



# Presentations, Publications, and Grants

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THE UNIVERSITY OF TEXAS  
**MDAnderson  
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# Disclosures

I have received honorarium from:

- AbbVie, ADC Therapeutics, BMS, Caribou Biosciences, Daiichi Sankyo, DeNovo, Genentech, Genmab, Gilead/Kite, Janssen, Interius BioTherapeutics, MEI, Merck, Novartis, Regeneron, and Takeda

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# The First 5 Years



GAIN CLINICAL EXPERTISE/ENROLL PATIENTS ON PROSPECTIVE TRIALS/DEVELOP A NETWORK/EXPLORE DIFFERENT PATHS (CLINICAL INVESTIGATOR/EDUCATOR/TRANSLATIONAL SCIENTIST)



GENERATE FIRST AUTHOR PUBLICATIONS  
-REVIEWS (GENERATE BACKGROUND KNOWLEDGE/PUB WITH YOUR MENTOR)  
-ORIGINAL MANUSCRIPTS (ASK ABOUT PAPERS THAT NEED TO BE WRITTEN)



SUCCESSFUL LOI/IST CONCEPT (WRITE A PROTOCOL)  
PEER-REVIEWED FUNDING

# Steps to Success – Identify a “Good” Mentor

- Mentorship is critical to all of us
  - We may have different needs over time and can find mentorship at many levels and from many sources
  - Find someone who will provide constructive criticism
- Characteristics of a good mentor
  - Available
  - Honest
  - Established track record of mentorship
- Pitfalls to avoid
  - Name recognition
  - Idol worship

# Mentor-Mentee Relationship

| Successful Mentee Skills  | Successful Mentor Skills  |
|---|---|
| <ul style="list-style-type: none"><li>• Take the initiative in cultivating the relationship</li><li>• Be selective in accepting advice from mentor</li><li>• Prepare for meetings</li><li>• Provide an outline of their activities for discussion</li><li>• Complete tasks that were agreed on</li><li>• Respond honestly to feedback</li><li>• Perform self-reflection</li><li>• Reveal flaws</li><li>• Face weaknesses</li><li>• Make effective changes</li></ul> | <ul style="list-style-type: none"><li>• Exhibit admirable personal qualities including enthusiasm, compassion, selflessness</li><li>• Act as a career guide, offering a vision but purposefully tailoring support to each mentee</li><li>• <b>Make strong time commitments with regular, frequent, and high-quality meetings</b></li><li>• Support personal/professional balance</li><li>• Leave a legacy of how to be a good mentor through role modeling and instituting policies that set global expectations and standards for mentorship</li></ul> |

Sambunjak et al, JGIM 2009; 25: 72

Cho et al, Am J Med 2011; 124: 453

# Decide What Success Means to You

- Should be based largely on *your* interests and goals
- Many ways to be successful
  - Increasing prominence in clinical trials
  - Translational work
  - Career development and other funding
  - Local/regional clinical expert
  - Press and notoriety
  - Educational leadership
  - Committees
  - Local leadership
  - Quality improvement
  - Informatics and database work



# Pitfalls – Ways to Waste Energy and Time

- Fear of missing out - agreeing to projects that don't interest you, saying yes to everything
- Overcommitting - taking positions on committees that are outside your focus or interests
- Endless wandering - blindly following the guidance of your mentor, chair, or other senior colleagues
- Fear of failure - if a project is dead or isn't what you expected, find a way to move on
- Failing to delegate - doing things yourself that someone else could do for you
- Imposter syndrome - worrying about what everyone else is doing
  - Post-ASH depression



# PowerPoint Tips

An effective PowerPoint presentation is just an aid to the presentation, not the presentation itself.

