LSU

# NEW ORLEANS

**School of Medicine**

Department of Orthopaedic Surgery

Date Memorandum To:

Dr. Janet Southerland

Department Head,

From:

Re: Postdoctoral Position Approval on behalf of Name

Department:

Under the supervision of:

Attached please find a request from the Department of xxx to allow the above referenced individual to undertake training as a Postdoctoral Fellow as follows:

Proposed Hire Date: Funding Source: Salary:

Faculty Sponsor: Education: Current Position: Training Plan: Curriculum Vitae:

What the student is going to get out of it. A statement about how the student is benefiting from this. ie. By completing this training plan the student will get what???

Approved: Date: \_ Janet Southerland, PhD

Vice Chancellor for Academic Affairs

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## Postdoctoral Training Plan

**Orthopedics Department Post-Doctoral Development Committee (PDC)**

The post-doctoral fellow will participate in the Orthopedic Department PDC which will be chaired by Drs. Zura and Rivera. Members of the committee will include the other scientists within the Department including Jennifer Simkin, PhD and Luis Marrero, PhD. Members within the graduate school will be recruited to serve on the committee as well. The purpose of the PDC is to help post-doctoral fellows to secure the necessary training for achieving career goals during their finite tenure at LSUHSC. The PDC Committee realizes that postdoctoral fellows come to LSUHSC with a range of previous training backgrounds and research experiences. Therefore, training programs are individualized for each fellow with the following steps: First, individual fellows and their mentors assess the fellow's strengths and weaknesses; second, the fellow identifies short-term and long-term career goals; third, the fellow and mentors identify gaps in training and develop a specific plan for how those gaps will be addressed during post­ doctoral fellowship; fourth, the mentee and mentor develop an Individual Development Plan {IDP) that is reviewed and approved by the PDC. Post-doctoral fellows meet regularly with their mentors and semi-annually with the PDC Committee to discuss achievements, changes in goals, and adjustments to the IDP. Involvement of the PDC Committee in the training plan is important for the expertise of its members in the successful training of postdoctoral fellows with diverse backgrounds. Specific to the candidate Fellow who has already completed one postdoctoral position, the PDC will focus on the steps that he requires to move forward after this training period towards a faculty position.

## Postdoctoral Research

The postdoctoral fellow will devote the majority of his time to developing and executing a research project focused on novel ways to treat bone infection. The research will be largely conducted within the Rivera Lab within the Department of Orthoapedic Surgery. In addition to Department laboratory resources, he will have access to LSUHSC resources including the Department of Animal Care vivarium, LSUHSC core facilities, and resources with in the Department of Microbiology, Immunology, and Parasitology {MIP) given that Dr. Rivera holds a secondary appointment in MIP. The fellow will be encouraged to take advantage ofthe rich resources at LSUHSC to foster a collaborative and productive research experience.

## Career Development Training

The fellow will cultivate for his specific research goals development of skills that will support his moving towards transitioning after this position to an independent lab. He will work on developing a grant for internal and for extramural review to support the ongoing lab functions as well as the training opportunity in grant writing and development. Proposed extramural opportunities will be for the DoD, NIH, and NSF. He will hone research presentations skills during the regular meetings of his project, in which lab members present their own data and also lead group discussions on relevant

topics in the literature. Fellow will be encouraged to integrate into the research activities at LSUHSC by attending seminars of interest offered by multiple departments and centers, participate in research development ideas, and develop an understanding of the skills needed to develop and run an active research program to include campus, state and national compliance, purchasing, grant management, and personnel management. Because the next step after post-doctoral fellowship may be a faculty position in a basic science or clinical department, the fellow will be allowed and encouraged to develop mentoring and lab management skills. The Department of Orthopaedic Surgery hosts undergraduate student workers, research fellows, and medical students that perform summer research internships in the lab which will allow the Fellow an opportunity to expand his mentoring and management skills.

## Progress evaluation

The fellow will have formal one-on-one meetings with Drs. Zura and/or Rivera to monitor progress of research projects and career development activities. The fellow will also meet twice per year with the PDC Committee to discuss progress and gaps in his IDP. The fellow will present data and receive feedback in various forums: (1) Multi-Pl project meetings, (2) Orthopedics Department grand rounds attended by departmental faculty; and (3) Departmental research meetings. Collectively, information gathered from these forums will be used by the fellow and Dr Rivera to identify any changes that are needed to maximize the training experience of the fellow going forward.

# CV