

RESEARCH CAREER DEVELOPMENT NEWSLETTER

WEBSITE: <http://medschool.umaryland.edu/career>

March 2020

The **Office of Research Career Development Program (RCD)** supports the research and professional development of SOM faculty with an emphasis on supporting early stage faculty. **RCD** provides programs and resources to develop skills in effective grant writing, scientific communication, and scientific management and leadership. In addition, RCD offers one-on-one consultations in areas that are critical to academic research. To view the events and services offered by RCD, please visit: <http://medschool.umaryland.edu/career/>.

UPCOMING RCD EVENTS

Identifying Funding Sources for Faculty

Tuesday, March 24 • 9:00 – 10:00am

685 W. Baltimore Street, MSTF Building, Room 316

This interactive workshop, given by **Stacie Mendoza, Program Director**, will assist faculty in identifying non-NIH sources of funding for their research. Topics will include:

- Introduction to various funding resources, including searchable databases and websites
- Helpful tips for identifying sources of funding
- Interactive demonstration using funding databases

Registration required online at: <http://registrationrcdp.eventbrite.com>

Identifying Funding Sources for Postdocs

Thursday, April 16 • 9:00 – 10:00am

685 W. Baltimore Street, MSTF Building, Room 316

This interactive workshop, given by **Stacie Mendoza, Program Director**, will assist postdocs in identifying non-NIH sources of funding for their research. Topics will include:

- Introduction to various funding resources, including searchable databases and websites
- Helpful tips for identifying sources of funding
- Interactive demonstration using funding databases

Registration required online at: <http://registrationrcdp.eventbrite.com>

Funding Success at the National Science Foundation (NSF):

Tips for Identifying the Right Funding Opportunity and Applying to the NSF

Wednesday, April 1 • 3:00 – 4:30pm

621 W. Lombard Street, SMC Campus Center, Room 208

Guest Speaker: Edda (Flo) Thiels, PhD, Program Director, Neural Systems Cluster, National Science Foundation

The National Science Foundation (NSF) is an independent federal agency and funds basic research and education in most fields of science and engineering. This seminar will focus on grantsmanship and funding opportunities offered by NSF.

Major subjects will include:

- The NSF's mission
- Identifying the right NSF funding opportunity
- Specific biology-related funding opportunities
- How to apply
- Elements of a competitive proposal
- NSF Review Process

Target audience: Faculty and senior postdoctoral fellows.

For more information on NSF Funding, visit: <https://www.nsf.gov/funding/>

Registration required online at: <http://registrationrcdp.eventbrite.com>

Working Effectively with a Biostatistician

Tuesday, April 21 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

The role of a statistician in quantitative biomedical research is fundamental. This seminar is intended to help investigators understand this role and establish an effective working relationship with a biostatistician. We will discuss how the statistician can help with the design and conduct of research, from refining the initial concept all the way to the analysis and interpretation of study outcomes.

Speaker: Soren M. Bentzen, Ph.D., D.M.Sc. Professor, Director of the Division of Biostatistics and Bioinformatics, Director of the UM Greenebaum Cancer Center; Biostatistics Shared Service, Departments of Epidemiology and Public Health and Radiation Oncology, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

Defining Your Next Project on Paper: Small, Interactive Class

March 18-April 8 (Wednesdays) • 10:00 – 11:00am

685 W. Baltimore Street, MSTF Building, Room 316

The goal is for participants to develop a one-page summary of a new research project that can be used to receive feedback from mentors, collaborators, and/or a program officer. The class will focus on identifying and clearly communicating the gap in knowledge, central research question and hypothesis, and the significance of the proposed work. The class will end by using the developed summary to conduct an NIH Matchmaker search. NIH Matchmaker is a free, online searchable database which identifies similarly funded projects. Discussion will include how to identify the appropriate NIH Institute, funding mechanism, and program officer after completing an NIH Matchmaker search.

Please note: This course is limited to faculty members only.

To register, please email the instructor **Marey Shriver, PhD** at mshriver@som.umaryland.edu

UPCOMING RCD EVENTS

Tips for Developing the Budget and Justification for an NIH Grant Application

Wednesday, April 22 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

This seminar is targeted to faculty and postdoctoral fellows who plan on submitting an NIH grant application, and want to understand the basics of developing a budget. This seminar will address both the strategic questions involved in budgeting, as well as the basic components of a budget. Topics include the following: personnel issues, including differences between collaborators and consultants, as well as how to determine percent effort; direct vs indirect costs; budget categories, and what items to include, etc.

