EDITORIAL TEAM (L-R): *Lien Nguyen, PhD; Weimin Tang, PhD; Shang-Chuen (Peter) Wu, PhD; Andreea Stancu, MD (Co-Chair); Megan Mary Hanlon, PhD; and Stecia-Marie Fletcher, PhD (Co-Chair)*

BRIGHAM AND WOMEN'S HOSPITAL POSTDOCTORAL ASSOCIATION

The BWH Post(Doc)

Spring/Summer 2022

BWH PostDoctoral Association

IN THIS ISSUE

Meet the PLC series

By Stecia-Marie Fletcher, Ph.D.

Left to right: Bidisha (Eshaani) Mitra, PhD; Robert Nshimiyimana, PhD & Sourabh Soni, PhD

By official counts, there are more than 750 postdoctoral research fellows at Brigham and Women's Hospital (BWH). The Postdoctoral Leadership Council (PLC) was formed in 2009 to foster postdoc engagement, promote career development opportunities, and advocate on behalf of the postdoctoral community. The PLC serves as the governing body for the BWH Postdoctoral Association (PDA). At its helm are President, Sourabh Soni, and Co-Vice-Presidents, Eshaani Mitra and Robert Nshimiyimana. For the inaugural installment of the 'Meet the PLC Series,' I sat with each of them to talk about the role of the PLC, their vision for the association, and their personal career trajectories and motivations.

Sourabh, Eshaani, and Robert each have different paths that led them to this point, and they have diverse research interests. Their varied experiences, expertise, and perspectives, undoubtedly lend themselves to valuable contributions for the spearheading of the PLC. Sourabh is originally from India and completed his PhD in Cancer Biology through the Council of Scientific and Industrial Research, which is a network of government-affiliated labs in his home country. He has been a postdoc at BWH for the past three years, and currently works with the Mebratu Lab (Department of Pediatric Newborn Medicine). His work focuses on the role of viruses in Pulmonary Medicine. He has served on the PLC in various capacities since joining BWH; he has been a member and Co-Chair of the Networking Committee, the PLC Vice-President, and he is now the PLC President. Eshaani is also Indian but came to the U.S. to pursue her Ph.D. at Indiana University. She specializes in Cancer Virology. She has been a research fellow at BWH since September 2020 and is a member of the Gewurz Lab (Department of Medicine, Division of Infectious Diseases), which researches the Epstein-Barr Virus and B-cell Immunology. She has held the position of PLC Co-Vice-President since November 2021 and was previously the Co-Chair of the Communications Committee. Finally, Robert is a postdoctoral researcher in the Serhan Lab (Department of Anesthesiology), where he studies structural elucidation of bioactive molecules. Originally from Rwanda, he came to the U.S. as part of the Presidential Scholars Program to study Biochemistry and Molecular Biology at Hendricks College in Arkansas, before earning his Ph.D. at The University of Southern California in Organic Chemistry. He joined BWH in August 2020 and became involved with the PLC a year later. In addition to his position as Co-Vice-President, he has taken an active role in revitalization of the Advocacy Committee[a].

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Personal thoughts on engaging with current events as a postdoc

By Lien Nguyen, Ph.D.

Once upon a time, in high school, I was enamored with learning about different theories of ethics, or what exactly determines what we ought to do in various circumstances [1]. The deontologist prioritizes duty and obligation, for example, the Golden Rule of treating others as you would like others to treat you. The utilitarianist prioritizes outcomes or the greatest benefits for the largest number of people. If you must push one person in front of the train to stop it from running over five other people, so be it. The virtue ethicist, the slipperiest, in my opinion, prioritize actions in accordance with various virtues – benevolence, charity, fidelity, honesty, courage, and others. As for myself, I have always been an ethical intuitionist, where I believe that basic moral propositions are self-evident. Kicking innocent puppies, or babies for that matter, is wrong. Why? Well, it's just wrong.

