Program Director (req. #1813)  
Science and Human Rights Program  
Science and Policy Programs

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- Identify and develop new program opportunities;  
- Ensure the long-term viability of the program through effective fundraising and financial management;  
- Represent the program and serve as a liaison to both the human rights and scientific communities;  
- Organize meetings, conferences and symposia, deliver speeches, participate in panels, write articles, and conduct other community outreach activities to share information, foster cooperation and develop and implement mutually programmatic interests;  
- Monitor trends and foster cooperation in the field of science and human rights;  
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- Experience in a broad variety of scientific research and scientific editing experience;  
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MYTHBUSTING FOR ACADEMICS:
CONSIDERING A JOB IN BIOTECH/PHARMA

Although academia and industry differ in many ways—the speed of research, the methods of funding, and the asking of basic versus applied research questions—ultimately, the two environments are more similar than they are different. Nonetheless, several misperceptions about a career in industry tend to circulate in academia. This article attempts to clarify some of these differences and perhaps will help dispel some of the myths.

By Emma Hitt

Among academics, a job in industry can represent the quintessential black box; for example, intellectual property that results from commercial science is necessarily protected. As a result though, certain myths, some of which carry extra weight because they do in fact involve a kernel of truth, tend to circulate among academics about industry. These include the idea that working in an industry job is somehow “easier” than pursuing a career in academia, or that a job in industry does not allow the opportunity to be creative or to publish work in one’s own name. Also, fueled by the existence of closed off labs and lack of published results, aspersions may be cast about the quality of science practiced in industry and even the validity of the data.

**MYTH: Industry Is the Easy Road**

With rates of government grant funding in academia currently lower than 10 percent, no guarantees exist anymore in the academic world. “The fact is it’s a lot harder being an academic scientist today than it was even 15 years ago when I made the transition,” says Harry Klee, professor in the Plant Molecular and Cellular Biology Program at the University of Florida in Gainesville. Klee spent 11 years in industry in the plant sciences program at Monsanto before returning to academia. According to Klee, in academia, grant funding is harder to get and there are fewer jobs than there were previously. “These factors put pressure on people to work harder and harder to succeed,” he says. He adds that “it’s not necessarily the students with the best grades that succeed in academia—it requires a very large skill set, only one part of which is intelligence.” According to Klee, these challenges in academia lead students to think they will not have to work as hard if they go into industry.

However, Klee says it’s an “absolute fallacy” to think that if you cannot write well, give a good talk, or do not want to justify your spending, you should simply get a job in industry. “If you want to succeed and really get ahead, you’d better know how to write and how to talk in front of a group. At the company I worked for,” he says “we had to justify what we were doing and defend it to our peers because we were competing for a pool of money.”

**MYTH: You Cannot Publish or Present Your Work in Industry**

Another misperception is that no opportunity exists to present or publish research findings in industry. According to Klee, one of the things that fuels misperceptions about industry is the fact that the best scientists in industry generally have to keep their work confidential. “Some of the best scientists I know are in industry, and none of them will ever get the recognition they deserve because they don’t present it outside the company,” he says.

However, it depends on the company whether research findings get published. There is an opportunity to present and publish research findings, just less than in academia, where the old adage is “publish or perish.” Considerations about patenting and intellectual property exist in industry, although the same is true for academia these days, says Alan Goldhammer, vice president of scientific and regulatory affairs for Pharmaceutical Research and Manufacturers of America (PhRMA), an organization that represents the country’s leading pharmaceutical research and biotech companies. “It just means that publishing may be delayed until the intellectual property considerations have been dealt with adequately,” he says.

“The requirement to publish is not as strong in industry, obviously,” says Sarah Jones, education and skills manager for the Association of the British Pharmaceutical Industry. “Making sure that intellectual property is secure before publication has become essential, but this is becoming more common in academia also.”

"Publishing may be delayed until the intellectual property considerations have been dealt with adequately."

