Message from the Chair Colleen E. McLoughlin

The last year brought another great and productive year for SOT PDA! We had an outstanding executive board which organized two webinars (which you can still check out online); events at the Annual Meeting including our annual luncheon, scientific session, and poster tours; and the Best Postdoctoral Publication Award (BPPA), amongst other activities. I also had the privilege of attending the National Postdoctoral Association Annual Meeting and presenting a poster on behalf of the PDA. For details on this meeting see my article below. Looking forward, we will again be celebrating National Postdoctoral Appreciation Week September 15-19th, with daily blog articles and a webinar. Be sure to read on for details! BPPA applications are now being accepted with an October 9th deadline, and I highly encourage all eligible members to apply. I am looking forward to the Annual Meeting in sunny San Diego where we will be organizing activities for PDA members. If you haven’t already, be sure to update your membership to Postdoctoral Member, and update your ToXchange profiles!

We hope to engage all of our PDA members in the following year, and I want to leave you with the following mantra: Get involved, stay involved, get others involved!

Please feel free to contact me with any questions or ideas for your PDA Executive Board.

Dr. Colleen McLoughlin

NPA Meeting Report from the Chair

The 12th annual meeting of the National Postdoctoral Association (NPA) was held in St. Louis, Missouri on April 4-6th at Washington University. The welcoming reception for NPA attendees started with a bang, as the tornado sirens blared through the city and the rains poured while attendees came in to St. Louis.

As the weather cleared, Dr. Susan Fitzpatrick gave the keynote address “10 Reasons Why It’s Great to be a Postdoc” which provided a positive outlook to start the meeting, emphasizing the opportunities ahead for postdocs as they begin their careers.

Dr. Michael Teitelbaum gave the first plenary session presentation “Research and Postdocs in a Complex System in Disequilibrium.” The highlights of Dr. Teitelbaum’s talk included the history of the NPA and the great voice the organization provides for such a diverse and other often under-represented group. One quote that

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2014-2015 SOT PDA Board

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Laura Apelt
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NPA Meeting Report from the Chair Continued from page 1

summarizes the talk is “Problems facing research and postdoc systems are real and fundamentally structural. Don’t worry, you won’t be lacking challenges.” Among the challenges he mentioned were funding and career prospects.

Some potential solutions included increasing training for “alternative careers” emphasizing broad skill development and several programs with this aim (such as Masters in Bioscience Management) and continued leadership by NPA to address the ongoing challenges.

Several concurrent workshop sessions were held each day. One really great session by Dr. Gail Gasparich and Ms. Cynthia Simpson was on “Communication Tips and Techniques to Enhance Your Leadership Skills” which demonstrated many “dos and don’ts” of communication, from oral presentation skills to emails. Other session topics included conflict resolution, preparing for the first year on the job, various topics on starting, implementing, and continuing postdoc programs, and increasing data collection on postdocs. Another particularly interesting session was the second plenary session “Post Doc, Ergo Doc?” which included perspectives from different sectors – industry, academia, and funding agencies – on postdoctoral training.

Opportunities for socializing and networking abounded with networking breaks and themed lunch-arounds. The poster session included over 35 posters from different institutions and postdoctoral programs. The SOT poster was highly attended and the large variety of leadership opportunities and programs for postdoc involvement were highly lauded. Overall, the meeting was a great experience and I learned a lot, but also came away with a great appreciation for the opportunities and support SOT provides for postdocs. I encourage you to check out the NPA website, where you can even download slide sets from the meeting: http://www.nationalpostdoc.org/meetings-and-events-4/annual-meeting/2014-annual-meeting/2014-annual-meeting-workshops.

Message from the 2013-2014 Outgoing Chair Ebany Martinez-Finley

According to Shakespeare, “parting is such sweet sorrow” and in my case no truer words have been spoken. I have had the honor of serving on the SOT Postdoctoral Assembly (PDA) Executive Board since 2011; first as Secretary and then as Chair. It has been a wild ride (thus the Shakespeare reference) and I’d like to express my gratitude to all postdoctoral members for your confidence in me over the past 3 years. I would also like to extend a very heartfelt thank you to the members of the board and volunteers (too many to name here) that served with me throughout my tenure - you ALL made the difference and truly showed what can be accomplished when everyone willingly contributes. I would also like to give special thanks to SOT staff for keeping the PDA on track, and of course, to the various Council members who have expressed interest in the PDA and helped us push our agenda.

