - Find the next session [here](#)
- Responsible Conduct of Research – Full Day Course for Postdocs
  - Find the next session [here](#)

Annual Ethics Case Study

- Read about these annual 1-hour case studies on the [Sourcebook](#)

[OITE YouTube Channel](#)

NICHD Office of Education
Here to help you reach your goals

Services

- 1:1 meetings (email Megan.Bohn@nih.gov or book here)
- Career coaching
- Consultations, advice, and referrals
- Job search and applications
- Graduate and professional program preparation and applications

Workshops and courses

- Grant writing
- Communication (oral and written)
- Job applications (academic, industry, and more)
- Career exploration
- CV/resume hours
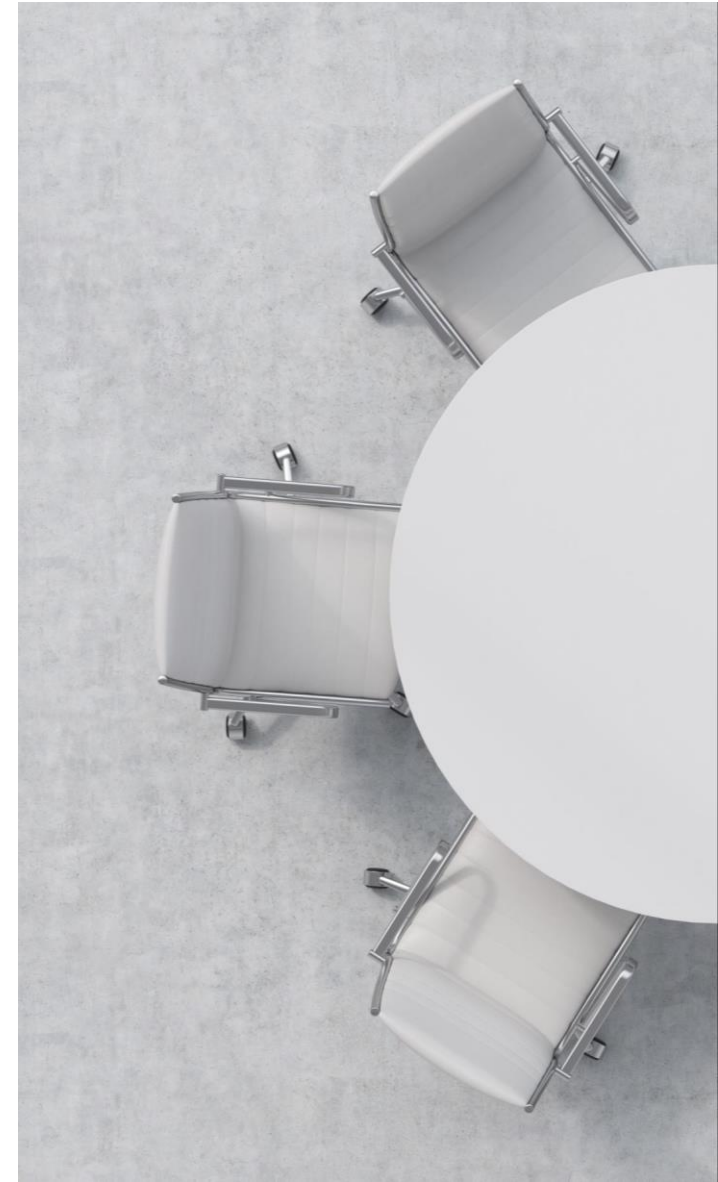
# 2024 Virtual Three-minute Talks (TmT)

- Presenters had to convey the excitement and significance of their research projects in three minutes or less, **using just one PowerPoint slide as a visual aid.**

- This year's competition included fellows from 11 ICs: NICHD, NLM, NHGRI, NIAMS, NEI, NIDCR, NIDCD, NIDDK, NCATS, NIEHS & NIAID.