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“Making sure that intellectual property is secure before publication has become essential, but this is becoming more common in academia also.”
—Sarah Jones

MYTH: There Is a Lack of Intellectual Freedom and Ability to be Creative in Industry

The misperception also exists that scientists in industry lack intellectual freedom, that they are told what to do by the company, and are not encouraged to think for themselves or pose research questions not closely related to the bottom line.

Mary Delong, director of the Office of Postdoctoral Education at Emory University in Atlanta, Georgia, says that postdocs tend to see industry as a place where they have less independence—where they cannot do “their own thing.” By the time a graduate student has transitioned to being a postdoc, independence and ability to think for oneself are traits that have been well honed. “Most postdocs who avoid going into industry tend to cite lack of independence as the reason,” she says.

To some extent, concerns over lack of freedom may be well founded, but the extent varies depending on the goals, structure, and especially the size of the company. “Industry jobs do tend to prize creativity, but within the confines of a predefined goal,” says Paul M. Matthews, vice president for imaging and head of the GlaxoSmithKline Clinical Imaging Centre in Hammersmith Hospital within the company’s drug discovery division. According to Matthews, there is as much freedom and as much encouragement to use creativity to find innovative solutions in industry as anywhere else.

“Certainly, in industry it is critical to work within teams to accomplish goals that are defined more by the company than by individuals,” he says, “but I see industry and academia as equally exciting and valuable career options for students,” says Gregory E. Amidon, a research professor at the University of Michigan, College of Pharmacy, in Ann Arbor and American Association of Pharmaceutical Scientists (AAPS) Fellow.

The level of independence and also the percentage of time spent doing research may vary depending on the size of the company. According to Jennifer Flexman, a bioengineer who now works in technology transfer at the University of British Columbia in Vancouver, large companies such as Genentech have a strong basic research component that is not so closely related to the pipeline. “By contrast, a smaller company or startup may be more focused on the bottom line and will not provide as much opportunity for exploratory research,” she says. However, at a smaller company, a scientist may wear many hats, performing nonresearch roles, such as “marketing or sales, which can be interesting, but may not be what was expected.”

American Association of Pharmaceutical Scientists 2009 Salary Survey

According to the American Association of Pharmaceutical Scientists 2009 Salary Survey, the median annual income of a Ph.D. with less than five years of experience working outside of academia is about $90,000.

A large majority of AAPS members employed outside of academia (68 percent) are involved with a variety of specialties, led by pharmaceutical development, biopharmaceutics/pharmacokinetics, and management/administration of research and development.

Job responsibilities held by pharmaceutical scientists outside academia include 3 percent who said they are owners or partners, 10 percent executives, 41 percent directors or managers, 19 percent supervisors or coordinators, 19 percent technical contributors, and 10 percent staff or something else. Nearly three-fourths indicated they directly or indirectly supervise others, and about a third manage a budget (over half of which are $1 million or more).

Among AAPS members working in academia, 45.2 percent of an academic’s assignment time is devoted to research, with teaching requiring 32.1 percent, administration 16.1 percent, and other activities the balance of 6.6 percent.

MYTH: Biased Results in Industry?

With only one approval being given for every 5,000 to 10,000 compounds entering the R&D pipeline, according to PhRMA, and the cost of bringing a drug to market estimated at over $1 billion, the pressure to produce results in industry is high. Results are directly tied to the bottom line. For this reason, science conducted in an industrial setting might be distrusted, says Jeffrey S. Barrett, associate professor of pediatrics at the Children’s Hospital of Philadelphia, University of Pennsylvania, and member-at-large on the AAPS Executive Council.

According to Barrett, for the most part however, industry studies are “well designed, well conducted, and above reproach due to the obvious regulatory scrutiny they endure.” He added that skepticism exists regarding the fact that potential safety concerns are masked by industry scientists or simply ignored. There are a few bad apples, with any occurrence of transgressions making headline news, but “the Hollywood version of this is much more interesting than the reality,” he says.