If you have continued to read to this paragraph then I have a special call to you – members of the PDA. The PDA always needs volunteers to help with various projects. If you are reading this then you take an interest in the PDA and SOT, so why not volunteer? You can do it and you should do it! Not only because it “looks good on your CV” but because you make invaluable connections with your colleagues, and you hone skills that are particularly important on the job market. So reach out and help!

I leave my position in the most capable hands. The new board has experience, know-how and they have been incredibly talented at weaving themselves throughout SOT, so I have no doubt that they will be especially productive this year.

Cheers to productivity and fruitful careers!!
And THANK YOU!

Dr. Ebany Martinez-Finley
A Postdoc’s Perspective: 
Bridging the Gap Between Academics and Industry
Food Safety and CRAD Postdoctoral Representative Brenna Flannery

1. Network. It is estimated that between 60 – 80% of jobs are obtained via personal relationships (US Bureau of Labor Statistics). Therefore, make networking a priority when attending lectures, SOT meetings and other conferences. In addition, it is good practice to conduct informational interviews. Seek out someone who is in your desired position and contact them. People are usually more than willing to talk about their careers and the approach they used to attain their career goals. You will learn valuable information on how to attain that position, and you will be expanding your network while speaking the language of industry.

2. Get involved outside of research. This will demonstrate you can interact and communicate with others, building your “soft skills.” SOT has many ways to get involved including regional volunteer opportunities and serving as a postdoctoral representative for Regional Chapters, Special Interest Groups, and Specialty Sections, and more. Furthermore, being involved in SOT will enhance your profile and network, potentially bringing opportunities to you.

3. You must take an active approach seeking out opportunities rather than waiting for them to come to you. Additionally, it is important to keep an open mind. Being too narrow in your job search will limit your possible opportunities. If you find yourself struggling to obtain a position, consider an internship to obtain experience.

4. Find your strengths. Often times we focus too much on the skills we need to improve, not what our true talents are. The book *Strengths Finder 2.0* by Tom Rath is an excellent resource for determining your strengths. Once you determine what your strengths are and why, you can form a dialogue to communicate with others about yourself.

5. Practice, practice, practice. Prepare for job interviews as if you are preparing to give an oral presentation. You will come across to the interviewer as confident, knowledgeable, and prepared. Most universities have career centers that are available for postdocs! Use them for CV, cover letter, and interview preparation.

6. Keep track of time. Often times, the hiring process can take 4 to 12 weeks after the position closing date. If you are looking to transition from your postdoc to a position by a certain date, start applying many months in advance. Never feel content in a postdoc, it is impermanent in nature.

7. Maintain a positive attitude and be persistent. Being continuously rejected for jobs can be depressing. Just remember that you are not being rejected as a person, but rather the employer is looking for someone with a slightly different skill set or slightly more experience. Non-verbal cues, such as smiling, can affect the way you are perceived in an interview, even a phone interview. So chin up and remember to smile!
Upcoming PDA-Sponsored Fall Career Webinar for National Postdoctoral Appreciation Week in September

The SOT PDA Vice Chair Kathryn Page will moderate a Fall Career Webinar in celebration of Postdoctoral Appreciation Week (Sept 15th-19th). Date and Time are TBA so stay tuned to your ToXchange Updates!

Increasing Your Visibility and Participation in SOT as an Early Career Toxicologist.

Speakers will include:

Dr. William Slikker Jr., Director of the National Center for Toxicological Research at the Food and Drug Administration

Dr. Lauren Alekunes, Assistant Professor in the Department of Pharmacology and Toxicology at Rutgers University

Dr. Mary Beth Center, Associate Professor in the Department of Environmental Health at the University of Cincinnati

Dr. Betina J. Lew, Senior Toxicologist at Church and Dwight Co. Inc.