It does seem a bit problematic to be a scientist and still be so trusting of one's intuitions. I am aware that my own moral intuitions can be, at times, sketchy or contradictory. Let's consider an example adapted from a paper by psychologist Joshua Greene [2]. I am walking along a shallow lake in my best suit when I see a child drowning. There is no risk of me dying per se, it's a very shallow lake after all, but I would be ruining my expensive clothing jumping into the lake. Most people would intuit that not saving the child because I'm afraid of ruining my clothes is monstrously, morally wrong. However, in real life, I can send a check for that same amount of money to a charity to save a child on the other side of the globe. Sadly, I feel little moral compulsion to do so, and like many people, do some complicated mental gymnastics to absolve myself of such responsibility.

So, what are these moral intuitions, these ethical "gut feelings," exactly? Speaking as a neuroscientist, I figure that if we scan enough people's brains while they are having these intuitions, perhaps we can localize the neural correlates of moral intuitions down to a few centimeter cubes. Some enterprising scientists can then even work out a bunch of genes that influence them. And where do moral intuitions come from? Again, speaking as a biologist, I'm partial to the concept that "natural selection has outfitted us with [efficient cognitive processes] [2] for making intuitive, emotion-based moral judgements" that feel right but are probably not objectively right. As such, we feel obligated to save a child in front of us, but not a child living thousands of miles away. The former is "up-close-and-personal" and lights up all our emotional centers (amygdala, anyone?), whereas the latter is probably weakly flickering in some far-flung cortical network.

Despite my scholarly duty to be skeptical of moral intuitions, I have always trusted my moral intuitions to guide me through life to be a decent enough person. Until recently, that is.

The omnipresence of modern technology has made everything so "up-close-and-personal" nowadays, invalidating the option of "ignorance is bliss." Indeed, the Covid-19 pandemic has been up-close-and-personal, affecting everyone, killing millions, and depriving many more. Then, there is the war in Ukraine, the mass shooting in a primary school – again, and the looming climate disaster, to name a few. I feel as if I cannot take my eyes away from the car wreck, that I cannot stop obsessively checking the news, seeing the people in them, and fretting over my circumstances. People are not literally dying in front of me, lucky for me, but neither are they some abstract, faceless figures thousands of miles away. I can, figuratively, feel the emotional/ moral centers in my brain being constantly pressed, that I am morally obligated to do something. And yet, what can I do? I am a highly trained scientist. I daresay I am rather competent at my job scouring the scientific literature, performing experiments, analyzing data, writing papers, and inspiring some fledging scientists along the way. Yet, I do not have the skills, nor the will, to help with the urgent, tragic events all around me, always accessible with just a few clicks. To be clear, I do not expect myself or my fellow postdocs to rush in. We are contributing to society in our own ways working towards expanding human knowledge and curing many diseases. And I also believe (morally intuit?) that every human being is intrinsically precious, not because of what they can contribute to society. So, then, how can I mollify my moral intuitions that I really ought to be doing something about all the events happening around us?

Once upon a time, I thought that there was a correct answer to everything, be it math homework or what would be the morally right thing to do in various situations. Now, of course, clear answers to the scientific hypotheses I am working on would be neat. Nevertheless, I believe that science and life are complicated, and we try to do the subjectively best that we can at the moment. What I am trying to do now is not to give in to the profound sense of helplessness and completely ignore the clamoring of my moral intuitions. Neither am I ready to take a huge leap, merely little steps, be more thoughtful to people around me, and give just a little more help to the local communities. Consider the reverse sorites paradox: a grain of sand does not make a heap of sand, neither is two grains, nor three, nor four, nor five, nor ∞[n+1]. Yet, if we keep adding more, grain by grain by grain, there will eventually be a heap. Perhaps, this is how individuals, together, can solve global problems.

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The Unravelling Science Podcast

By Megan Hanlon, Ph.D.

My name is Dr Megan Hanlon, I am a visiting research fellow here at Brigham and Women's Hospital having just moved over from Ireland last month. I am currently working in the Division of Rheumatology, Inflammation, and Immunity under the supervision of Dr Ellen Gravallese with particular research interests in myeloid cells in inflammation and immunometabolism. I am also the founder and host of the Unravelling Science podcast. Unravelling Science is a weekly scicomm podcast where I interview top scientific researchers and listen to the stories that shape the science but also the scientist. Each week I chat to a different scientist and get a sense of their journeys through academia, their passions and advice and their research with the aim of getting a glimpse the 'people behind the publications' so to speak.

