

2016 Society of Toxicology Meeting

PDA Special Events at the 55th Annual SOT Meeting in New Orleans March 13-17!

**Annual Postdoctoral Luncheon
Tuesday, March 15 at 12:00 PM
(Ticket Required)**

All postdoctoral scholars are invited to a casual luncheon organized by the PDA. The Best Postdoctoral Publication award recipients will be recognized and career-themed door prizes given away. The current PDA Board will review the year's accomplishments and the new officers for 2016-2017 will be introduced. Postdoctoral scholars can reserve a ticket for \$10 when they register for the Annual Meeting.

**Poster Tours for Trainees
March 14-16**

Time varies by group. Please consider participating and take the opportunity to network through this one hour event! Meet at the Poster

Best Postdoctoral Publication Awards

The SOT Postdoctoral Assembly presents the Best Postdoctoral Publication Awards (BPPA) each year at the Annual Meeting to recognize outstanding published works in the field of toxicology accomplished by members in formal mentored postdoctoral positions. Applications were eligible this year if papers were published between October 1, 2014, and September 25, 2015. Out of the outstanding pool of applicants, three recipients



Tour Board in Lobby A of the Convention Center near the ToxExpo entrance 15 minutes prior to tour start time. Participants may continue to sign up at the Student/Postdoc Mixer on Sunday, March 13 at the Poster Tour Board.

**Chat with an Expert
March 14-17
Hosted by the Graduate Student Leadership Committee**

Time varies by group. Meet at the Chat with an Expert Board in Lobby A of the Convention Center near the ToxExpo entrance. Participants may continue to sign up at the Student/Postdoc Mixer on Sunday, March 13 at the Chat with an Expert Poster.

were selected. Applications were reviewed by the Postdoctoral Assembly Board and outside reviewers with matching scientific expertise using the NIH conflict of interest, confidentiality, and nondisclosure rules. The 2016 awards will be presented during the Postdoctoral Luncheon at the 55th Annual Meeting in New Orleans, LA on Tuesday, March 15 at noon. Please be sure to come by, enjoy the luncheon and congratulate the recipients! More about the recipients follows on Page 2.

2015-2016 SOT PDA Board

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Best Postdoctoral Publication Award Recipients

Dr. Alicia Bolt is originally from Colorado and received her Bachelors of Science in 2003 from the University of Northern Colorado. There she discovered her interest in environmental/molecular biology and her desire to pursue toxicology as a career. Her research interests are in metals toxicology. She received her PhD in 2012 from the University of Arizona. Under the direction of her mentor Dr. Walter Klimecki, her dissertation focused on characterizing the contribution of autophagy dysfunction and proteotoxicity in arsenic-induced immunotoxicity, using a panel of normal human B-lymphoblastoid cell lines. She then continued her career and is currently a postdoctoral fellow with Dr. Koren Mann at McGill University in Montreal Quebec. Her research focuses on tungsten toxicology. Particularly, she is interested in better understanding the toxicological effects of tungsten that could alter normal biology and contribute to disease using bone biology, breast cancer and pre-leukemic animal models. Alicia has been an active member of SOT since 2009 and was the Postdoctoral Representative for the Metals Specialty Section from 2013-2015.



Dr. Pamela Noyes received her BS from the University of Maryland and MS in Environmental Policy from Johns Hopkins in 2002. Prior to her PhD and while completing her master's, Pam worked for the US EPA and was involved in pesticide and water quality regulation and risk assessment. She received her PhD from Duke University in 2013 in the laboratory of Dr. Heather Stapleton where she was awarded an EPA STAR fellowship to investigate how flame retardant chemicals are metabolized in fish and perturb thyroid endocrine regulation. In 2015, Pam completed a postdoctoral fellowship at Oregon State University in the laboratory of Dr. Robert Tanguay. Her research centered on examining chemical effects on vertebrate development and designing/implementing zebrafish high-throughput screening platforms to predict toxicity mechanisms leading to downstream teratogenicity and maladaptive behavior. Pam recently returned to the US EPA where she is helping the Endocrine Disruptor Screening Program to generate data and devise approaches to characterize and mitigate the biological effects of endocrine disrupting chemicals on humans and wildlife.



