

# The original program

- Basic Mechanisms of Viral and Chemical Carcinogenesis
  - Program Director: Joseph Pagano, MD
  - July 1, 1975 – July 1, 2015
  - Year 40: 24 postdoctoral fellow, 67 preceptors
  - Total direct \$1,272,857/Total indirect \$101,468
- Renewal application 2T32CA009156-41: impact score 37
- ❖ What went wrong? “If it ain’t broke, don’t fix it”; past success contributed to maintaining the status quo

Channing J. Der, PhD

Rebooting/Refreshing a Longstanding T32

# Main concerns

- T32 training not distinct from broader Lineberger Cancer Center (LCCC) postdoctoral training - **rebranded**
- Modest success and low numbers of first publications of some of the trainees – **trainee mentoring committees, IDPs to address this (also weighing different metrics in selecting trainees)**
- The lack of an EAB (as compared to using outside advisors) - **established, and used**
- Lack of a process by which preceptors evaluate the program, and an insufficient training plan – **Survey Monkey for trainees (94% response rate), for preceptors (anonymous is key)**

# T32 training not distinct from broader Lineberger Cancer Center postdoctoral training

- Previous theme – cancer biology (too broad; will narrow even more for next submission)
- Rebranded – Renamed Integrated Training in Cancer Model Systems (ITCMS) – included commissioning the design of a logo
- Reduced preceptors from 70 to 51 - established a rigorous requirement for inclusion, including:
  - Must exhibit R01, or R01-like funding through June 2017 (2 years at time of submission) - [this eliminated the Director and Associate Director – established a leadership transition plan](#)
  - Research must involve use of vertebrate/invertebrate model systems
  - Active program involvement



# Establishing a T32-specific program – “value added”

- We resisted establishing a 2-tier community of postdocs, haves v. have nots
- What defines T32-specific?
- New programs were identified that are restricted to trainees - includes trainees who are no longer supported, but still currently postdocs
- Identified some programs as cancer center-wide for all postdocs
  - Stressed value in networking to be more inclusive
  - Programs that would not exist without the T32 – e.g., annual Postdoc Day

# Other changes - I

- Increased and clearly defined (\$) cancer center support
  - Full support of 2 postdoctoral slots – reserved for the top applicants
  - Support of annual Postdoc Day
  - Support for Director
- Established annual preceptor meeting - **new**
- Grant writing workshop/fellowship study section
- Established an “informative” website that is actively maintained and useful for the trainees:  
<https://unclineberger.org/itcms>
- Identified an administrative coordinator who is a “T32 specialist” – Cindy Hoffmeier (also administrative coordinator for at least two other T32s (Pis – Adrienne Cox and Buddy Weissman))

## Other changes - II

- Established a formal external advisory board – **that is used** – ideally members who are current T32 directors, members of NIH T32 study section, CABTRAC involvement
- Established mentoring for junior faculty preceptors – partnered with senior faculty preceptor
- Require trainees to establish and meet with mentoring committee
- Require trainee annual IDP and meeting with Director
- Require annual progress report – basis for decision on second year of support
- Established clinical/translational components – clinical shadowing, tumor boards

# Leadership transition plan

- Reviewers criticized long-term leadership of director
- Former director of predoctoral T32 (CCBTP; Channing Der) was recruited as Associate Director for A1 submission
- At the start of Year 2 support, Joe Pagano transitioned to Director Emeritus – still actively involved
- A new Associate Director was then appointed (Brian Strahl)
- Channing Der will be Director for next submission
- Brian Strahl will transition to Director at the start of Year 2 support
- A new Associated Director will then be identified





# Other changes

- Membership renewal – annual evaluation, requirement for active participation in ITCMS activities
- Committees – to expand formal involvement of more preceptors
- Second year trainee reappointment
  - Demonstrated involvement in ITCMS activities
  - Application for independent fellowship support
- Trainee IDP and Mentoring Committees



# Committees

- Oversight – Baldwin, Der, Pagano, Strahl, Ting, Weissman
- Admissions – Burridge, Campbell, Kim, Matera, Moody, Peifer (Chair), Ramsden, Swanstrom
- Postdoc Committee – Dittmer (faculty advisor)
  - Andrew Spracklen, Peifer
  - Eric Ubil, Earp
  - Kirsten Bryant, Der
  - Sharon Hopcraft, Damania
  - Jason Tam, Ting



# IDP and Mentoring Committees

- **Annual Individual Development Plan**
  - Required for consideration for 2<sup>nd</sup> year support
  - Completed by trainee and discussed with mentor
  - Trainee meeting with Associate Director
- **Mentoring Committees**
  - Basic research trainees with clinical mentor and vice versa
  - Required annual meeting



# Existing Programs – continued strengths

- In-House Postdoctoral Seminars (Monthly) – includes currently and past funded ITCMS trainees
- Postdoctoral-Faculty Research Day (Annual)
- Directors' Career Workshop – diversified to include non-academic career opportunities
- Pagano Award – recognition of outstanding papers (Chair: Ramsden)



