



What I Can Be with My PhD:

Career planning from a 6th year graduate student's perspective

A recap of the ASCB Mini Course

ASCB MiniCourse: Managing Science in the Biotech Industry

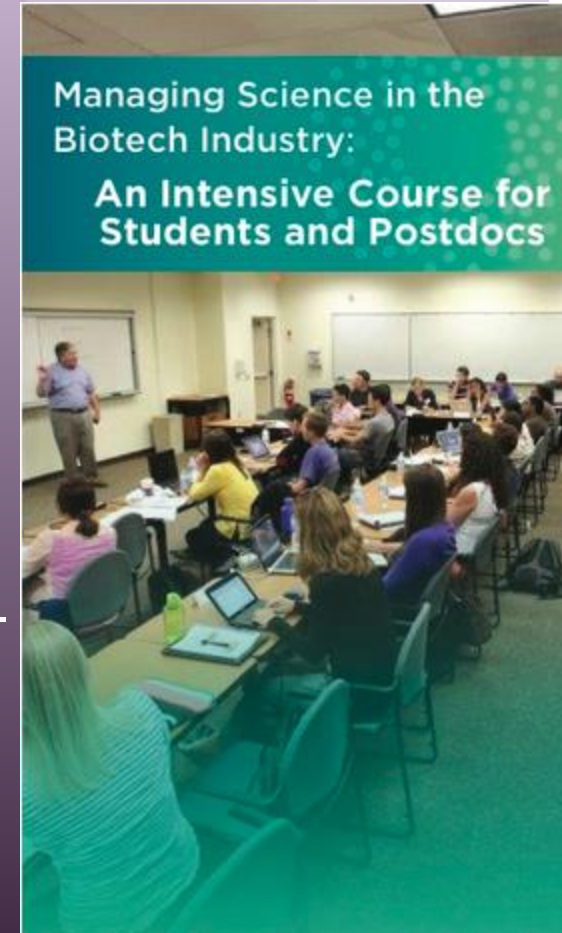
- One Day all intensive workshop to help basic scientists become more competitive for jobs in biotech and industry
- Morning Session: Industry Business and Marketing (Steve Casper MBA)
- Afternoon Session: Business of Science and Career Planning (Randy Ribunado Ph.D.)

Funding for course enrollment provided by SMD Center for Professional Development (CPD)



Intensive Course Opportunity

- **Managing Science in the Biotech Industry: An Intensive Course for PhD Students & Postdocs**
- *Application deadline February 27, 2015*
- *<http://ascb.org/biotech-course/>*
- *For July 12-24, 2015 2 weeks*
- *40 students; covers tuition, housing, meals and 50% travel support*
- Apply for a scholarship to attend an intensive, two-week course for postdocs and graduate students. You must be a member of the ASCB to apply. Join now at www.ascb.org and then apply for the course as a member-applicant. For more information, contact Thea Clarke at tclarke@ascb.org.



It's nice to meet you!

- 6th year Immunology PhD Candidate in Deborah Fowell's Lab
- Studying how specialized immuno suppressive CD4+ T regulatory cells (Tregs) are modulated by different types of inflammation in the skin
- Science interest sparked from Amgen Internship in 2006
- Exploring “alternative” career options: translational research, therapeutics and biotech industry work
 - Loves dogs



Start preparing for your career now!

Post hoc vs Post-Doc

The Post hoc Fallacy

To incorrectly assume "A" is the cause of "B" just because "A" preceded "B".

e.g. "All Professors have Ph.D.'s, therefore getting a Ph.D. means you'll get a Professor job (right?)"

The Post-Doc Fallacy

To incorrectly assume you'll have a job just because you have a Ph.D.

*e.g.
"Now what??"*



JORGE CHAM © 2009

WWW.PHDCOMICS.COM

Why?... Because its your Career!!

Why don't I just figure it out during my postdoc?

Where will a biology PhD take you?

A faculty job is an "alternative" career.



At this rate, <8% of entering PhD students will become tenure-track faculty. Yet, 53% rank research professorships as their most desired career.³

Arrows represent annual fluxes. Circles are total current workforce numbers.

1,900 to 3,900 foreign-trained PhDs start postdocs

30% do more than one postdoc¹



86,000

current US biology PhD students

720 Leave the US

37-68,000
current postdocs

15% of postdocs get tenure-track faculty jobs within 6 years post PhD.²



29,000

current tenured and tenure track faculty



17,000

current bio PhDs doing non-science jobs



22,500

current industry researchers

Every year, 16,000 students start biology PhD programs

9,000 Receive PhDs

70% (5,800) Postdoc

? years

US PhDs spend an average of 4 years, but others must spend longer to account for number of postdocs.