In June 2020 the first episode of Unravelling Science went live. The global pandemic had just hit, and I was stuck in lockdown back home in my family farm in rural Ireland, I had just finished my PhD and had been thinking about starting a podcast for a few months and thought well what better time? My first guest was Dr Mary Canavan a fellow Rheumatology researcher and good friend of mine, the interview was extremely conversational and casual which set the tone for the rest of the series. Now, 4 seasons and almost 50 episodes later it has become a top science podcast charting consistently in the Apple podcast charts, reaching No 6 and No 7 in Ireland and Luxemburg respectively with listeners in over 40 countries worldwide. I am also extremely lucky to be sponsored by the Irish company Biosciences Ltd now part of ThermoFisher. Each week features scientists from various career-stages and research areas such immunology, bioengineering, ecology, palaeontology, neuroscience, physics, cancer biology, astronomy. Talking to researchers from various career stages from PhD and early career researchers right up to the Prof level has been invaluable to get an honest insight into academia: the trials and tribulations, the highs and lows, the passion and dedication. It's been a wonderful experience so far and such a privilege to chat to these experts in the field. I've had great feedback from both academic and lay audiences, there really is something in it for everyone from why we sleep, how studying bats could unlock the secrets of health to hearing from a former heroin addict turned neuroscientist and much more. I can't wait to start Season 5 once I settle into life here in Boston. I am thinking of making this next season solely focused on 'Irish Scientists Abroad' to get a sense of life as a researcher far from home, if anyone is interested in checking it out just search Unravelling Science on Spotify/Apple Podcasts/Google Podcasts or wherever you get your podcasts!

Interviewing Provost Linda Doyle, first female president of Trinity College Dublin

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Most postdocs at BWH are introduced to the PDA at the New Employee Orientation. As the PLC President, Sourabh attends weekly to welcome new hires and get them engaged with the PDA. "A lot of new postdocs reach out to me after that. They ask about various things, like finding an apartment in Boston or getting their ID badges," he says. Although his role as the PLC President is demanding, Sourabh knows that he has a lot of experience at BWH and has built a great network here. He feels a sense of duty to use his knowledge to give back to the community and make life a bit easier for other postdocs. In their leadership positions, Sourabh, Eshaani, and Robert also assist postdocs with navigating complex problems in various areas, like research and interpersonal relationships. They can provide a confidential, listening ear, and assist where possible. When they do not have the expertise or resources to provide the needed guidance, they can direct them to the people and offices who are better equipped to handle the situation. For Robert, bearing witness to the challenges that postdocs may face was a major motivator for rejuvenating the Advocacy Committee[a], which had been dormant for several years. He feels that the key role of the PLC is to be the liaison between the postdocs and leadership organizations, including the Brigham Research Institute (BRI), Research Oversight Committee (ROC), and Office for Research Careers (ORC). "It is like being an ambassador," he says, "I take concerns from my colleagues and seek adequate solutions for them with the ROC and BRI." Getting salary equity for postdoctoral researchers is an issue he is passionate about, and through his role on the Advocacy Committee, he hopes to make an impact

Beyond the three executives, the PLC consists of different committees/programs[b] that cater to diverse aspects of the postdoctoral experience: The Advocacy Committee, the Career Development Committee, the Communications Committee, the Networking Committee, and the Mentoring Circles Program (MCP). As Robert says, "We have these different committees that offer a range of flavors to cater to various needs of a specific postdoc. We are not a monolith, so we address different interests and issues." On the recent contributions of the committees, Eshaani notes, "The committees have done an incredible job in the last few months. It warms my heart to see the extremely talented and dedicated committee co-chairs and members bring our vision to perfect execution, adorned with their own innovation." In particular, she highlights the trivia night, organized by the Networking Committee, and the talk on transitioning from postdoc to tenure-track faculty, organized by the Career Development Committee, as extremely well-received. The PLC recognizes the importance of highlighting alternative career paths for postdocs. This is reflected in the missions of not just the Career Development Committee, but also the MCP, and Communications Committee, through the publication of the 'Career Speak Series.' Sourabh acknowledges the key role played by the committees and is excited about upcoming events and initiatives. Events in the pipeline include a mental awareness event and recurring museum visits and outdoor networking.