Academia v. Industry—Kernels of Truth That Help Fuel Misperceptions

Although the two worlds of academia and industry are similar, distinctions do in fact exist that may help contribute to some of the misperceptions. The first is that the speed of work is usually much slower in academia as compared with industry, in which time is more directly linked to financials.

“Coming from the pharmaceutical industry, I see one of the biggest differences as being the timelines over which things in academia and industry are accomplished,” says Amidon. In the pharmaceutical/biotech industry, projects move very quickly, and there is a tendency to integrate both science and problem continued »
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solving into a project under a tight timeline, often less than a year, he says. By contrast, in an academic setting, timelines are generally longer and the focus is more long term, fundamental, and educational. “In academia, it is necessary to think three to five years or even more into the future with a research project,” he says.

Likewise, the mechanism of financial support is different between academia and industry, and leads to differences in job function. In academia, says Amidon, there is a need to develop scientific concepts and write grants that will generate the support needed to carry out a project as well as a requirement to work closely with students and collaborators to make sure progress is being made. By contrast, in an industrial setting the focus is more directly on research, with much less focus on infrastructure issues, such as securing lab space, administrative support, and the funding of material costs. “In an industrial setting very often the goals are established by the company and senior management. It is the scientists’ role to figure out the best way of accomplishing the goals that are set out;” he says.

Matthews concurs that, in industry, science tends to be probably a much more “hands-on” experience, until a scientist reaches a very senior position. “Whereas in academia, a young investigator is often heavily distracted by the need to fund a laboratory, do research, and teach to demonstrate a contribution to the academic community.”

Crossing the Chasm
Twenty years ago the worlds of academia and industry were more clearly delineated; now, the lines are less clear. Tentacles of academia reach into industry and vice versa. “Science in academia and science in industry are becoming a lot more similar than they used to be,” says Jones with the ABPI. “Certainly, in the United Kingdom, there is an increasing push for academic research to have practical applications and for those applications to be recognized by the people doing the research.” In addition, collaborations between pharmaceutical companies and academic institutions are becoming much more common, with pharmaceutical companies supporting Ph.D. studentships and providing placements for students in commercial laboratories.

Barrett agrees that a growing number of industry-based postdocs and internships are now extended to students. “As someone who trains and supports research in these disciplines, I have witnessed both the support from industry in the form of funding for postdoc training as well as the competition for students/trainees.”

Industry funding of universities for various studies has also increased. Academia is simultaneously expanding its relationships with industry with more “biofeeders,” and commercial enterprises springing from academic endeavors, which did not occur so much 20 years ago, Delong says.

In general, starting salaries are similar between industry and academia, although in academia, early postdocs trying to prove themselves can potentially put in many more hours than an industry scientist. “Academics put in long hours competing for grants, and it’s a very tough lifestyle,” says Delong. “Postdocs who have gone into industry typically put in more than a 40-hour workweek, but they are not always struggling for the next grant or trying to prove themselves in the same way,” she says.

Klee points out that he actually made more money when he returned to academia from industry, but the pay scales for a starting scientist and a starting assistant professor are similar. “I think it’s more the attraction of industry that students feel,” he says. “I’ve heard comments like, ‘I can write a great grant proposal, and it doesn’t get funded.’ What that means is that there is a perception that you can be really good and not make it in academia through no fault of your own, and I think that’s probably true.”

Emma Hitt is a freelance medical and science writer residing in Roswell, Georgia.

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**Principal Industry Facts**

- The biosciences industry sector is defined as including the following four subsectors.
  - Agricultural Feedstock and Chemicals
  - Drugs and Pharmaceuticals
  - Medical Devices and Equipment
  - Research, Testing, and Medical Laboratories

- As of December 31, 2006 (the latest time point for which information is available), there were 1,452 biotechnology companies in the United States, of which 336 were publicly held.

- There were 180,000 employed in US biotech companies in 2006.

- The average annual wage of US bioscience workers was $71,000 in 2006, more than $29,000 greater than the average private-sector annual wage.