- NICHD semi-finalists receive 1:1 coaching from a professional speaker
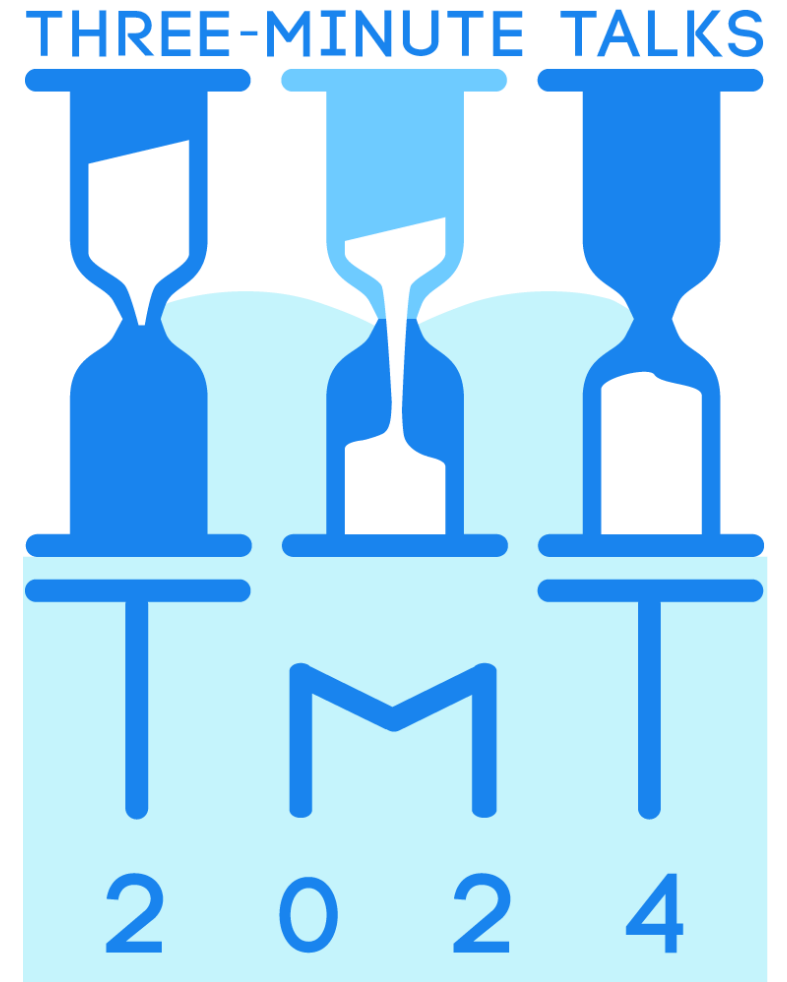
NICHD Annual Fellows Retreat

- For fellows, by fellows
  - Join our planning team!
- Opportunities to present
- Networking with NICHD alumni across multiple careers