The 54th Annual Meeting to be held in San Diego, California March 22-26th, 2015

• Abstract submissions are due by October 7, 2014.
• Online and Early Bird Registration is strongly encouraged. The Annual Meeting Early Bird Registration deadline is January 31, 2015.
• Check for award deadlines: [http://www.toxicology.org/AI/AF/awards.aspx](http://www.toxicology.org/AI/AF/awards.aspx)
• Postdoctoral events will include the Postdoctoral Assembly Luncheon, Poster Tours for Trainees, the Student/Postdoc Mixer, Chat with an Expert, a PDA- and GSLC-sponsored scientific session, and the SOT Job Bank!
• Update your profile in ToXchange and in the SOT Job Bank!

Register for the SOT Job Bank!

[https://www.toxicology.org/ai/newcrad/](https://www.toxicology.org/ai/newcrad/)

The Society of Toxicology CRAD Job Bank provides employers and candidates who are seeking jobs with the opportunity to establish contacts relating to their specific needs and areas of interest. Registrations are valid for four months and all registrants may access the system as often as they wish. In addition to this service, the traditional Career Resource and Development Service program will be offered at the SOT Annual Meeting in San Diego, California, March 22-26, 2015. Please complete the online survey, located on the main menu, as this provides the feedback needed to make improvements or enhancements to the Job Bank service. Access is free for SOT members.

You may also be interested in Mentor Match, the SOT Online Mentoring Program for SOT members.
The Society of Toxicology 2014 Best Postdoctoral Publication Award Winners

Presented by the Postdoctoral Assembly, the Best Postdoctoral Publication Award (BPPA) recognizes outstanding work accomplished by formally mentored postdoctoral trainees by recognizing recently published exceptional papers in the field of toxicology.

Congratulations to the BPPA award winners at the Phoenix, AZ, 2014 Society of Toxicology Meeting! Citations for each of the winning papers can be found on the SOT website.

During the Postdoctoral Luncheon at the 2014 SOT meeting PDA Chair Ebany Martinez-Finley (in photos to the right) presented awards to three recipients. Dr. Annie Lumen was recognized for her manuscript entitled “Evaluation of Perturbations in Serum Thyroid Hormones during Human Pregnancy Due to Dietary Iodide and Perchlorate Exposure Using a Biologically Based Dose-Response Model.”

Dr. Gul Mehnaz Mustafa was recognized for her publication entitled “Biomarker Discovery for Early Detection of Hepatocellular Carcinoma (HCC) in Hepatitis C (HCV) Infected Patients.”

Dr. Phoebe Stapleton was recognized for her publication entitled “Maternal Engineered Nanomaterial Exposure and Fetal Microvascular Function: Does the Barker Hypothesis Apply?”

2015 Best Postdoctoral Publication Award Application Now Open!

The deadline for the 2015 BPPA applications is October 9, 2014, for papers published between October 1, 2013, and September 30, 2014. For details please check the website: http://www.toxicology.org/ai/spd/PDPubAwardAnn.asp

We look forward to your applications!
Postdoctoral Representatives Needed!
Please contact the President if you are interested!

Lake Ontario Regional Chapter-VACANT
President: Warren G. Foster

Carcinogenesis-VACANT
President: Elaine Faustman

Comparative & Veterinary Specialty Section-VACANT
President: Uford A Madden

Dermal Toxicology-VACANT
President: Jens Thing Mortensen

Ethical, Legal, and Social Issues-VACANT
President: Paul H Zigas

Medical Device-VACANT
President: Greg Erexson

Ocular Toxicology-VACANT
President: Edward Chow

Thank you to last year’s PDA Board members!
Congratulations on a job well done!

Left to right: Rhiannon Hardwick, Councilor; Karin Streifel, Secretary; Colleen McLoughlin, Vice Chair; Ebany Martinez-Finley, Chair; Kellie Fay, Treasurer; Not pictured: Katie Paul, Councilor
The time has come; your postdoc position has ended. What happens next for your SOT membership? Heard scary stories about how hard upgrading to Full or Associate SOT membership is? Worry no more, we are here to give you the low-down, how-to, and why you should upgrade.

**When to upgrade**
SOT policy states that graduate students and postdocs may remain in those membership categories for 12 months after completion of the respective degree/training, recognizing that resources are limited for trainees as they get established in the next phase of their careers. But after that, it is time to move to the other member types!