Speaker: Robert Mitchell, Associate Director for Administration of the Marlene & Stewart Greenebaum Comprehensive Cancer Center, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

Funding Opportunities Through the US Department of Veteran Affairs (VA)

Tuesday, April 28 • 1:00 - 2:00pm

621 W. Lombard Street, SMC Campus Center, Room 349

The US Department of Veteran Affairs (VA) offers a number of funding opportunities available to faculty and postdocs.

Dr. Carol Fowler, Deputy Associate Chief of Staff for the VA Research and Development Program, will lead this session. This seminar will introduce participants to the various types of grant applications available through the VA, including eligibility requirements, tips for applying, and insights into the review process. Recent VA awardees will also share their personal experiences with applying and receiving a VA Career Development Award and Merit Award.

Speakers:

Carol Fowler, PhD, Deputy Associate Chief of Staff, Research and Development VA Maryland Health Care System

Letitia Travaglini, PhD, Investigator, Clinical Psychologist and VA Career Development Awardee, Veterans Affairs Capitol Healthcare Network (VISN 5), Mental Illness Research, Education, and Clinical Center (MIRECC)

Todd Gould, MD, VA Merit Investigator, Baltimore VA Medical Center and Associate Professor, Department of Psychiatry, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

Getting Promoted in an Academic Medical Institution

Tuesday, May 5 • 1:00 – 2:00pm

621 W. Lombard Street, SMC Campus Center, Room 351

Speaker: Stuart Martin, PhD, Professor, Department of Physiology, Marlene and Stewart Greenebaum NCI Comprehensive Cancer Center; Chair, Appointment, Promotion and Tenure (APT) Review Committee, UMSOM

Dr. Martin will present information outlining the SOM Appointments, Promotion and Tenure Policy and Procedures. He will describe the different academic titles, considerations for promotion, criteria for tenure, and specifics of scholarship, clinical activity, teaching and service that are evaluated.

Registration required online at: <http://registrationrcdp.eventbrite.com>

CVID, GPILS & OFFICE OF POSTDOCTORAL SCHOLARS

Updates on Enhancing Reproducibility Through Rigor and Transparency

Wednesday, March 11 • 12:00 – 1:00pm

Biopark 2 Discover Auditorium, 801 W Baltimore Street

Speaker: Judith Hewitt, PhD, Deputy Director, Office of Biodefense Research Resources and Translational Research at the National Institutes of Health

This is the first seminar in a series. **Registration is not required**

Host: Dr. Dudley Strickland, CVID; Graduate Program in Life Sciences and Office of Postdoctoral Scholars

NIH REGIONAL SEMINAR

Registration is now available to attend the **NIH Regional Seminars on Program Funding and Grants Administration** sponsored by the Office of Extramural Research (OER). The NIH Regional Seminar will be held in Baltimore, MD, **April 20-22, 2020** at the Renaissance Baltimore Harborplace Hotel.

This is a great opportunity to learn more about the NIH application and review process, current Federal regulations and policies, and current areas of special interest. Below are some topics covered during the regional seminar that may be of interest to junior faculty:

- Grant Writing for Success
- Writing an Effective Career Development “K” application (including 1 hour dedicated to Q&A)
- NIH Peer Review Process Overview
- “Live” Mock Study Section
- NIH Biosketch and SciENcv

Each session is given by experienced NIH staff and includes time for questions.

Have questions about an upcoming or submitted grant application? This seminar also includes the opportunity to **meet with Program Officers and Program Directors** from a variety of the Institutes and Centers within the NIH and from HHS during the **Meet the Experts 1:1 sessions**. These 20 minutes chats are a great way to get more specific questions answered by NIH & HHS experts. You'll have the opportunity to sign up in advance or on-site to speak with the expert(s) of your choice participating in the seminar. For more information and to register, visit:

<https://regionalseminars.od.nih.gov/baltimore2020/welcome/>

Or email NIHRegionalSeminars@mail.nih.gov.