Dr. Pei-Li Yao received her PhD at the Institute for Cellular and Molecular Biology at the University of Texas at Austin in 2008. She is a biomedical scientist working at the intersection of reproductive toxicology and molecular carcinogenesis. Dr. Yao's doctoral and first postdoctoral training in reproductive biology under the guidance of Dr. John H. Richburg provided her with the technical and intellectual expertise essential to investigate reproductive toxicology. Currently Dr. Yao is a postdoctoral fellow in the Department of Veterinary & Biomedical Science and Center for Molecular Toxicology & Carcinogenesis at the Pennsylvania State University under the guidance of Dr. Jeffrey M. Peters. Her present research focuses on investigating the role of peroxisome proliferator-activated receptor (PPAR) mediated signaling pathways in toxicology, carcinogenesis and homeostasis with the aim of making contributions to reproductive medicine and the etiology of testicular cancer using animal models and human cancer cell lines. She has published 19 papers in top peer-reviewed journals. She has been a member of the SOT since 2005, and has continuously attended the Annual Meetings and the regional conferences.



PDA Board Members Elected for 2016-2017

Congratulations!

Vice Chair: Samantha Snow

Treasurer: Kari Sant

Councilor: Eugene Gibbs-Flournoy

Councilor: Daniel Spade

The results of the January PDA election have been released. More information on the officers can be found on the PDA webpage.

We wish the 2016-17 Board all the best as they assume their new leadership roles on May 1st.

Upcoming Spring 2016 PDA-Hosted Webinar

Chaired by Gabriel Knudsen, SOT PDA Vice Chair

Informational Interviewing & the Art of Networking

Informational interviewing and networking are critical skills needed to make connections and gain insight into strategies that can help you learn about planned or unadvertised openings. Generalizing or the three major employment sectors (academia, government, industry), the speakers will discuss the 5 minute pitch talk/elevator pitch, how to approach and conduct an informational interview, as well as a discussion of interview preparation strategies.

Industry: Katie Friedman, Bayer Crop Science

Academia: Almudena Veiga-Lopez, Michigan State University & Erica Bruce, Baylor University

Government: Tammy Collins, NIEHS

Webinar Date/Time to Be Announced

Stay tuned to ToXchange for updates!

Thinking Ahead to Next Year!

2017 Joint GSLC and PDA SOT Annual Meeting Session Proposal

The PDA submits scientific and career development proposals for consideration for the Annual Meeting.

Have an idea for a scientific proposal, career development theme, or a potential speaker?

Email ideas to Gabriel at gabriel.knudsen@nih.gov

How to Make a Long-Distance Mentoring Relationship Work

Jessica Sapiro, MS, University of Arizona

Kristina Chadwick, PhD, DABT, Bristol-Myers Squibb

Kristina (mentor) and Jessica (mentee) have participated in a long distance mentoring relationship for the past three and a half years after being paired through the SOT Mentor Match Program. Mentoring is a professional and personal development activity between a more experienced individual (mentor) and less experienced individual (mentee). From a real world 'been there done that' perspective, a mentor helps guide a mentee in reaching their career goals and aspirations. Mentoring is a relationship sharing common traits with many other types of relationships (i.e., respect, vulnerability, establishment of trust, authenticity, and strong communication). This relationship is one that typically involves a long-term ongoing commitment and a genuine investment in the accomplishment of the desired goals and well-being of the other person. This is different than an average networking contact that could be associated with introductions and communication as necessary. A mentor and mentee typically develop strong chemistry over time such that a real exchange of information becomes shared. In this relationship, both people have roles and responsibilities to fulfill whereas with a networking contact, no commitment is generally required.

Having a mentor who is experienced in his or her career is very beneficial to help a postdoc develop and decide on next steps in a career journey. A mentor can provide a postdoc with advice on many topics including navigating policies and challenges, developing leadership and communication skills as a professional, serving as a sounding board to test out ideas, and helping decide on a career path, etc. With the advancement of technology, mentoring meetings do not need to occur in person although periodic face-to-face interaction is helpful in advancing the goals and strengthening the connection. The following are tips we have experienced to make this relationship successful:

Fully commit to the relationship: A successful mentoring relationship requires a small, but ongoing, commitment of time and effort from both the mentor and mentee. Both a mentor and mentee need to have a strong desire to make the relationship work and show it through actions (on time and engaged for phone calls, avoids canceling meetings, and following through on action items).