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Director  
Functional Genomics Division  
The United States Army Medical Research Institute of Infectious Diseases (USAMRIID) is seeking a PhD or MD level research scientist to direct a newly established, multi-year funded, Functional Genomics Division at its location on the National Interagency Biodefense Campus, Ft. Detrick, MD. This new Division is a component of a DoD Directive to map the mammalian host response to infectious viral and bacterial pathogens with the goal of developing broad spectrum therapeutics. The center will also be involved in a collaborative effort to map structural diversities in the genomes of viral and bacterial pathogens from a global repository.

The Functional Genomics Division is located in nearly 4000 ft2 of laboratory space within USAMRIID’s main research building. It is equipped with state-of-the-art pyro-sequencing instrumentation, conventional Sanger sequencing instruments, and access to a high performance computer network. In addition, the center is part of an established research institute dedicated to the development and use of mammalian animal models (including non-human primates) for the study of highly pathogenic and infectious agents under Biosafety Level 3 and 4 containment.

The vision and goal of USAMRIID is for the Director of the Functional Genomics Division to integrate genomics research into a systems biology approach to reveal common genetic responses of both the host and the pathogen that occur during the course of infection and to use that knowledge to develop broad spectrum therapeutics.

In addition to the graduate degree requirements stated above, applicants should have a background with the following expertise:

- Scientific knowledge of systems biology, computational biology, and/or genomics research.
- Published record of collaborative research in high-throughput genomic sequencing, computational biology, and bioinformatics.
- Demonstrated success in facilitating interdisciplinary research.
- Management experience at a government, academic, and/or commercial research institution.

Applicants should send their resume to the following internet site by 15 June 2010: USAMRIID.gc.search@amedd.army.mil
NERF is the new centre for Neuro-Electronic Research Flanders. It is a joint basic research initiative, set up by VIB, imec and K.U.Leuven to unravel the neuronal circuitry of the human brain. NERF will investigate fundamental neuroscientific questions through collaborative, interdisciplinary research, combining nanoelectronics with neurobiology. It intends to push the boundaries of science, by zooming in on the functioning of neurons at an unprecedented level of detail. In the long run, NERF will generate new insights into the functional capabilities of the circuits of the mind as well as research methodologies and technologies for medical applications, i.e. diagnostics and treatment of disorders of the central and peripheral nervous system (see www.NERF.be).

NERF is housed on the imec campus in Leuven, Belgium, where researchers will work in cross-disciplinary teams, benefiting from imec’s state-of-the-art clean room infrastructure and a new 1,000m² laboratory. NERF will be composed of 5-6 teams of top-notch researchers doing world-class basic research in neuro-electronics. The focus is on unraveling the electrical in- and output signals of individual neurons in a neuronal circuit in the brain of living, freely behaving animals. Devices to do so will be developed in close collaboration with imec research teams on site. By 2014, NERF aims to expand its team to about 50 international top-researchers, organized in 5-6 research groups, lead by a group leader. A long term backbone financial support is provided by the 3 founders and the Government of Flanders. NERF scientists will be able to work closely together with a wide range of already established research groups from the 3 founding institutions (such as neuronal communication, axon guidance, brain-computer interface, electrophysiology, …) providing a unique leverage.

Open call for a (m/f)

As the director of NERF, you will be responsible for:
• developing the mission and research strategy of NERF • creating a stimulating environment and academic culture, which fosters talent and triggers excellence • organizing and managing the department in terms of science, tech transfer, logistics, finance and human talent

It is expected that you maintain active research interest in leading your own research program at NERF. Significant long term support will be provided to do so. You will chair the NERF management committee in which you will have final responsibility for the overall success of NERF.

The position will be a dual appointment, consisting of a tenure faculty appointment at K.U.Leuven and an additional appointment at imec as NERF director and group leader.