Ambassador Invitation - NIH Regional Seminar 2020-SEEKING VOLUNTEERS

Volunteering is a great way for students, post-docs, and staff to interact with NIH experts and attendees, learn about the NIH grants process, and develop experience relevant to their professional development. Another benefit of volunteering is the ability to attend an additional day of the 2-Day Seminar at a discounted registration rate of \$100 per day. Volunteers will also have the option to attend any of the ½ day Pre-Seminar Workshops at a discounted rate of \$50.

To register your volunteers, please visit the [registration website](#). Under “volunteer access code information,” use code **Balt2020Volunteer**. For more information about the event, please visit [conference website](#).

MANAGING YOUR RESEARCH PROGRAM

Monthly Seminar Series

The purpose of the **Managing Your Research Program Seminar Series** is to support faculty, fellows and senior postdocs who are either new to leading a research team or are interested in honing their leadership skills. This monthly seminar series consists of ten (10), 1-hour stand-alone sessions, each of which focuses on a subject/skill set that is important to successfully developing and managing a research program/team. Registration is available for the following three sessions.

Please note: faculty, fellows and postdocs are welcome to attend every session in the series or single sessions of interest.

Staffing Your Lab:

Making the Best Hiring Decisions, including Interviewing and Evaluating Applicants; Terminating Employees
Tuesday, March 17 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

Staffing your lab with the right people is one of the most important things you can do to manage a successful research program. This session focuses on making the best hiring decisions, beginning with tips on how to attract postdocs and techs to your lab, which can be challenging if you are an early stage investigator. This session will provide advice on how to interview and evaluate applicants. The session will conclude with advice for handling staffing situations that aren't working, including how to handle terminating an employee's contract, which is always difficult – and hopefully can be avoided by identifying and recruiting the best employees at the outset.

Speaker: **Achsah D. Keegan, PhD**, Professor, Department of Microbiology and Immunology; Associate Director, Medical Scientist Training Program, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

Conflict Resolution for Scientists & Physicians: Tips for Dealing with Conflicts Successfully

Tuesday, April 14 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

Conflicts occur frequently in the workplace and within research teams over differing perspectives, need for resources, personalities, work load and time pressures. This session will help participants better understand their own approach to dealing with conflict, as well as understanding some of the major differences in how others deal with conflict. The goal of this session is to help participants deal with conflicts more successfully, whether in the lab or in the clinic. This session will combine didactic information with participant exercises.

Speaker: **Toby Guerin, JD**, Associate Director of the Center for Dispute Resolution at the University of Maryland Francis King Carey School of Law (C-DRUM) and Clinical Law Instructor

Registration required online at: <http://registrationrcdp.eventbrite.com>

Increasing Your Scientific Visibility Through Social Media

Tuesday, May 12 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

Social media is an emerging platform for researchers to increase their professional visibility, establish new connections, and communicate with their peers and the public. This new session will discuss different social media platforms available (including Twitter, Facebook, LinkedIn) and considerations for maintaining a successful online presence. It will also include a panel of research faculty who will share their personal experience and provide helpful tips for using social media throughout your career.

Speaker: **Jennifer Aumiller, MEd**, Director of Career Services, Office of Postdoctoral Scholars, UMSOM

Panelists:

Daniel Morgan, MD, MS, Professor, Department of Epidemiology and Public Health, UMSOM

Mary Kay Lobo, PhD, Associate Professor, Department of Anatomy and Neurobiology, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

SCIENTIFIC WRITING Monthly Seminar Series

The purpose of the **Scientific Writing Seminar Series** is to help faculty, fellows and postdocs write clear, well-organized scientific papers. The series consists of ten (10), 1-hour stand-alone sessions, each of which focuses on an important aspect of scientific writing. Registration is available for the next two sessions. Dates and subjects for the monthly sessions are outlined below and will be described in detail in subsequent newsletters.

Please note: faculty, fellows and postdocs are welcome to attend every session in the series or single sessions of interest.

Tips for Scientific Writing with a focus on clarity/editing

Thursday, March 19 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

Scientific papers that are well-written have higher rates of acceptance, but often scientists are unsure of how to present their research succinctly and clearly. This seminar focuses on tips for writing scientific research papers with a primary emphasis on clarity and editing. The session makes use of examples to reflect common errors in scientific writing, and how to address these.