20% get non-tenure track academic jobs within 6 years post PhD.²

25,000

current non-tenure track academic positions



24,000

current non-research, science related jobs



7,000

current gov't researchers

37% drop out

30% (2,500) Don't postdoc

10% of former postdocs (up from 2% in 2010) consider themselves unemployed.¹

Sources:

- 1 - Science Careers Annual Postdoc Survey (2012) <http://jgoi.rh/nmVYCN>
 - 2 - doi:10.1038/472276a <http://www.nature.com/news/2011/110420/full/472276a.html>
 - 3 - Sauerbann & Roach 2012 PLOS ONE; DOI: 10.1371/journal.pone.0036307
- Unless otherwise noted, NIH Biomedical Workforce Working Group (2012)



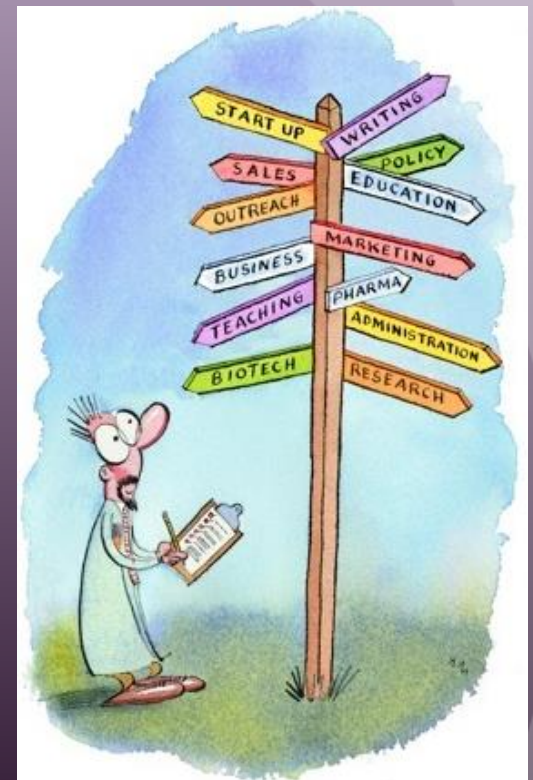
How to figure out what you want to do in life




Use Tools!

Individual Development Plan (IDP)

- Exercises to help you examine your skills, interests, and values
- A list of 20 scientific career paths with a prediction of which ones best fit your skills and interests
- A tool for setting strategic goals for the coming year, with optional reminders to keep you on track
- Articles and resources to guide you through the process




My IDP Career Options



INDIVIDUAL DEVELOPMENT PLAN

[LOG OFF](#) | [CONTACT US](#) | [MY ACCOUNT](#) | [ABOUT myIDP](#) | [ABOUT Science Careers](#)



Overview

[Overview Summary](#)
[Personal Information](#)

Assessment

[Skills Assessment](#)
[Interests Assessment](#)
[Values Assessment](#)

Career Exploration

Consider Career Fit

[Read About Careers](#)
[Attend Events](#)
[Talk to People](#)
[Choose a Career Path](#)

Set Goals

[Career Advancement Goals](#)

[Previous Step](#) [Next Step](#)

Consider Career Fit

Quick Tips

My Career Path Matches

The table below lists career paths commonly followed by PhD-level scientists.

Click on the percentages in the right-hand columns to see how your skills and interests compare to the skills and activities most important to each career path category (as rated by professional career advisors). [Return to the Quick Tips](#) to learn about how these match scores were calculated. NOTE: Do not feel that these results limit your career options. You may be able to improve key skills to allow success in any career path.

Click anywhere in the "Values" column for a list of questions to help you think about how your values may fit into each path. Keep these questions in mind as you learn more about each career path in later sections of the module.

Career Path	Skills Match	Interests Match	Values
Support of science-related products: Technical support specialist; field application specialist; product development scientist or engineer	91%	69%	
Sales and marketing of science-related products: Medical science liaison; technical sales representative; marketing specialist	85%	73%	
Science education for non-scientists: Education or public outreach specialist such as at a science museum or scientific society	79%	78%	Consider Your Values!
Business of science: Management consultant; business development professional in a biotech company; venture capitalist; market researcher; investment analyst	72%	66%	
Science writing: Science, medical, or technical writer or journalist; science editor; science publisher	69%	69%	
Entrepreneurship: Starting your own business	69%	64%	
Principal investigator in a research-intensive institution: Independent researcher at a medical school, private research institute, government lab or university with minimal teaching responsibilities	68%	56%	

Rate what skills you have

“Career Fit”

Update as grad career progresses!!