# New training program activities initiated - I

- Clinical shadowing – Jen Jen Yeh
- Tumor Boards – Cancer Care Network, [unccn@unc.edu](mailto:unccn@unc.edu)
- Grant Writing and Grant Review Workshops – Al Baldwin
  - Mock Study Section (11/14/16) – Jason Tam/Ting
  - Mock Study Section (3/16/17) – Brittany Bowman/Major & Sharon Hopcraft/Damania
  - Mock Study Section (6/2/17) – Joseph Harrison/Kuhlman
- Traditional and Alternative Career Opportunities
  - IDP Professional Development Workshop (3/22/16)
  - Directors' Career Workshop (5/16)
  - Practice Job Talk Workshop (2/21/17)
  - Directors' Career Symposium (5/15/17)



# New training program activities initiated - II

- Cancer Model Systems Workshops and Presentations
  - Animal Pathology Workshop (6/27/17 and 9/2/15) – Stephanie Montgomery
  - Biostatistics Workshop: Research and Quantitative Thinking (1/14/16) – Dominic Moore
  - Proteomics Workshop (2/24/16) – Ben Major
  - Drug Discovery Workshop (2/15/17) – Stephen Frye
- Other activities
  - ITCMS trainee participation at annual CABTRAC Retreat
  - Associate Director participation at annual CABTRAC Retreat, SACNAS, ABRCMS
  - Administrative Coordinator participation at annual CABTRAC Retreat, SACNAS, ABRCMS



# New training program activities initiated - III

- Research Study Groups
  - Journal Club (4/26/16; 1/20/17) – led by ITCMS faculty
  - Non-Academic Career Panel (5/24/16)
  - How to Give a Chalk Talk (6/28/16)
  - Open Forum (8/23/16)
  - Demystifying the grant submission process (9/27/16)
  - Interviewing Workshop (2/28/17)
  - Meet and Greet with new trainees (11/17/17)
  - Career Planning IDP Workshop (3/28/17)
  - Non-Academic Career Panel (4/25/17)



# New training program activities planned

- Cancer Model Systems Workshop I – invertebrate models (Duronio, Strahl 9/19/17)
- Cancer Model Systems Workshop II – vertebrate models (Baldwin, October 2017)
- Patient Advocacy
- Genomics (Perou)
- Microscopy (Bear)
- IRB training (from IRB office)







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# Director's Career Symposium

- 12:50 pm Welcome - **Channing Der, PhD**  
Director: Integrated Training In Cancer Model Systems T32
- 1:00 pm Session moderator: **Yuliya Pylayeva-Gupta, PhD**
- 1:00 - 1:30 pm **Lesley Griner, PhD**, Investigator III  
Molecular Pharmacology, Oncology Drug Discovery  
Research, Novartis Institutes for BioMedical Research
- 1:35 - 2:05 pm **Ana Batista, PhD**, Editor, Trends In Cancer (Cell Press)
- 2:10 - 2:40 pm **Kevin Healy, PhD**, RAC, Senior Director, Global Regulatory  
Affairs, Roivant Sciences, Inc.
- 2:45 - 3:15 pm Questions/Discussion
- 3:30 - 4:30 pm **Breakout Sessions** with speakers.

# Program Evaluation

- External Advisory Board
  - Steve Hann (Vanderbilt)
  - Ian Whitehead (Rutgers)
  - Funmi Olopade (U. Chicago)
- Internal Advisory Board
  - Ilona Jaspers
  - Barbara Vilen
  - Gary Johnson
- Annual ITCMS faculty meeting
- Doodle Poll Survey – Anonymous faculty and trainee feedback



# 42nd Annual Postdoc Faculty Day\*



## CALL FOR ABSTRACTS

### 42<sup>nd</sup> Annual UNC Lineberger Comprehensive Cancer Center Postdoc-Faculty Day October 3, 2017

All UNC postdocs and graduate students are encouraged to submit an abstract for this event. Top postdoctoral abstracts will be selected to give a talk, additional postdoctoral abstracts and graduate student abstracts will be selected to showcase diverse research through a poster session. Cash awards up to \$200 will be given to the top three postdoctoral and top graduate student posters.

#### Invited Speakers:

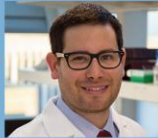
##### Susanna Greer, PhD



Dr. Greer began her career at Georgia State University, where she was an associate professor in the Department of Biology. Dr. Greer has since moved to the American Cancer Society where she is currently serving as the Director of Clinical Cancer Research and Immunology. She also heads Greer Consulting, a science communications firm.

##### Scott Rothbart, PhD

In 2015, Dr. Rothbart joined the Center for Epigenetics at the Van Andel Institute in Grand Rapids, MI as an assistant professor. The focus of his laboratory is epigenetics and cancer.



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TO SUBMIT YOUR ABSTRACT PLEASE VISIT:

[unclineberger.org/itcms/PostdocRegistration](http://unclineberger.org/itcms/PostdocRegistration)

Deadline: September 3, 2017

- Date and Time: October 3, 2017, 8:30 AM to 5:00 PM
- Location: The Carolina Club at the George Watts Hill Alumni Center
- Organized by ITCMS Postdoc Committee
- Alumni speakers
  - Susanna Greer, Director of Clinical Cancer Research and Immunology, American Cancer Society
  - Scott Rothbart, Assistant Professor, Van Andel Institute
- Recognition of Joe Pagano's leadership
- ❖ Need more ITCMS faculty participation
- ❖ Faculty need to encourage their labs not to just arrive and depart for the talk of their lab colleague

\*Open to all LCCC member trainees, postdocs and grad students



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