While the PLC is making strides in reaching the postdoctoral community through a variety of outlets, minimal attendance at events and a lack of postdoc engagement are somewhat disappointing. "Something we have not succeeded at is getting the word out. I would love to see events where we have at least 200 people, which is still not even half of our postdoc community," yearns Robert. To promote the PDA, the PLC has launched a new initiative, the monthly 'Meet, Greet and Treat' event. To quote Sourabh, "It provides postdocs, at any stage of their career, the opportunity to interact with the PLC and find out more about what we offer. Of course, it is a good space to get cookies as well!" Another challenge the executive team faced was transitioning out of the global pandemic, where large-scale events were limited, and most things had to be virtual. Sourabh is one of the few members who was involved in the PLC before the pandemic. He says, "It will be impossible to go back to the pre-pandemic days because people's mentalities and many logistical things have changed. People are now gravitating more to the virtual world than before, but the PLC is trying to send the message to the postdoc community that we are always there for them." Eshaani adds that while coming out of the pandemic was challenging, it was also an opportune moment for the PDA to undergo a makeover. Her continued motivation stems from seeing the PLC putting effort into events and them being a success. She says, "Maybe we start with 10 postdocs at one event, then we have 50 postdocs at the next, and then maybe eventually we have all postdocs getting involved. That is the goal! I cannot wait to know everyone who is excited to get involved, and that's what I envision for the PLC." On why postdocs should consider joining the PLC, speaking from her personal experience, Eshaani adds, "As professionals, we must develop more than just our research skills. Management, leadership, and effective communication, among other skills, will be essential in any career path. If you would like to carve a wholesome and well-rounded career path for yourself, the PLC is the place to be."

Ultimately, the greatest strength of the current PLC may be how well Sourabh, Eshaani, and Robert work as a team. "We have our own strengths and weaknesses, and they fit together like a puzzle," says Eshaani. All three agree that Sourabh is an amazing leader, who leads with authority and respect. He excels at planning, decision-making, and seeing tasks to completion. For Sourabh, these qualities come naturally; he was the head boy at his high school and has remained involved in leadership ever since. Eshaani sees herself as someone who brings fresh and innovative ideas to the team. She is genuinely excited about the PLC and knows that she has a lot to offer. Robert is described as the 'glue' that binds Sourabh's practicality and Eshaani's enthusiasm. He is calm, focused, and insightful, which helps propel the team forward. In speaking to each of them, I found them to have great admiration and respect for one another and a unified vision for the PLC. They are each charismatic in their own ways, and bring a wealth of knowledge, expertise, and passion to their roles. They truly are the dream team.

Meet the PLC Q&A

(Responses have been edited for length and clarity.)

Sourabh Soni (PLC President)

What is one of the best pieces of advice you have gotten in your career?

Take it slow. I tend to be a perfectionist at work sometimes. My previous and current supervisors have advised me to take it slow. When I am stumped with work, sometimes I take it to heart, and try to solve everything. Sometimes this means that I don't even sleep properly. They recognized that, and they told me to take it one day at a time and project by project. I think that is a good piece of advice because, as a person, I tend to be one to do a lot of multitasking, but sometimes in life you do have to take it slow.

What advice do you want to give to the postdoc community?

You need to take time for yourself. Take days off, not only on the weekends, but on the weekdays as well. When you leave the lab, just shut it off. Don't think of your life as a postdoc. It is just a job – one-third of your life. You must live the other two-thirds happily.

What are your next career steps?

I have been very clear from the beginning. When I came to the U.S., I knew I was coming here for the industry. I considered the postdoc as an essential part of that transition. I have not just been working on the academics, but also on strengthening my CV. Now I feel that I have gained enough expertise, and probably that transition will be happening soon. That transition is not as easy for me as I have some visa restrictions with my J1, but I have been working on it. Once the time is right, I will be moving on.

What do you do in your free time?

Cooking has become a hobby for me. My roommate, who is also from the same state in India, and I cook together. We cook every day, and although it takes a big chunk of our free time, we try to make it enjoyable by listening to music or podcasts. I also watch casual television, like Netflix. I am a big sports fan. I watch a lot of cricket, and I also follow the English Premier League. Sadly, I am not into any of the Boston sports yet. I plan to get more invested, but it is difficult because American sports are completely alien to me.