Notice “Last Choice” Is NOT permanent!!

Choosing the right Job for you:

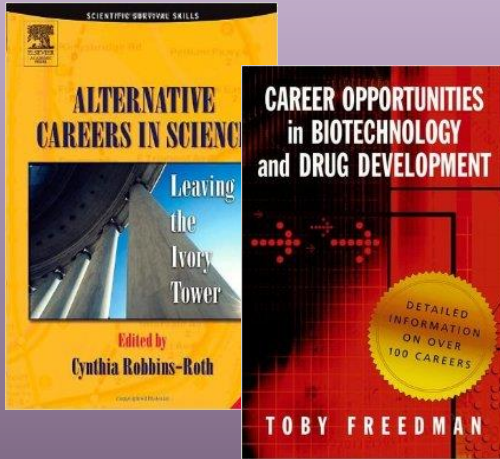
Post-doctorate position

- Type of Science (Research, Industry, Teaching)
- Big or Small Lab?
- Funding opportunities
- Location

Alternative Career

- Venture Capitalist, Patent/Legal, Consulting, Industry
 - **Type of Company:** Big Pharmaceutical, Biotech, Engineering firms, Toolkit, medical devices/diagnostics
 - **Job Type:** R&D, Communications, Operations, Business enterprise

Resources for your career search

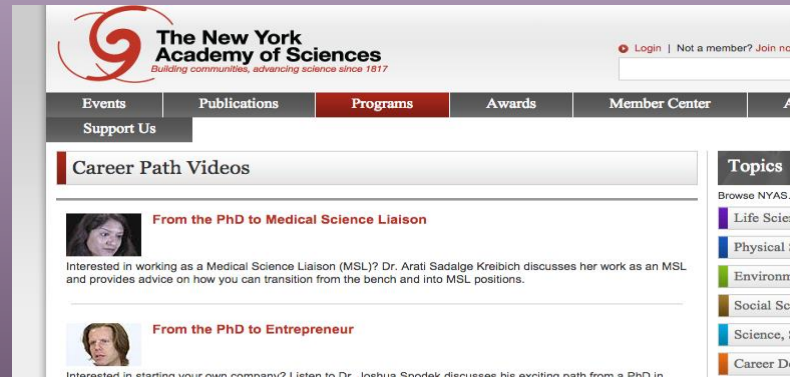


Books (available via CPD lending library)

- Alternative Careers in Science by Cynthia Robbins Roth
- Career Opportunities in Biotechnology and Drug Development by Toby Freedman

Career Path Videos (NYAS):

<http://www.nyas.org/WhatWeDo/CareerVideos.aspx>



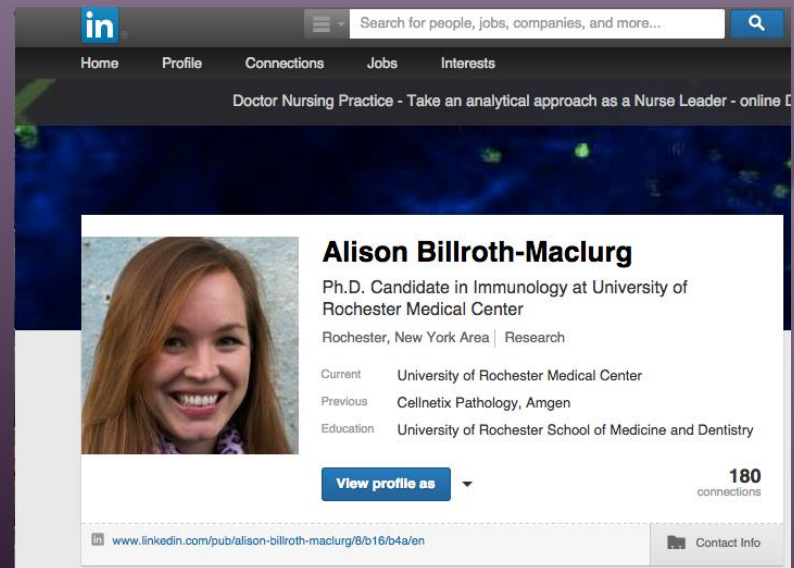
LinkedIn
(Virtual Networking)
Connects you to job postings
Ask people with your dream questions!