Speaker: Isabell May, PhD, Director, Writing Center, UMB

Registration required online at: <http://registrationrcdp.eventbrite.com>

Tips for Writing Case Reports, Commentaries and Review Articles

Thursday, April 23 • 9:00 – 10:00am

621 W. Lombard Street, SMC Campus Center, Room 351

This session will help clinicians/clinician educators learn how to initiate and develop peer reviewed publications that don't involve "traditional" peer-reviewed research. Participants will also learn strategies to get the most out of being promoted with these types of publications (e.g. Do the literature search for a grand rounds talk and then publish a review; involve a trainee in a case report and get points for mentoring and a publication).

Speaker: Rose Viscardi, MD, Professor, Department of Pediatrics, UMSOM

Registration required online at: <http://registrationrcdp.eventbrite.com>

SAVE THE DATE!

Please mark your calendar for the following scheduled "Scientific Writing" seminars on **Thursdays, 9-10am** in **SMC Campus Center, Room 351**. Subjects are identified below and registration information will be announced in future newsletters.

May 21 Responding to Reviewers

Jun 18 Writing and Conducting a Systematic Review

Need to Increase Your Scholarly Writing Productivity?

Join A SWAG!

Scholarly Writing Accountability Group (SWAG) for Junior Faculty

Getting published is one of the most important means for communicating and sharing your scientific research. However, making time to write papers can be a challenging task as it competes with other faculty demands.

To help faculty meet this challenge, the Office of Research Career Development (RCD) provides a peer accountability/support program designed to increase writing productivity among UMB junior faculty. This program is called **Scholarly Writing Accountability Group (SWAG)**. Please see a description of our SWAG program below followed by an introduction to **SWAG 2.0** which is a new "hybrid" format option.

A SWAG is an active peer-led writing group that meets for 1-hour, once a week over a 10-week period. Groups follow a structured agenda including 15 minutes of updates and goal-setting followed by 30 minutes of individual writing and then 15 minutes of reporting and wrap-up. Each group is limited to 4-8 members who **MUST** commit to attending at least 8 out of the 10 weekly sessions. In a SWAG, there is no peer review of writing; SWAGs focus on the process of writing, not the content. The goal for SWAG members is to write with increased frequency and for shorter durations; i.e., to develop a sustainable writing habit.

The SWAG program is being used at multiple major medical schools. The data which have been reported on the results of this program are very favorable, reflecting marked increases in the quantity and quality of writing by junior faculty participants. Thus, RCD initiated the first group in 2014 and continue to form new groups.

Introducing SWAG 2.0!

In February, RCD began piloting **SWAG 2.0** which is a new hybrid format that will function the same as our traditional "face-to-face" format mentioned above; however, members are only asked to commit to meeting with their group in-person for 5 weeks while writing remotely for the other 5 weeks. **The goal of this new format is to help faculty increase their scholarly writing productivity even if they are not able to meet in person with their group every week.** Members will still be expected to set feasible writing goals and share them with the group members each week.

Faculty may choose the traditional "face-to-face" format of meeting weekly for 10 consecutive weeks or the new hybrid format. Below is a sample of a hybrid SWAG schedule:

SAMPLE SCHEDULE: Tuesdays 9-10am

Week 1:	In-person
Week 2:	In-person
Week 3:	Remotely
Week 4:	Remotely
Week 5:	In-person
Week 6:	In-person
Week 7:	Remotely
Week 8:	Remotely
Week 9:	Remotely
Week 10:	In-person

To participate in SWAG, please complete the following form online: <https://umbforms.wufoo.com/forms/request-to-join-swag/>

Questions? Contact **Stacie Mendoza** at smendoza@som.umaryland.edu or 6-5434.

SWAG is sponsored by the Office of Research Career Development

RCD's MINI LIBRARY

Check it out!

The RCD's "Mini Library" provides access to books that are relevant to developing the professional skills and success of an academic research career of SOM faculty.

The following books are now available in the RCD's office (**MSTF Building, Room 319**) and can be signed out for up to 3 weeks. Click on any book title below for more information.