Eshaani Mitra (PLC Co-Vice President)

What are some words that you live by?

There is this one piece of advice that I live by, not just in my career, but in all aspects of my life. When I was coming to this country to start grad school at the age of 22, my dad told me to remember the five-point mantra for success – patience, perseverance, honesty, sincerity, and determination. That will get me through anything. I have abided by this mantra through and through, when it comes to anything that I am doing. This advice has always proven to be the golden words, and I will always continue to implement this.

Where do you see yourself in 10 years?

Science is something that satiates my hunger for asking questions. I am an inquisitive individual by nature. However, I do see myself in a leadership position in the distant future, either as a team manager, or on the board of directors at a company, or in the role of a chief scientific officer. The dream of having my own lab and researching on virus-host interactions still dwells and I have gone back and forth a lot on this aspect in the past few years. Keeping both the goals in mind, I am travelling through roads that will take me to my zenith.

What do you do in your free time?

I dabble in a lot of things. I go through phases like the moon goes through phases. I love to hike, and I learned the pleasure of doing solo hikes. Nature is my soother – it is my Zen. I play piano and ukulele, and I also paint. I love to volunteer at The Greater Food Bank of Boston, depending on how my hours are. I love to cook. I cook different cuisines. I encourage myself to cook at home instead of going out. I love fantasy and science fiction – I read a lot.

A major component of my life is inhabited by Toastmasters. Toastmasters is an international public speaking platform. I started in grad school, and I've been with them for the last seven years. They have clubs all around the world, but the headquarters is in Colorado. It is a great way to improve public speaking and leadership skills, and you get to meet so many different people from different walks of life. Being with Toastmasters has motivated me to reach out to different committees within my organization, like the PLC, to use my communication and leadership skills. I would recommend everyone to try it.

Robert Nshimiyimana (PLC Co-Vice-President)

How do you see yourself being able to give back?

With my skills, knowledge, and expertise, I do hope to give back to my community at home. After spending more than four years doing synthetic organic and medicinal chemistry and now training as a postdoc in the chemical biology field, I see myself contributing to basic science research at the interface of chemistry, biology, and medicine. Back home, there are many gaps and unmet needs in the biomedical field. Joining forces with other experts in the same field, I hope to help close these gaps. For many diseases, we obtain medications from overseas, but none of them are easily produced, if at all, at home where they are most needed. If we have medications that were tested in people elsewhere, they may not be as effective. Of course, we also have diseases that are unique to our populations. Through teaming up with colleagues, I would like to bolster the pharmaceutical industry research there.

What do you do in your free time?

I enjoy the outdoors. I didn't like the winters here especially coming from sunny Southern California. When I came here, the first winter was difficult, and the second winter was much the same. That is the aspect that I do not like about Boston. Thus, every time it gets nice outside, I go out to enjoy seeing the ponds. There are so many of them in the area. I enjoy taking strolls and walks around the ponds. I also like biking and playing soccer. I have a team that plays every Thursday with mostly colleagues in the medical and academic research fields. I do also like reading, especially historical materials.

Is there anything you would like to add?

It has been a pleasure for me to get to know other people and build connections through the PLC. I am inspired by Alfred Tennyson's poem, '*Ulysses*' – "I am a part of all that I have met." Everything and everyone that I encounter along my path morph me into who I become. It is enriching to have this platform to interact with my postdoc peers. In five or ten years, I will remember that I have served on this Council and shared this experience with you and other colleagues. I will remember these moments. I will remember the impact we're striving to achieve together. That's positive energy. That's transcendent. I prize this chance with the PLC team to serve and deliver simple pleasures such as ice-cream and water bottles, as well as professional development opportunities to our fellow postdocs.

[a]The PLC Advocacy Committee is recruiting new members! To get involved or for more information, please contact Robert Nshimiyimana (rnshimiyimana@bwh.harvard.edu), Lien Nguyen (lnguyen53@bwh.harvard.edu), or Shamsuddin Bhuiyan (sbhuiyan1@bwh.harvard.edu).