Market yourself for the career you desire

- Job Adds- Look up dream job advertisements, what experience is required, fill in the blanks!
- Find Mentor for Dream Job- in addition to PI that has your dream job and can advise appropriately

LinkedIn-

- Create Scientific identity (Virtual Resume)
- Get a professional headshot (or a friend that has a nice camera)
- Add people you network with/know



Building a 'Targeted' Resume

- Resume should reflect EACH Job Ad
 - Focus on non-science language as well as science
 - Science ID- Papers published, Wet and Dry Lab skills, Research Experience, Awards etc.
 - Business ID- Strategic thinker, highly motivated, manage tight timelines
 - Social ID- group leader, works in cross-matrixed teams, collaborator

Job Advertisements



Sr Research Scientist 1, Content Assay Design

Tracking Code

2367

Job Description

Promega is looking for a senior level scientist to develop new content-based assays based on existing technology platforms. This role will design, plan, and execute project strategy for cell biology technologies. You will also have the opportunity to work with customers on custom assay requests. The ideal candidate will have industry experience in cell biology, assay development tissue culture and gene editing. Experience with protein interactions and cell signaling is preferred.

JOB OBJECTIVE: Involved in the scientific leadership of the company, i.e. management, mentoring, consensus building and/or act as technical expert in multiple areas of specialization. Apply scientific leadership to individual R&D Projects. Ability to execute and champion innovative research. Formulate an overall project strategy for experimental design in the context of experimental results and scientific literature.

ESSENTIAL DUTIES:

1. Primary author for contributions to internal technical literature, abstracts, patents or journal articles.
2. Contribute to preparation or evaluation of patents.
3. Communicate problems, ideas and suggestions to appropriate person or group.
4. Direct others on a designated project.
5. Independently develop project plans and manage project timelines.
6. Recognized as scientific expert in multiple areas of specialization and provide scientific leadership.
7. Ability to suggest novel and innovative approaches.
8. Work at bench.
9. Understands and complies with ethical, legal and regulatory requirements applicable to our business.

Scientific ID

Business ID

Social ID

Senior Research Scientist 1 (Promega)

Promega is looking for a **senior level scientist** to develop new content-based **assays** based on existing technology platforms. This role will design, plan, and execute project strategy for **cell biology** technologies. You will also have the opportunity to work with customers on custom **assay** requests. The ideal candidate will **have industry experience in cell biology, assay development tissue culture and gene editing**. Experience with **protein interactions** and **cell signaling** is preferred.

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TagCrowd (http://tagcrowd.com/)

TagCrowd Create your own tag cloud from any text to visualize word frequency.

Start Over Blog Help Contact Patrons of TagCrowd

Choose your text source:

Paste Text Web Page URL Upload File

Paste text to be visualized:
plain text, 500 kilobyte max

Visualize



Example of Targeted Resume

Retail To Health Insurance Marketing. Retailer seeks healthcare marketing position. Reverse Chronological. Requirements: Bachelor's degree in business or marketing¹, min. 5 years' experience in marketing, or in education/marketing mix², knowledge of healthcare industry³, Leadership in collaborative work environment⁴.

Lauren L. Simpson

19 First Avenue, Austin, Texas, 76746
lauren@email.com, (512) 555-1212

Objective: Marketing Planning Specialist – for health care insurance company to coordinate marketing of government program segments, including Medicare, Public Programs, and Federal Employee Programs; to work with corporate communications and outside vendors in development of marketing collateral, direct mail and advertising; and to assist Market Segment Manager.

Summary Of Qualifications:

- Five years' marketing/education experience²
- Liaison with corporate communications and vendors
- Develop effective marketing materials, direct mail projects
- Coordinate marketing campaigns for new and existing products
- Assist Market Segment Manager with market analysis, strategy, planning and reporting
- Assist with marketing plans to grow enrollment programs
- Coordinate new product introductions
- Lead teams for collaborative marketing projects⁴
- Expert in Excel, Word, PowerPoint skills
- Skilled oral communicator, competent writer and editor

Professional Experience:

Brilliant Buyers Inc.²

Austin, Texas

Company is a specialty airport retailer selling 10 brands in 67 stores in major airports throughout U.S.