[Ask for It: How Women Can Use the Power of Negotiation to Get What They Really Want](#)

Authors: Linda Babcock and Sara LaSchever

[Drop the Ball: Achieving More by Doing Less](#)

Author: Tiffany Dufu

[How to Work a Room: The Ultimate Guide to Making Lasting Connections--In Person and Online](#)

Author: Susan Roane

[Getting to Yes: Negotiating Agreement Without Giving In](#)

Authors: Roger Fisher, William L. Ury and Bruce Patton

[Not Discussed: The Unspoken Rules for A Career in Academic Medical Research](#)

Author: C. Michael Stein

[The Power of a Positive No: Save the Deal, Save the Relationship – And Still Say No](#)

Author: William L. Ury

[Thanks for the Feedback: The Science and Art of Receiving Feedback Well](#)

Authors: Douglas Stone and Sheila Heen

[WAG Your Work: Writing Accountability Groups](#)

Bootcamp for Increasing Scholarly Productivity

Author: Kimberly A. Skarupski

[Why So Slow? The Advancement of Women](#)

Author: Virginia Vallian

The following books are available in print in the RCD's office and can also be downloaded online:

[Training Scientists to Make the Right Moves: A Practical Guide to Developing Programs in Scientific Management](#)

Burroughs Wellcome Fund, Howard Hughes Medical Institute

[Making the Right Moves: A Practical Guide to Scientific Management for Postdocs and New Faculty](#)

Burroughs Wellcome Fund, Howard Hughes Medical Institute

New books will be added continuously.

RCD welcomes suggestions for appropriate books as well as donations of gently used books.



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<http://www.medschool.umaryland.edu/career/>

INDIVIDUAL CONSULTATIONS (RCD)

MENTORING/SCIENTIFIC LEADERSHIP CONSULTATIONS

Wendy Sanders, MA, Associate Dean for Research Career Development, is available to meet with junior faculty regarding how to identify and develop an effective relationship with a mentor or team of mentors. She will also meet with faculty to discuss issues regarding professional/career development and scientific leadership. Email: wsanders@som.umaryland.edu

GRANT APPLICATION/SUMMARY STATEMENT CONSULTATIONS

Marey Shriver, PhD, Director for Research Career Development, is available to meet with junior faculty to discuss early project conception to development of a complete NIH application. Dr. Shriver offers consultations regarding developing a clear research question and testable hypothesis, eligibility regarding grant applications, and planning for upcoming grant proposal. In addition, she is available to discuss strategies for addressing summary statements and revising research grant applications for resubmission. Email: mshriver@som.umaryland.edu

FUNDING SOURCE CONSULTATIONS

Stacie Mendoza, Program Director for Research Career Development, assists junior faculty and postdocs with identifying sources of funding for their research including how to navigate the NIH funding database. To schedule a funding consultation, complete a **Funding Search Request Form** online at <http://www.medschool.umaryland.edu/career/Grant-Funding-Consultation-Service/>

Email: smendoza@som.umaryland.edu

FUNDING OPPORTUNITIES

HARRINGTON DISCOVERY INSTITUTE

Harrington Scholar-Innovator Award

The Harrington Scholar-Innovator Award recognizes physician-scientist innovators whose research has the potential to change standard of care. The Award provides research and drug development support to help bridge the gap between basic discovery and the clinical realm.

LOI DEADLINE: March 27, 2020

APPLICATION DEADLINE: May 15, 2020

WEBSITE: <https://www.uhhospitals.org/harrington-discovery-institute/funding-and-programs/scholar-innovator>

THE GERBER FOUNDATION

Research Award

The Gerber Foundation's mission focuses on the nutrition, care, and development of infants and young children. Grant-making interests are focused on nutrition and/or health-related research having a significant impact on issues facing infants and young children from the first year before birth to age 3.

CONCEPT PAPER DEADLINE: May 15, 2020

APPLICATION DEADLINE: August 15, 2020

WEBSITE: <https://www.gerberfoundation.org/how-to-apply/>

MORE FUNDING OPPORTUNITIES CAN BE FOUND AT:

UMB Internal Grant Announcements

<http://www.umaryland.edu/ictr/funding/umb-internal-funding-highlights/>

UMGCC Funding Database (Cancer related research)

<https://umgcccfundingopps.org/>