Tuesday, October 22, 2024
Natcher Conference Center, Bethesda Main Campus
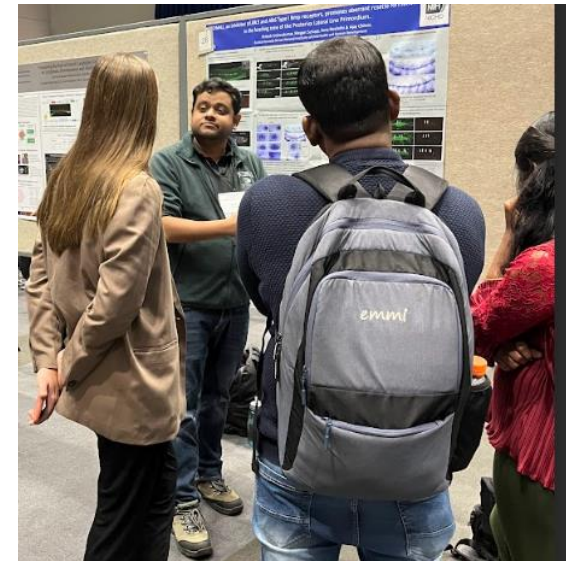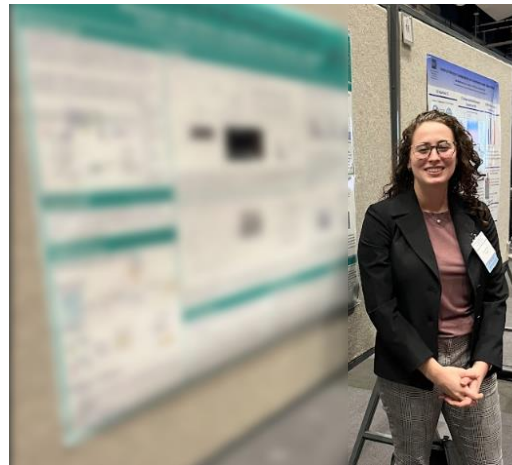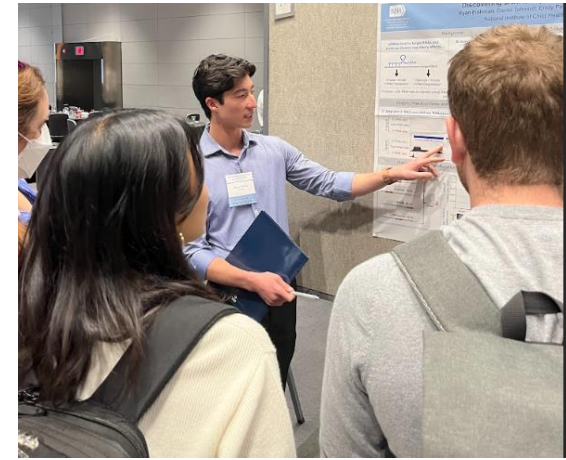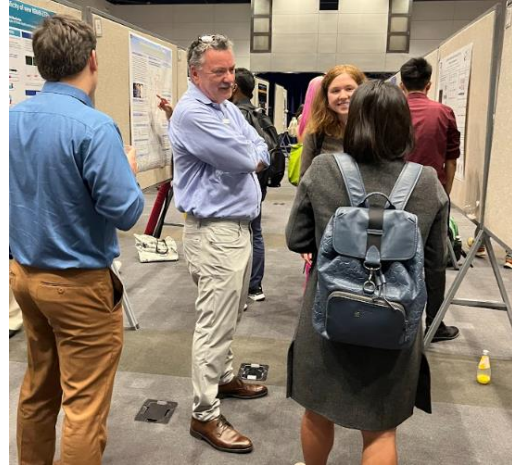
Grant Opportunities for Intramural Fellows
Explore early to find your eligible options

- K99/R00-NIH Pathway to Independence Award
- NICHD Fellows Intramural Grants Supplement (FIGS)
- Intramural AIDS Fellowship (OITE)
- NICHD Intramural Research Fellowships (IRF)
- NICHD Early Career Awards
- F32 (NIH Postdoc Fellowship) (?)
- FARE (Fellows Award for Research Excellence) (FelCom)
- Additional Funding Opportunities

Mentoring
Being Mentored and Mentoring Others

- **Mentoring Postbac Trainees**
  - Discuss with your mentor
  - Opportunity to train a postbac for up to two years
  - Postbac Poster Day (May)
- **Mentoring Summer Trainees**
  - Apply to mentor a summer intern (December)
  - Attend training sessions (May-June)
  - Summer Poster Day (August)
- **Mentor of the Year Awards**
  - Nominations accepted annually in June and July

Nominations are invited for two **Mentor of the Year** awards, one for an **investigator** (tenured, tenure-track, staff clinician, staff scientist) and one for a **fellow** (postdoctoral, clinical, visiting, or research fellows).