[dates]

Merchandising Coordinator

- Buyer's right hand in selecting and marketing merchandise for 67 stores. Set up new vendors, create SKUs, place and expedite orders.
- Responsible for product launches in four separate concepts: Silver, Gold, Playful Kids and DogTown. Use strong communications skills to make product presentations to store personnel.
- Supervise implementation of products into stores. Give work direction and supervise employee set-ups of new product lines.
- Problem solving 24/7: Communicate with vendors, manufacturers, and receivers to resolve shipment problems; for example, product out of stock, wrong product, or shipment to wrong location.
- Created model for quarterly human resources newsletter distributed to all employees, explaining merchandising policies and highlighting new products.
- Organize and conduct quarterly schedule of Webcasts for all store managers, in which managers have opportunity to ask questions of buyer and receive answers. Conduct conference calls intermittently as needed. The agenda for both Webcasts and conference calls include new product assortment, floor sets, markdowns, and sales and promotions.
- Competent with paperwork: Review and approve all tickets and receivers for hundreds of purchase orders going to 67 stores weekly.
- Meet weekly with buyers and merchandising assistants to discuss sales, budgets, and airport news—terminal closures and construction or strikes—impacting company sales.

Lauren L. Simpson

Page 2

Accomplishments

- In a commendation to my personnel file, HR Director complimented me on creating the model for a quarterly human resources newsletter, complimenting me on my "professionalism, creativity, and presentation of company values." Additionally, the director praised my "marketing presentation approach to the newsletter, which 'made all the difference in readability.'"
- After six months of assisting buyer in making product presentations to store personnel, buy has since sent me solo to 35 stores, expressing confidence in my "gifted marketing and sales abilities."
- Product returns from stores down 12 percent since my involvement in marketing merchandise.

LouAnn's

Based in Denver, LouAnn's is a division of Outback, F&S, with apparel marketed to professional middle-to-upper income women in 220 stores across the U.S.

Assistant Manager, Barton Creek Square, Austin, Texas

[dates]

Sales Associate & Manager-In-Training, Barton Creek Square, Austin, Texas

[dates]

Sales Associate, Tysons Corner Center, McLean, Va.

[dates]

Marketing Management

- Met national goals and competed with stores across the U.S. for daily sales results, as well as comparable percentages over the previous year.
- Supervised two to three part-time sales reps per shift.
- Trained employees how best to utilize the preferred corporate selling system and industry standards for up-selling.
- Met daily management responsibilities: maintaining sales floor, inventory, shipping, ordering and record-keeping. Keyboard 40 WPM, competent use of Microsoft Suite, including Word, Excel, Outlook and PowerPoint.

Accomplishments

- Personally delivered one-third of overall store revenues by closing \$30,000 to \$40,000 sales per month in store with 7 staff (3 full time, 4 part time).
- Consistently maximized income through commissions earned.
- In three months [dates], averaged \$15,000 per month sales from regular customers.

Other Experience:

Blue Circle/Blue Badge of Virginia³

McLean, Va.

[dates]

State office of health insurance company.

Administrative Assistant

- After high school, worked one year in administration for government marketing department.
- Compiled marketing analysis, and supported cross-company project teams.

Education:

Bachelor of Science, McCombs School of Business⁴

University of Texas, Austin

[date]

2nd Example of Scientist Resume

- 1-2 pages Max
- 1st and Last information most important (publications last)
- Taylor to job description specifically
- Have others review before application

James Rhodes, PhD
55 Wyatt St. ■ Somertown, PA 34405 ■ (555) 555-5555 ■ jr@somcedomain.com

RESEARCH SCIENTIST

Delivering Industry-Leading Advancements in Semiconductor Manufacturing

Proven success driving groundbreaking advancement within the semiconductor-manufacturing sector through scientific research and scalable design. Track record of delivering:

- Patented devices generating \$58M in 2011.
- Next-generation polymer-based organic light-emitting diodes (POLED) technologies with quality nearly equal to SMOLEDs for less than half the cost.
- Fully integrated circuit and system solutions that delivered new beats in speed, power, frequency, reliability, linearity and yield.