Strong communication: Especially with mentoring from a distance, excellent verbal communication is essential. Without body language, it is impossible to visually read the other person, so keen listening skills are critical. During our first conversation, which was by phone, we mutually agreed upon the means and frequency of communication. Phone and email work well for our long distance communication, but other avenues such as Skype or chat rooms can work too. We talk on the phone approximately every 4-6 weeks (request initiated by Jessica, the mentee) and supplement with email when needed. But, we both make ourselves available if something comes up that needs to be discussed sooner.

Trust: Of utmost importance to the mentoring relationship is trust. While much of the interaction tends to be routine and not especially sensitive in nature, it is important for the partners to feel that what is shared remains within the partnership. Discussion and advice can be better tailored when all the details and concerns are on the table; the participants need to trust each other to know that sensitive matters will not be shared outside of the relationship. The 'what happens in Vegas, stays in Vegas' philosophy applies well in a mentoring relationship.

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How to Make a Long-Distance Mentoring Relationship Work, continued

Take ownership of your mentoring relationship: As a mentee, you are seeking advice and input from your mentor so you need to take the lead in the relationship. Seek out a mentor (through the Mentor Match program, your advisor, and/or manager). Once you have established a relationship make sure to keep it going—scheduling and requesting meetings is not the responsibility of the mentor but of the mentee. The mentee should be driving the relationship in the direction of where they would like advice and assistance. Some advisors and managers serve in a mentoring capacity for their students or subordinates. An ‘outside’ mentor who does not have supervisory authority can provide a different perspective and help you clarify thoughts and aspirations. Although Jessica had specific goals for the relationship (some have been met and others still in progress), she has furthered her development in many additional ways as a result of asking questions, actively listening and reflecting, and making decisions and putting them into action.

Do not be afraid to ask your mentor for help: Although your mentor is likely a very busy professional and may be very senior, they cannot help you if you do not ask. Mentors look forward to discussions with mentees and will give of themselves to motivated and determined mentees who want to learn and grow. It is normal to feel somewhat nervous and think that you are taking valuable time away from your mentor’s daily activities but it will get easier over time.

If at first it does not work, try again: Sometimes people just do not mesh, perhaps it is personality differences or lack of time commitment by the mentor to meet the needs of the mentee. Do not discard the whole idea of a mentor; try a different one or two. Likewise, the mentoring partnership is not a life-long commitment and can last for a few months or several years but at some point the relationship will end. Some relationships are focused more on specific long term professional development goals while others are geared at a specific event (prelims, first job search, mid-career change, etc.). It is perfectly reasonable to have a fit-for-purpose mentor. You work together for a limited period of time and then go your separate ways. This does not mean you cannot still reach out to them on a less frequent basis to get their thoughts or start a new mentoring relationship with someone else based on your current needs. Overtime, in a strong mentoring relationship in which a deep connection may form, you will likely develop a strong amount of trust in your mentor and truly believe in the advice they share even if you feel some reservation as the action will take you out of your comfort zone. But, always remember to evaluate the advice and make your own decision.

Our mentoring relationship has been mutually beneficial for both of us; it is a two-way street. I (Kristina) really enjoy mentoring, I strive to apply the learnings that I have gained through my education and career to help others. I like to think of it as ‘what would I have liked to know when I was in their shoes?’ But I also learn from the mentees as well. What are their concerns, what does the future hold for a young scientist, how are their minds working? I find that mentoring helps me be both a better manager and mentee myself, as I too have a mentor. Some specifics in my (Jessica) growth through this relationship include enhancement of communication skills, strategies in working with challenging individuals, gaining a greater level of confidence, and developing thicker skin as a rising scientist. It has been a fun, rewarding, and enriching experience! We hope that all of you consider participating in a mentoring relationship as a mentor, mentee, or both. It is well worth your time and effort as the outcomes can be endless!

Please refer to [Mentor Match](#) for more information on the SOT-wide mentoring program.

"How to Make a Long Distance Mentoring Relationship Work." *Women in Toxicology* (Fall 2015): 6-7. Print.

2016 SOT Meeting Networking Opportunities

- **Student/Postdoc Mixer: March 13, 7:30PM-9:00PM-Ballroom B**
- **Mentoring Breakfast: March 14, 6:15AM-7:45AM-Room R01**
- **Postdoctoral Luncheon: March 15, 12:00PM-1:15PM-Rivergate Room**
- **Poster Tours for Trainees**
- **Chat with an Expert**

If you haven't already signed up for **Poster Tours** or **Chat with an Expert** be sure to do so at the Mixer!