DETAILS & NOMINATION FORMS AT
fellows.nichd.nih.gov

NIH _Eunice Kennedy Shriver_ National Institute of Child Health and Human Development

NIH Fellows Committee (FelCom)

- A way to get involved
  - Monthly meeting: First Thursday of the month, 4PM, at Building 1 Wilson Hall
- NICHD representatives every year (basic research and clinical)
- Subcommittees available
  - Career Development
  - Fellows Award for Research Excellence (FARE)
  - Mentoring Social, Service Outreach
  - Wednesday Afternoon Lecture Series (WALS)
  - Clinical FelCom
  - Visiting Fellows Committee
- Social Events
- Career development panels held throughout the year
  - Directing the Future of Science at Governmental and Non-Governmental Organizations
  - Keeping a Bench Job
  - Careers in Big Data / Data Science
- Subscribe to their listservs

https://www.training.nih.gov/felcom

Writing & Editing Services

NIH Library Writing Center

- FREE personal editing assistance
- Answer grammar and punctuation questions
- Review manuscripts, abstracts, articles, posters, and resumes
- Organize and format citations
- Check for plagiarism
- http://nihlibrary.campusguides.com/WritingCenter

Fellows Editorial Board (FEB)

- FREE, confidential scientific document-editing service
- All-volunteer editorial board of fellows and other professionals
- Gain editorial training and experience!
- https://ccr.cancer.gov/training/trainee-resources/editorial-board

FOUNDATION FOR ADVANCED EDUCATION IN THE SCIENCES

- **Why would you do this?**

  - For your training plans in grant applications

  - Enhance scientific knowledge and career development
    - Gene editing
    - Bioinformatic Analysis of Next Generation Sequencing Data
    - Flow Cytometry: Principles and Methods
    - Project Management Training for Scientists

  - Teaching opportunities
    - Biology 101 - Introductory Biology
    - Chemistry 101/102 - General Chemistry I&II
    - Pharmacology 400 - Pharmacology
    - Create a course!

- Biochemistry and Chemistry
- Bioinformatics and Data Science
- Advanced Studies in Bioinformatics and Data Science
- Biology and Genetics
- Epidemiology, Statistics, and Mathematics
- Immunology and Microbiology
- Languages and General Studies
- Medicine and Physiology
- Pharmacology and Toxicology
- Public Health
- Advanced Studies in Public Health
- Technology Transfer, Business, and Industry
- Advanced Studies in Technology Transfer

http://faes.org/grad

If Problems Arise
Know your resources

- Talk to your mentor(s)
- Training director
- OITE wellness and/or career counselors
- Trusted friends

OITE 301-496-2427
training.nih.gov

Career Services | Educational Counseling & Advising

Office of Intramural Research Training & Education
- Graduate and professional school advising
- Career exploration and advising
- Interpersonal skills development
- Wellness workshops and advising
- Cultural adaptation to USA
- Strategies to improve mentor/mentee relationships

EAP 301-496-3164
ors.od.nih.gov/sr/dohs/EAP

Employee Assistance Program

Mental Health Professionals | Confidential | Voluntary

Employee Assistance Program
- Short-term Counseling
- Crisis Intervention
- Community Resources & Referral
- Phone and face-to-face consultations

Civil 301-402-4845
hr.od.nih.gov/hrguidance/civil

Response Team | Coordinators

NIH Human Resources
- Resources for disruptive or dangerous behaviors, intimidation, threats, workplace/domestic violence, harm to self or others

Ombudsman 301-594-7231
ombudsman.nih.gov

Consultation | Coaching | Mediation | Facilitation

Center for Cooperative Resolution
- Neutral, confidential, independent resource
- Coaching, individual and team problem-solving
- Conflict resolution of personal and interpersonal issues
- Identify work-related systems problems

OMS 301-496-4411 ors.od.nih.gov
301-496-1211 (after hours)

Occupational Medical Service

Medical Emergencies | CC Bldg 10, OP6
- 24/7: Evaluations for abrupt behavior change, substance abuse, injury, illness

Emergencies

Police 24/7, Law Enforcement

NIH Police Main Bethesda Campus
911 landline, 301-496-9911 mobile
Non-emergency, 301-496-5685

Local Police
All other NIH facilities
9-911 landline, 911 mobile

Resources for Trainees, March 28, 2017

From OITE: Where to turn when issues arise

Questions