Education

ABC UNIVERSITY – Somertown, PA
PhD in Electrical and Systems Engineering, 2007
MS in Electrical Engineering, 2005

GHI UNIVERSITY – Somertown, PA
BS in Electrical Engineering, 2003

Experience

ABC COMPANY (*one of the top 10 semiconductor manufacturers in the US*) – ~~Somertown~~, PA
Research Scientist, 2008 to Present

Manage industrial research laboratory and projects focused on developing devices, circuits and systems for semiconductors used by some of the world's largest consumer electronics, telecommunications and computer suppliers. *Research Project Highlights:*

- Led research and development of patented devices for nanoelectromechanical systems (NEMS) for mobile technologies that generated \$58M in revenues for key client XYZ Co. in 2011 alone.
- Directed R&D efforts for polymer-based organic light-emitting diodes (POLEDs) that achieved nearly 90% of the quality of small-molecule organic light-emitting diodes (SMOLEDs) at a 35% lower cost.
- Designed, tested and prototyped oscillators combining high-frequency capability with robust temperature- and acceleration-insensitivity that provided for mechanical and electrical integrity at variable temperatures.
- Participated in research project that prototyped integrated-circuit and system solutions improving speed, reliability, linearity, power, frequency and yield by as much as 38%.
- Contributed to the development of surface-acoustic wave (SAW) resonators and low-voltage solutions for battery-operated handheld devices, leading to a \$25M contract with a Fortune 500 consumer electronics leader.
- Earned company awards, including two-time "President's Innovation Awards" and "Design for Manufacturability Award."

James Rhodes, PhD
(555) 555-5555 ■ Page 2

Research Fellowship

ABC UNIVERSITY (*Ivy League university with a top-ranked engineering school*) – Somertown, PA
Research Fellow, School of Engineering and Applied Science, 2006 to 2007

~~Designed, conceived and completed research on the design and fabrication of high-frequency oscillators with a high-quality factor exhibiting mechanical structures. Co-authored paper that received \$175K in funding for semiconductor research.~~

Publications

Rhodes, J. and Weston, C., "A comparison of organic and inorganic semiconductor nanomaterials for integrated-electronics solutions," *Somertown Journal* Vol. 4514, pp. 156-168, November 2011

Rhodes, J., Williams, B. and Clark, P., "New design techniques to convert post-silicon devices into robust performers for commercial applications," *Somertown Journal* Vol. 4498, pp. 86-92, June 2010

Rhodes, J., Smith, B. and Jones, A.H., "Innovative applications for two-terminal nanoelectromechanical bistable switches," *Somertown Journal* Vol. 2594, pp. 42-51, January 2010

Rhodes, J. and Clark, P., "Minimizing the effects of parasitic elements in high-frequency oscillators," *Somertown Journal* Vol. 4487, pp. 97-104, September 2009

Patents

- **US Patent XXXX-XXXX**
Device for nanoelectromechanical systems to increase resonant frequency
- **US Patent XXXX-XXXX**
Device for nanoelectromechanical systems to lower force constants

Technology Tools (*complete list on request*)

Unix/Linux, Windows, Perl, C, Simucad & Silvaco CAD tools, Cadence Virtuoso Layout Suite, E Language, HSPICE, Tanner EDA's L-Edit

Affiliations

Institute of Electrical and Electronics Engineers
Semiconductor Industry Association

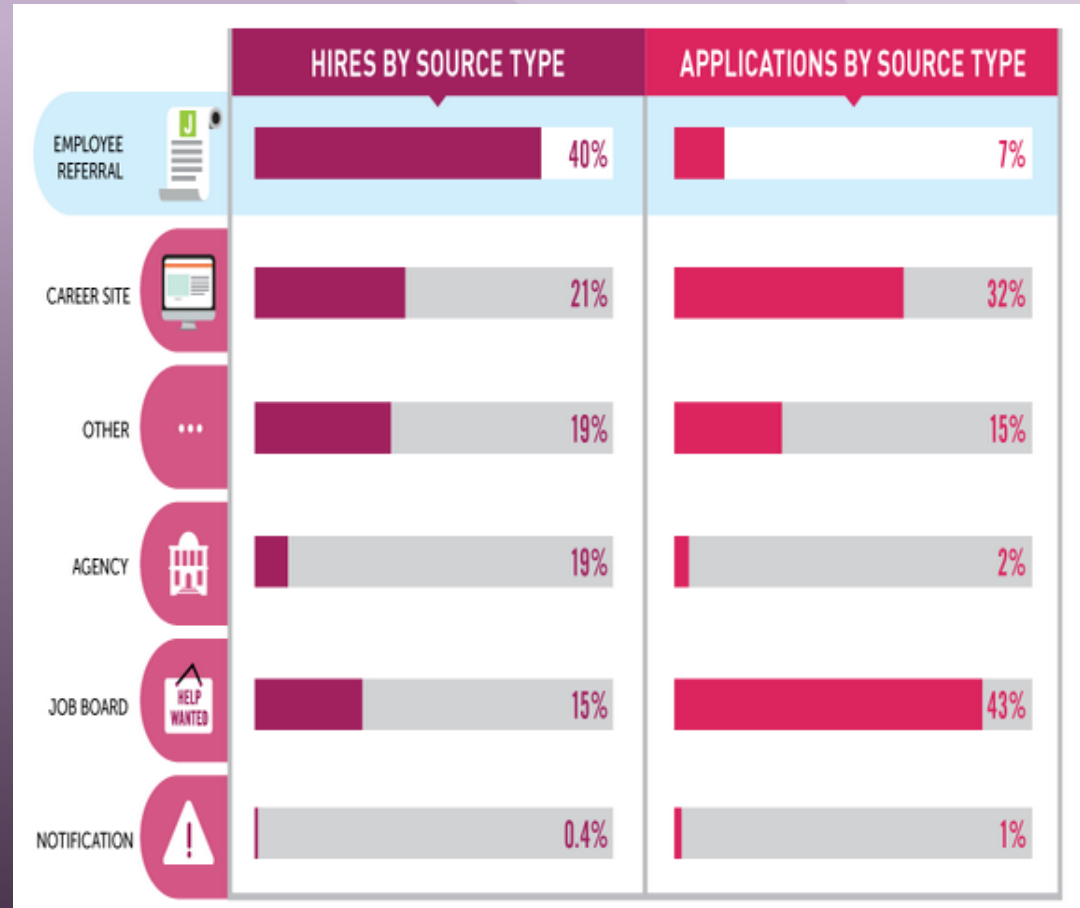
Available for Nationwide or International Relocation