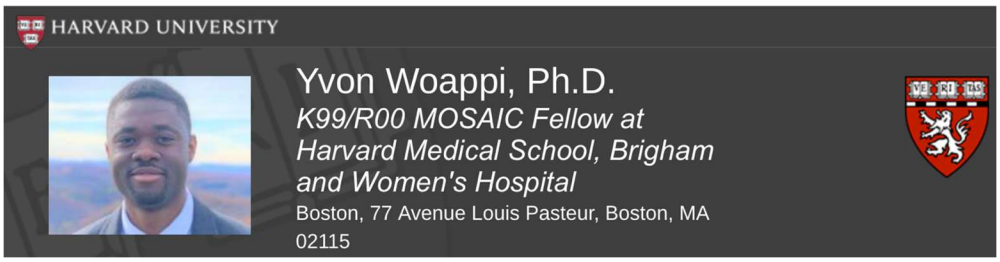
[b]The PLC always encourages new members to serve on the different committees! To get involved or for more information, please contact us at bwhpda@partners.org.

Resources:

- BWH Postdoctoral Association: https://pda.bwh.harvard.edu/
- Brigham Research Institute: http://www.bwhresearch.org/
- Research Oversight Committee: http://www.bwhresearch.org/about/leadership-staff/
- Office for Research Careers: https://orc.bwh.harvard.edu/
- Postdoc Policy (Updated May 2022): https://pda.bwh.harvard.edu/resources/postdoc-policy/
- Boston Toastmasters: https://www.bostontoastmasters.org/

Career-Speak series

by Weimin Tang, Ph.D and Shang-Chuen Wu, Ph.D



Bio:

Dr. Yvon Woappi's passion for life sciences ignited during his childhood in Douala, Cameroon and was magnified after his family immigrated to Hanover, Pennsylvania during his middle school years. He went on to receive his B.S in Biology at the University of Pittsburgh, and his Ph.D. in Biomedical Sciences as a Grace Jordan McFadden Fellow under Lucia Pirisi at the University of South Carolina. Dr. Woappi is currently a postdoctoral fellow under Matthew Ramsey and Thomas Kupper in the Harvard Dermatology Research Program. His work focuses on engineering 3D skin culture systems and multifunctional gene-editing platforms to study stratified tissue regeneration. He was recipient of the 2019 Engineering The Genome Keystone award and was selected as a Rising Star in Biomedical Sciences by MIT, Cornell, and Columbia University. Most recently Dr. Woappi was awarded the NIGMS-MOSAIC K99/R00 Postdoctoral Career Transition Award to launch his independent research laboratory. Away from the bench, Dr. Woappi is an ardent proponent of inclusive excellence and currently sits on the advisory committee for the NIH Continued Umbrella Research Experiences Program at Harvard Medical School.

K99

***Q1**: Tell us more about the K99/R00 award and your plans for the next?*

The K99 fellowship is also called NIH Pathway to Independence Award. This award aims to assist postdocs in further developing their skills and transitioning to a faculty position in the United States. It provides an opportunity for postdoc trainees to receive both mentored and independent research support. This award consists of two phases of support up to 5 years in total. The initial or mentored phase (K99) provides up to 2 years of mentored support to postdoc trainees. Followed by the K99 phase, the independent phase (R00) provides up to 3 years of support to postdoc trainees, contingent on the trainee securing an independent research position. Currently, I'm in the second year of my K99 phase, and I have accepted an offer from Columbia University as an assistant professor with tenure-track, and my R00 phase will start there.

***Q2:** When to apply?*

No more than **four** years of postdoctoral research experience and you should make a submission timeline and apply sooner rather than later. Additionally, the review process is long, and you must account for a gap cycle between the initial submission and resubmission. For example, if you apply for a K99 in the first cycle, you will not get your score and comments back in time to resubmit in the second cycle. The earliest you will be able to resubmit your application is in the third cycle.

***Q3:** Do you have preliminary data? How many materials do you have?*

Total 5 figures/panels including 4 figures (1 already published) and 1 figure for future direction.