Requirements for the position:
NERF is searching for a dynamic, internationally recognized leader taking the challenge of building an exciting centre of excellence in neuro-electronics in Leuven, Belgium. The successful candidate:
• has a Ph.D degree and is an experienced visionary scientist, widely recognized in the field. • has demonstrated a strong record of scientific publications in leading scientific journals in the field. • has a track record of managing a successful research group. • has an extensive international network with a wide scope of research collaborations. • has excellent communication and negotiating skills. • has a strong will for developing a common vision and purpose for NERF.

As NERF Director, you will be provided with:
• a competitive salary and benefits, including full social security and pension scheme • a long term grant for your own research group • a generous start-up package for your own group • a solid funding program for NERF • full access to local and international competitive grants • dedicated lab space • privileged access to the core facilities of VIB, imec and K.U.Leuven • an exciting environment

If you are interested in this position, please send a complete publication list and CV (including at least 3 references) to jo.bury@vib.be.

Further information can be obtained from Jo Bury, chairman of the NERF board and Managing Director of VIB +32 9 244 66 11.

Closing date for applications is July 31st 2010.

Open call for (m/f)

You will investigate the functioning of the brain in a living animal. The focus is on studying the neuronal circuits by querying the electrical activity of single or small groups of neurons in circuits using a multidisciplinary approach combining biology, genetics, imaging, electronic, micro- and nanotechnologies. Perturbation techniques to intervene into these systems in a transient, and reversible manner, such as opto-genetics, and the further miniaturization and improvement of systems opens the door for unraveling the circuitry of the brain and the way information is handled and transferred in the brain. This is of fundamental interest to NERF. Large-scale electrophysiological interactions between different populations of cells need to be monitored using advanced silicon or optical microprobe recordings. The focus is on unraveling the electrical in- and output signals of individual neurons in a neuronal circuit in the brain of living, freely behaving rodents or other small animals. In close collaboration with imec research teams you will be involved in the design and development of ground breaking devices, beyond the current state of the art. You will be empowered by working closely together with a wide range of experts from the 3 founding institutions, providing the NERF labs with a unique competitive advantage.

Candidates who are interested in this position are asked to send a complete CV and publication list and 3 letters of reference to borghs@imec.be.

Further information can be obtained from Gustaaf Borghs, NERF Co-ordinator +32 16 28 12 11. Closing date for applications is July 31st 2010.
Assistant or Associate Professor, Molecular Nutrition

The Department of Animal and Avian Sciences at the University of Maryland invites applications for a full-time faculty position at the rank of Assistant or Associate Professor in the field of molecular nutrition. We seek an outstanding candidate that employs state-of-the-art molecular and genetic approaches to study mechanisms of nutrient/cofactor uptake, transport, metabolism, and growth at the cellular and organismal level in animal models with relevance to agriculture. The candidate will strengthen and bridge the department’s research areas of Nutrient Utilization, Genetics and Cell Biology, and Reproduction and Development. A strong record of independent research documented through publications and discoveries is essential. A record of Federal funding is preferable. A strong interest in graduate education is important. Teaching responsibilities include Vitamins and Minerals as well as Molecular Nutrition courses. Applicants must have a Doctor of Philosophy or equivalent degree. Salary and rank will be commensurate with experience. Additional information can be obtained at http://ansc.umd.edu/. The University of Maryland at College Park is the flagship campus of the University of Maryland System located in the heart of the Baltimore-Washington research corridor, just 15 minutes from downtown Washington, D.C.

Interested candidates should apply for this position electronically through https://jobs.umd.edu, Position Number 103161. Please submit a curriculum vitae, a description of research accomplishments and proposed research program, a summary of teaching interests, and three letters of reference addressed to: Dr. Iqbal Hamza, Chair, Molecular Nutritionist Search Committee, Department of Animal and Avian Sciences, University of Maryland, College Park, Maryland 20742. Application deadline is June 15, 2010 or until a suitable applicant is identified.

University of Maryland is an Equal Opportunity Employer and is committed to building a broadly diverse and inclusive faculty and staff.