Coverletter

- Coverletter
 - My Resume Includes...
 - In addition I have these business skills
 - Use Social ID keywords
 - Contact Info

Networking with Targeted Resume

- Do not ONLY apply online
- Only 7% of applicants are referred but this accounts for 40% of hires (nearly half!!)
- Try to get a referral or contact HR to validate that the job ad is accurate and complete
- Gain company intelligence to get resume in the right hands
- NEVER Burn bridges if you do not get an interview or do not get chosen for the job. Ask to be considered for future positions.



Who do I network with?

- Current Job People (Grad School/Post Doc/
within Medical Center)
- Previous Job People
- Social Contacts
- Alumnae
- Other Scientists (National/International
meetings)
- Local Organizations



Make Business Cards



Picture is helpful for International/ large meetings

Contact info- Should survive past current position

Use Powerpoint (cheapest)

Professional (FedEX Starting at \$19.99)

Preparing for Interview

- Give yourself DAYS to prepare for an interview
- Research
 - Company and players (or PI and Lab members)
 - Interviewers
 - Understand company products (or Research Projects)
 - Research the Science
 - Express skill sets in terms of what the company or lab needs
 - Relate personal experience with business-centric traits (manage multiple projects simultaneously, identified success criteria and managed such that reached goal on time and on budget)

Preparing for Interview

- Practice main questions:
 - Why should we hire you?
 - What are you interested working on in the lab, company, etc?
 - What would you do if... (something horrible happens)
 - Tell me about the time that you handled disaster
 - Situation
 - Task (what was it that you had to achieve)
 - Activity (what did you do)
 - Result (what was the outcome)
- General Rules
 - Be polite, be engaging, be your best professional self.
 - Only drink one beer at lunch if they order one.

You're Hired! Negotiate!

- Negotiate the whole package, not just salary
- Research the position
 - Glassdoor - enter anything about the company you used to work for, shows salaries etc. per company
 - Salary.com



Center for Professional Development

- They are here to help YOU for FREE!!
 - Courses
 - Individual Support
 - Writing Support
 - Lending Library
 - Seminars and Workshops

<http://www.urmc.rochester.edu/education/graduate/professional-development/>

Upcoming Events

[Events](#) | [Thesis Defenses](#)

Events Calendar

Graduate Education & Postdoctoral Affairs Events

Today ◀ ▶ **Wednesday, February 18** Print Week Month Agenda

Wednesday, February 18
1:00pm GSS Monthly Meeting
3:00pm RC Career Seminar Event: What to Put in a Resume & Other Docu
Thursday, February 19
3:00pm Panel on Transitioning into Academia
3:00pm What Do Women Need to Achieve Equal Opportunity in Science? (
Friday, February 20
Future Faculty Workshop: "What is a Mentor and What Good is Having One?"
Tuesday, February 24
12:00pm CIRTL: 'Size Counts' and Other Fallacies of Successful Active Lear
Wednesday, February 25
1:00pm "What I can be with my PhD: Career planning from a graduate stud
Tuesday, March 10

upcoming-events.cfm Monthly Meeting

Center for Professional Development

Home

Skills Development


Career Planning

- Individual Development Plans
- Career Options
 - Academic
 - Bioethics
 - Communications
 - Consulting
 - Entrepreneurship
 - Government and Policy
 - Industry
 - Law
 - Nonacademic
 - Public Health
 - Research Support
 - Teaching
 - Tech Transfer
- Finding a Job
- Resumes, CVs, Cover Letters
- Interviewing
- Negotiation
- Landing a Postdoc