***Q4:** Program officer related tips. Where to find them? How to choose the program?*

The first thing you should know is what research you want to do. The NIH consists of 27 different institutes and centers. To determine which institute to apply to, use the NIH RePORTER Matchmaker tool (https://reporter.nih.gov/matchmaker) to find the institute that is the best match for your research and search for your program officers. Make sure your grant fit well with the institute's long-term mission and you can also consider the published success rate (https://report.nih.gov/funding/nih-budget-and-spending-data-past-fiscal-years/success-rates) of an institute's K99s and consider picking the institute with the higher success rate. There is also an option that you can choose the institute where your mentor has already successfully applied and received an NIH grant.

***Q5:** How many papers did you have when you applied to K99?*

A total of 7 papers including 4 first author and 3 co-author. The impact factor is around 5-6. There are 3 papers related to K99 application.

***Q6:** How do you change your title from postdoc to instructor?*

Yvon received a $947,000 Pathway to Independence Award from the Maximizing Opportunities for Scientific and Academic Independent Careers (MOSAIC) program of the National Institute of General Medical Sciences (NIGMS) to study the epigenetic mechanisms involved in tissue regeneration. The institute chair and committee members usually promote potential young scientists and keep them in the institute. Yvon received the funding and proved that he has the potential to become an independent researcher and that is the reason he got promoted.

Q7: *How do you arrange your grant?*

Part of it is used for research, and part of it is used for stipends.

Q8: *From your successful job-hunting experience, what advice do you have for people seeking a PI position after being awarded K99/Roo?*

I would suggest people put themselves on the job market as soon as possible after the mentored phase (K99). The sooner, the better, do not wait until you think you are fully ready. You may get many rejections at the beginning, but the experiences you get from the process are invaluable, and they will help you know yourself better and prepare you well for the next ones.

Q9: *What advice do you have for people who will apply for the K99/Roo award?*

The NIH currently allows one initial submission and one resubmission, and both must be done before you have four years of postdoctoral experience. Thus, once you decide to apply for the K99/Roo award, the most important thing is to plan ahead and not wait until the 4th year of your postdoc training. Contacting the program officer (PO) for your institute to confirm your eligibility window is highly recommended. After that, you will need to follow the updated instructions and your institute-specific guidelines for your application preparation. All the instructions are frequently changed, so you need to ensure you are reading the right ones, instead of simply following other people's examples from previous cycles. Moreover, as you prepare your K99 application, highlighting your plans for independence is essential as the reviewers want to know how you will differentiate yourself from your postdoctoral mentor.

Q10: *As we know, most people need a resubmission to get funded. Do you have any suggestions for a resubmission?*

There are several rules for resubmission. For example, you have just one chance to resubmit, and you must apply within 37 months of the original application's receipt date. Moreover, you must create a one-page introduction to address all the issues from your reviewers according to your summary statement. Besides those roles of resubmission, there are several things you can do to potentially enhance your application, like adding new information and data, capitalizing on your strengths, and being respectful even if you disagree with some of the comments, etc.