2016 SOT Career Resources

- **SOT Online Job Bank: <https://www.toxicology.org/jobbank/>
Be sure to update your CV and visibility settings before the meeting!**
- **Mentor Match: The Online SOT Mentoring Program**
<https://www.toxicology.org/application/jobbank/mentormatch.asp>
- **Education-Career Development Sessions**
Room 220 at the Annual Meeting on Wednesday!
See p. 7-8 of the Post-y and the Annual Meeting App to find relevant sessions.

PDA-Sponsored Scientific Session

Genotypic and Intrinsic Risk Factors That Increase Susceptibility to Inhaled Pollutants

Tuesday, March 15, 9:30 AM to 12:15 PM Room 217

Chairpersons: Desinia B. Miller and Gabriel Knudsen

- Interaction of Alpha-Synuclein with Divalent Metal Manganese Alters Disease Progression in Transgenic Models of Parkinson's Disease. **Dilshan S. Harischandra**, Iowa State University, Ames, IA.
- Human Airway Epithelium: Ethinyl Estradiol-Mediated Sex Differences in Smokers and Non-Smokers. **Megan Rubelli**, University of North Carolina, Chapel Hill, NC.
- *In Utero* Secondhand Smoke Exposures Increase the Lungs' Susceptibility to Developing Emphysema-Related Responses As Adults. **Alexandra Noel**, School of Veterinary Medicine, Baton Rouge, LA.
- The Effect of Diesel Exhaust Exposure on Patients with Allergic Rhinitis—Implications for NK Cell Physiology. **Erica Pawlak**, University of North Carolina, Chapel Hill, NC.
- Inhaled Ozone Causes More Severe Lung Lesions in Hyperglycemic, Insulin-Resistant KKAy Mice As Compared to Normoglycemic, Insulin-Sensitive C57BL/6 Mice. **Daven N. Jackson-Humbles**, Michigan State University, Ann Arbor, MI.
- Diabetes and Obesity as Risk Factors for Ozone-Induced Cardiopulmonary Effects and Metabolic Impairment. **Samantha J. Snow**, US EPA, Research Triangle Park, NC.

Education and Career Development Sessions

The Evolution of the Postdoc: Transitioning from Trainee to Professional in the Modern Era

Wednesday, March 16, 12:30 PM to 1:50 PM Room 220

Chairpersons: Kari E. Sant and Samantha J. Snow

- Introduction. **Kari E. Sant**, University of Massachusetts, Amherst, MA.
- Challenges, Opportunities, and Future Directions of the Traditional Academic Postdoc in Toxicology. **Ilna Jaspers**, University of North Carolina, Chapel Hill, NC.
- Postdoc Training: Thinking Beyond the Bench. **Linda Birnbaum**, NIEHS, Research Triangle Park, NC.
- Pfizer's Postdoctoral Program: An Example of an Industry's Approach to Ensuring a High-Quality Postdoctoral Experience. **Jon Cook**, Pfizer, Inc., Groton, CT.
- Institutional Transformation Strategies for Acceptance of Multiple Career Pathways As Successful Outcomes for Trainees in the Biomedical Research Workforce. **Ambika Mathur**, Wayne State University, Detroit, MI.

"Talksicology": Effective Oral Presentation Techniques

Wednesday, March 16, 5:00 PM to 6:20 PM Room 220

Chairpersons: Barbara L. F. Kaplan and Richard Pollenz

- Introduction. **Barbara L. F. Kaplan**, Mississippi State University, Mississippi State, MI.
- How Not to Engage the Audience. **Richard Pollenz**, University of South Florida, Tampa, FL.
- Make an Impact with Your Research Seminar. **Barbara L. F. Kaplan**, Mississippi State University, Mississippi State, MI.
- Presenting Your Research, Presenting Yourself. **Lois Lehman-McKeeman**, Bristol-Myers Squibb Co., Princeton, NJ.
- Effectively Delivering Complex Messages to Non-Technical Audiences That Have a Short Attention Span. **Steven J. Hermansky**, ConAgra Foods, Omaha, NE.



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