**Cost**
Whether you upgrade to Full or Associate membership the 2014 cost will be $138. Not too pricey with all the benefits you get! A print copy of *Toxicological Sciences* is also available with your membership for an additional $25 for US ($46 for the rest of the world).

**Benefits**
Besides the standard “recognition among your peers,” both Full and Associate memberships provide:

- SOT Publications including Annual Meeting information and the SOT newsletter *Communiqué*
- SOT official journal *Toxicological Sciences*, electronic access and discounted subscription to the print version
- Right to sponsor non-member colleague abstracts at the Annual Meeting
- Right to chair sessions at the Annual Meeting
- Eligibility for many of SOT’s distinguished awards
- Registration fees reduced for the SOT Annual Meeting
- Career Resource and Development Job Bank services at no cost
- Access to member-restricted information on SOT’s website

However, only Full membership provides:

- Voting privileges to help shape the future and direction of the Society
- Officer eligibility to assume leadership positions that help forward the mission and objectives of the Society

**SOT Leadership Roles**
The other difference between the two membership types involves eligibility for SOT committee and officer participation. Full membership provides unrestricted access to participation in all SOT committees, subcommittees, and component groups (Regional Chapters, Specialty Sections, and Special Interest Groups), providing the opportunity to have firsthand involvement in fostering the development of the strategic initiatives of the Society. For nomination to an elected SOT position the person must be a Full member. However, this is not the case for appointment by the incoming president to certain committee positions, and there are subcommittee, task force, and *ad hoc* positions for which the Full member type is not mandated. There are also rules governing the component groups which mandate that elected positions in the Presidential and Treasurer chain be Full members, whereas Councilors may be either Full or Associate members, subject to the bylaws of the component group. If you are interested in volunteering your time in an SOT leadership role, you can check out "Get Involved," fill out an SOT volunteer form, or even contact the committee/group chair directly to make your interests known.

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The “How-To” on Upgrading to Full or Associate SOT Membership
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Criteria for application
The type of membership for which you can apply is based on your toxicological experience, number of publications, and/or the amount of time in toxicology. Basically, if you have 5+ years postdoc experience you can apply for the “Full membership based on documented professional experience.” If you have between 3 and 5 years of postdoctoral experience, but you have at least two peer-reviewed toxicology publications (post PhD), then you qualify for the “Full membership based on peer-reviewed publications.” If you do not quite meet these criteria, then Associate membership may be for you. All three membership types require sponsorship by 2 Full SOT members, however the Full membership based on experience requires 3 sponsors. If you do not know enough Full members to fulfill this requirement, SOT headquarters staff will help you find a sponsor. Additionally, members of the Membership Committee can sponsor applications based on a critical review of your CV should no other sponsor be found. Specific requirements for each type can be found on the SOT Types of Membership webpage.

Questions?
Further information can be found on the SOT website at http://www.toxicology.org/ms/join.asp. For answers to specific questions, please email Kathryn Page, your Membership Committee postdoc representative at kpage@berkeley.edu.

How to Upgrade
The process is simple once you know the type of membership for which you are eligible and have lined up your sponsors. Just visit the SOT membership upgrade website, sign in, and fill out the online application.

Thank you, and we look forward to receiving your membership applications!

Dr. Kathryn Page
& the 2014 SOT Membership Committee
### Regional Chapter Representatives for 2014-2015