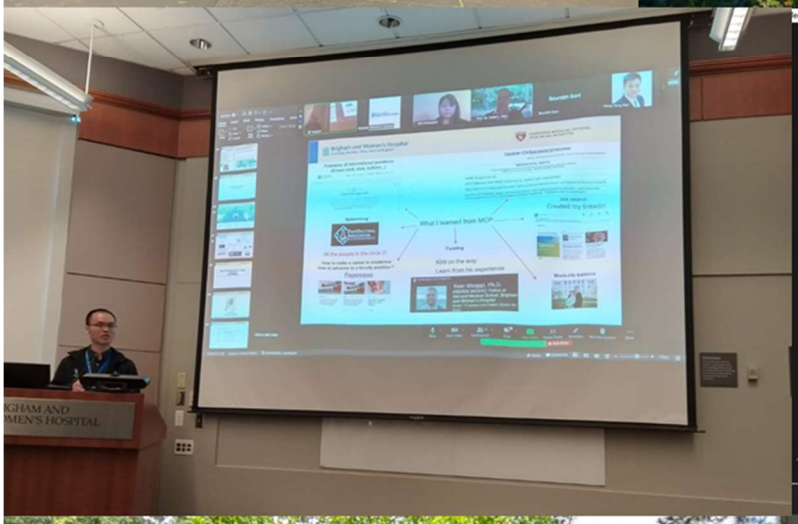
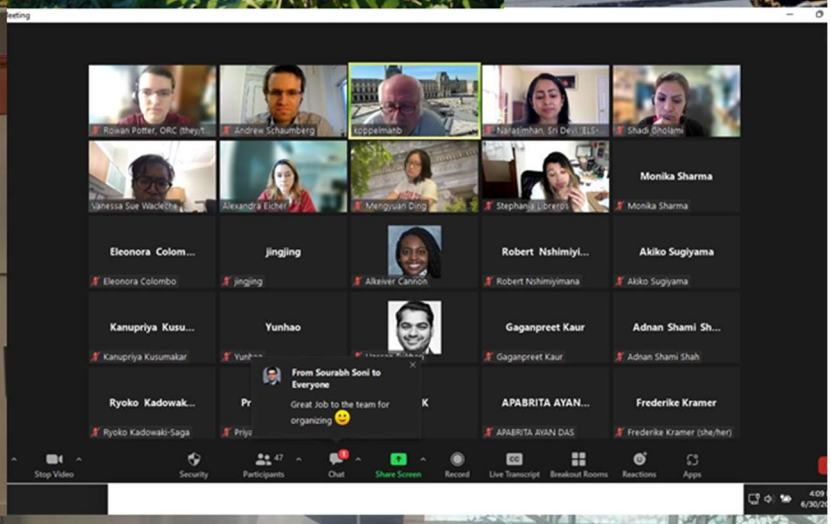
Q11: *Finally, could you share some sources you think are helpful for the K99/Roo award application?*

1. Official website from NIH for K99 application information (https://www.nia.nih.gov/research/training/k99-roo-pathway-independence-awards)

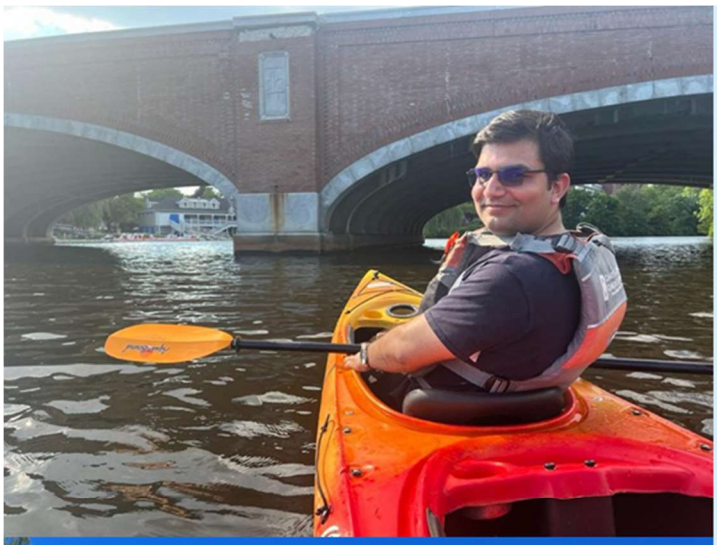
2. K99/Roo sample application (https://www.nia.nih.gov/research/training/k99-roo-sample-applications)

Postdoc Photo Highlights




Top row (left to right) : Visit to Isabella Stewart Gardner Museum, Spring Soirée Event at Back Bay Fens, PLC members (Sourabh Soni, Lien Nguyen, Kanupriya Kusumakar, Stecia-Marie Fletcher & Mary Walker) go kayaking on The Charles.
Middle row (left to right) : Shang-Chuen Wu presents at the Mentorship Circle Program Closing Ceremony, PLC Career Development Committee hosts a virtual 'Meet the Editors' Event.
Bottom row (left to right) : Hike at the Middlesex Fells Reservation, PLC Meet and Greet on the Pike with Robert Nshimiyimana, Lien Nguyen, Eshaani Mitra, Sourabh Soni & Kanupriya Kusumakar.



THANKYOU SOURABH!

PLC President, Sourabh Soni, is stepping down from his role to take up a new opportunity at The Ohio State University.

The editorial team of 'The BWH Post(Doc)' would like to wish him all the best in his future endeavors.

...He will be sorely missed and not quickly forgotten.