The Gruss Lipper Family Foundation invites you to apply to the Gruss Lipper Post-Doctoral Fellowship Program

Eligibility:

- Israeli citizenship

- Candidates must have completed PhD and/or MD/PhD degrees in the Bio-medical Sciences at an accredited Israeli University/Medical School or be in their final year of study

- Candidates must have been awarded a postdoctoral position in U.S. host research institution

Details regarding the fellowship and the application process are available at: ea@gruss.com
The BBVA Foundation supports scientific research and the arts. In this framework, the BBVA Foundation Frontiers of Knowledge Awards seek to recognize and encourage world-class scientific research and artistic creation, prizing contributions of lasting impact for their originality, theoretical significance and ability to push back the frontiers of the known world. Awards are granted in eight categories and consist in each case of €400,000, a diploma and a commemorative art work.

2010 NOMINATIONS NOW OPEN

More information:
awards-info@fbbva.es
www.fbbva.es

with the collaboration of:

The award ceremony will take place on June 23, 2010 in the BBVA Foundation’s Madrid headquarters, the Marqués de Salamanca Palace, Madrid (Spain).
POSTDOCTORAL RESEARCH POSITION
Role of the Pleiotropic Mediator, Sphingosine-1-Phosphate, in Health and Diseases

A Postdoctoral position is open for a talented scientist to be part of exciting projects directed by Dr. Sarah Spiegel, Chair of Biochemistry and Molecular Biology, studying functions of sphingosine-1-phosphate in novel signaling pathways important for inflammation and cancer (see Science 325:1254, 2009). Candidates must have a Ph.D. and should have experience in biochemistry, molecular and cellular biology, or immunology. Submit a cover letter with curriculum vitae and three reference letters to: Dr. Sarah Spiegel, Virginia Commonwealth University, School of Medicine, Richmond, VA 23298, Attn: Dr. Michael Maceyka, e-mail: mmaceyka@vcu.edu.

CANCER GENOMICS
UNIVERSITY OF SOUTH CAROLINA

The Department of Biological Sciences at the University of South Carolina invites applications for a tenure-track position at the rank of ASSISTANT or ASSOCIATE PROFESSOR in the broad area of cancer genomics. Candidates are sought with a strong background in genomic and epigenomic approaches to identify and characterize cancer-related genes and pathways. Preference given individuals applying results of cell line and animal model studies to human cancer.

Applicants should have Ph.D. or M.D. in an appropriate discipline along with postdoctoral experience. Selection will be based on excellence in research, and applicants will be expected to develop productive research programs, establish/maintain extramural funding, and contribute to undergraduate and graduate teaching in the Department of Biological Sciences. Additional responsibilities include scientific oversight of the Human Tissue Biorepository maintained at the University. The individual will have opportunities to interact with researchers in the Department of Biological Sciences (website: http://www.biol.sc.edu/), as well as with a growing research group within USC’s Center for Colon Cancer Research (website: http://cancer.sc.edu/), which provides a highly multidisciplinary environment, with access to state-of-the-art animal imaging, and genomic core facilities (website: http://engenome.sc.edu/). Interactions are maintained with research scientists from several departments including those in the Arnold School of Public Health (website: http://www.sph.sc.edu/), the South Carolina School of Pharmacy (website: http://www.scpsc.sc.edu/), and the Cancer Prevention and Control Program (website: http://cpcp.sph.sc.edu/).

Applicants should send curriculum vitae, description of research accomplishments, future research objectives, and three letters of reference to: Dr. Rekha Patel, Department of Biological Sciences, University of South Carolina, Columbia, SC 29208. E-mail: patelr@biol.sc.edu. Electronic submission is preferred. Review of applications will begin May 15, 2010, and will continue until the position has been filled.

The University of South Carolina is an Affirmative Action, Equal Opportunity Employer. Women and minorities are encouraged to apply. The University of South Carolina does not discriminate in educational or employment opportunities or decisions for qualified persons on the basis of race, color, religion, sex, national origin, age, disability, sexual orientation, or veteran status.