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<tr>
<th>Region</th>
<th>Representative</th>
<th>Institution</th>
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<tr>
<td>Allegheny-Erie</td>
<td>Kevin Beezhold</td>
<td>University of Pittsburgh</td>
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<tr>
<td>Central States</td>
<td>Samuel Buxton</td>
<td>Iowa State University</td>
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<td>Lone Star</td>
<td>Amelia Romoser</td>
<td>Texas A&amp;M University</td>
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<tr>
<td>Michigan</td>
<td>Madiha Khalid</td>
<td>Michigan State University</td>
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<tr>
<td>Mid-Atlantic</td>
<td>Daniel Willis</td>
<td>New York University School of Medicine</td>
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<td>Midwest</td>
<td>Mary Laws</td>
<td>University of Illinois Urbana-Champaign</td>
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<td>Mountain West</td>
<td>Jonathan Shannahan</td>
<td>University of Colorado</td>
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<td>National Capital Area</td>
<td>Chad Brocker</td>
<td>National Institutes of Health</td>
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<tr>
<td>North Carolina</td>
<td>Samantha Snow</td>
<td>University of North Carolina Chapel Hill</td>
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<tr>
<td>Northeast</td>
<td>Priscilla Encarnacao</td>
<td>Yale University School of Medicine</td>
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<tr>
<td>Northern California</td>
<td>Galen Miller</td>
<td>University of California-Davis</td>
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<tr>
<td>Northland</td>
<td>Sarah Lacher</td>
<td>University of Minnesota</td>
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<td>Ohio Valley</td>
<td>Smita Ghare</td>
<td>University of Louisville</td>
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<td>Pacific Northwest</td>
<td>Tod Harper</td>
<td>Oregon State University</td>
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<td>South Central</td>
<td>Si Chen</td>
<td>US FDA-NCTR</td>
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<tr>
<td>Southeastern</td>
<td>Guoqing Qian</td>
<td>Winship Cancer Institute of Emory University</td>
</tr>
<tr>
<td>Southern California</td>
<td>Parrisa Solaimani</td>
<td>Western University of Health Sciences</td>
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### Special Interest Group Representatives

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<thead>
<tr>
<th>Association</th>
<th>Representative</th>
<th>Institution</th>
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<tbody>
<tr>
<td>American Association of Chinese in Toxicology</td>
<td>Qiangen Wu</td>
<td>Indiana University</td>
</tr>
<tr>
<td>Association of Scientists of Indian Origin</td>
<td>Mallikarjuna Basavarajappa</td>
<td>US FDA-NCTR</td>
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<td>Hispanic Organization of Toxicologists</td>
<td>Teresa Palacios-Hernandez</td>
<td>Fundacion Universidad de las Americas Puebla</td>
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<td>Korean Toxicologists Association in America</td>
<td>Jang-Won Lee</td>
<td>Purdue University</td>
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<tr>
<td>Toxicologists of African Origin</td>
<td>Yasmeen Nkrumah-Elie</td>
<td>Oregon State University</td>
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<tr>
<td>Women in Toxicology</td>
<td>Phoebe Stapleton</td>
<td>West Virginia University</td>
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Specialty Section Representatives for 2014-2015

**Biological Modeling**
Martin Phillips  
US EPA

**Biotechnology**
Amy Sharma  
Yale University

**Cardiovascular Toxicology**
Leslie Thompson  
University of North Carolina Chapel Hill

**Clinical and Translational Toxicology**
Tracie Baker  
University of Wisconsin Madison

**Drug Discovery Toxicology**
Sarah Lamore  
AstraZeneca Pharmaceuticals LP

**Food Safety**
Brenna Flannery  
University of California Davis

**Immunotoxicology**
Ashwini Phadnis-Moghe  
Michigan State University

**In Vitro and Alternative Methods**
Sridhar Jaligama  
University of Tennessee Health Science Center

**Inhalation and Respiratory**
Cara Sherwood  
University of Arizona

**Mechanisms**
Rhiannon Hardwick  
University of North Carolina Chapel Hill

**Metals**
Alicia Bolt  
McGill University

**Mixtures**
Ronald Pringle  
Mississippi State University

**Molecular and Systems Biology**
Jill Franzosa  
US EPA

**Nanotoxicology**
Matthew Grogg  
Air Force Research Laboratories

**Neurotoxicology**
Kristen Ryan  
NIEHS-NTP

**Occupational and Public Health**
Melissa Badding  
National Institute for Occupational Safety and Health

**Regulatory and Safety Evaluation**
Senthilkumar Kuppusamy  
US EPA

**Reproductive and Developmental Toxicology**
Brandiese Beverly  
US EPA

**Risk Assessment**
Michelle DeSimone  
North Carolina State University

**Stem Cells**
Ntube Ngalame  
NIEHS-NTP

**Toxicologic and Exploratory Pathology**
Mili Mandal  
Rutgers University

The Post-y Newsletter is published twice annually in Reston, Virginia for the members of the Society of Toxicology Postdoctoral Assembly.