Career Options


UR Resources


Books

[Careers in Science and Engineering: A Student Planning Guide to Grad School and Beyond](#) 
By the Committee on Science, Engineering, and Public Policy (COSEPUP); Institute of Medicine (IOM); Policy and Global Affairs (PGA); National Academy of Sciences; National Academy of Engineering

Recent Seminars and Workshops


 [Academic and Business Careers in Biomedical Research and Video](#) 
By Dr. Robert Sutherland '66M (PhD)

 [Defining Your Career Path](#)
By Lauren Celano, Propel Careers





Online Resources

Articles

[Career Paths for Life Scientists](#) 
From the Chronicle of Higher Education, by Julia Miller Vick and Jennifer S. Furlong

Webinars

[Career Path Videos](#) 
From the New York Academy of Sciences, brief videos highlighting PhDs that have gone on to roles in policy, outreach, entrepreneurship, academe, communications, and more.

[Using Research Metrics to Develop your Career](#) 
From Elsevier and the National Postdoctoral Association, by Lisa Colledge

w.urm.rochester.edu/education/graduate/professional-development/career-planning/career-options/

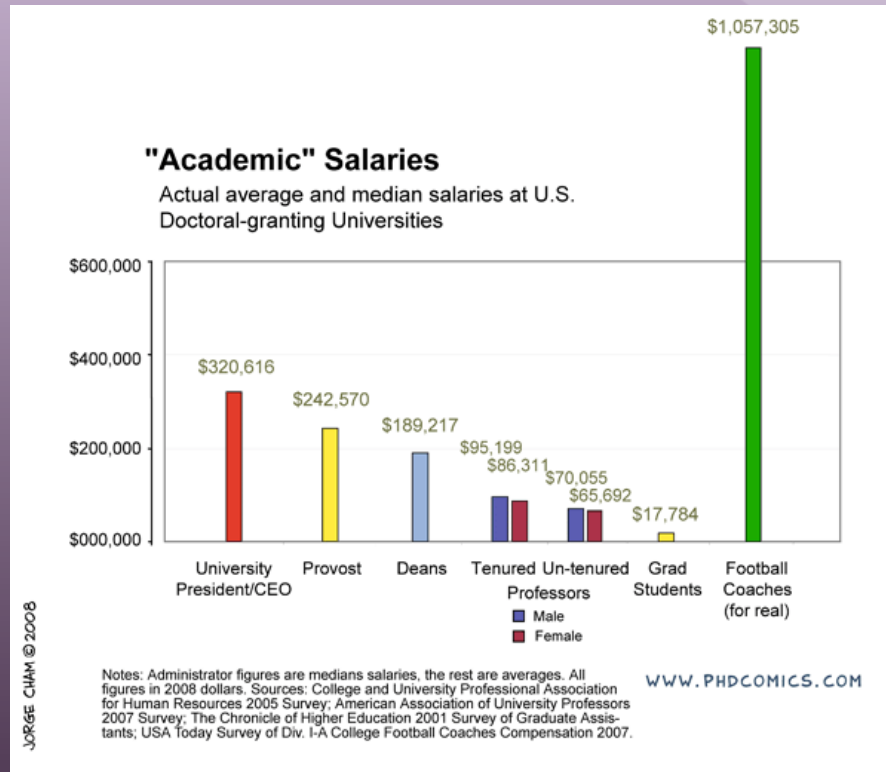
This powerpoint will be posted under:
“Recent Seminars and Workshops”

Or email me and I can send it to you directly.

Schedule in a time to research your career options, you will feel more in control and prepared for the future!

Thank you and Best of Luck!

Special Thanks to:
Randy Ribunado, PhD.
Sharon McCullough
Amy Perazzo
Tracey Baas, PhD.



Contact me if you have questions:

Alison_Billroth-MacLurg@urmc.rochester.edu, x32902