## *Dos*

- Be brief and concise
- Focus on the subject
- Attract attention; indicate interesting details
- If possible, use relevant visual illustrations (pictures, maps, charts graphs, etc)
- Use bullet points or numbers to structure the text
- Make clear statements about the essence/results of the topic/research

## *Don'ts*

- Don't write the whole outline of your paper and nothing else.
- Don't write long full sentences on the slides.
- Don't use distracting colors, patterns, pictures, decorations.
- Don't use too complicated charts, graphs; use those that are relatively easy to understand.

# The Art of Presenting: Tips and Pitfalls

- Know your audience, tailor your message
  - Tell your audience members why they should be interested, be a good storyteller
- State the key findings in the title of each slide
  - Not everyone is paying attention all the time
- Avoid excessive text/boring presentations
  - Use your institutional resources – build slides, review content, check for typos/accuracy
  - Avoid the urge to state everything outlined on each slide
- ***Do not go over time***, 1 slide = 1 minute
  - Q&A is generally the most interesting
- Practice, practice, practice, and practice again
  - Practice hand gestures, eye contact, advancing the slides



# Refine Your Writing Skills Publications

- Your success in academic medicine will be closely linked to your publication record.
- Writing can be particularly challenging if it is not an activity you enjoy.

Write a *comprehensive review article* in your area of interest

- You will learn the topic in-depth
- Identify areas of inquiry or unmet needs
- Provides an opportunity to collaborate with your mentor
- Lays the foundation for future grant applications

Focus on publishing *original research*

- As your publications increase, you are more likely to be viewed as an expert by your peers
- Demonstrates productivity to grant or promotion reviewers
- Increases likelihood of obtaining funding

# Grants



- An important part of success in academic medicine is securing funding for scholarly activities such as research.
- Obtaining funding is challenging, but not insurmountable.
- To successfully compete for a grant, your application should have *sound science* and *be well written*.
- Familiarize yourself with:
  - Funding opportunities within your institution
  - Career development awards from society grants and NIH (K series)

# Funding Options: US Federal

- National Institutes of Health
  - National Cancer Institute (NCI)
  - National Institute of Allergy and Infectious Disease (NIAID)
  - National Heart Lung and Blood Institute (NHLBI)
  - (Loan Repayment Program)
- National Science Foundation (NSF)
- National Aeronautical and Space Admin (NASA)
- Department of Defense (DOD) - especially if collaborating outside college/school of medicine
- Advantages of federal funding:
  - Highest IDC
  - Thought to be most objective reviews
  - Thought to be most prestigious

# Federal Mechanisms: [grants.nih.gov](https://grants.nih.gov)

- Individual
  - Mentored: K02, K08, K23, K99-R00
  - Independent: R03, R21, R01 awards
- Business: SBIR (R43) and STTR (R41)
- Consortia/Programs: U01, Program Project Grant/PPG(P01), SPORE (P50)
- Announced programs
  - Request for applications (RFA)
  - Request for proposals (RFP)
  - Program announcements (PAR)

# Career Development: NIH

- **K01, K08: Mentored Career Development Awards**
  - 3-year minimum (up to 5-year period) of supervised study and research for clinically trained professionals who have the potential to develop into productive, clinical investigators
- **K12/KL2:** CTSI institutional internal mechanism
- **F grants:** eg, Ruth L. Kirschstein National Research Service Award (NRSA) for Individual Postdoctoral Fellows (F32)

# NIH Scientific Grant Opportunities

- **R01 (up to 5 years), R21 (1-2 years), and R03 (1-2 years)**
  - **R01**: Clinical Oncology (C-ONC) section (\$250,000/year in direct costs)
  - **R21**: Exploratory/Developmental Research Grant Award; no “parent” awards; combined budget for direct costs for the 2-year project may not exceed \$275,000 (no renewals)
  - **R03**: Pilot or feasibility studies; secondary analysis of existing data; small, self-contained research projects; development of research methodology; development of new research technology (\$50,000/year)

# Funding Options: Private Foundations

- Lower IDC
  - Focused
  - Reviewed by peers
    - Lymphoma Research Foundation
    - Leukemia & Lymphoma Society
    - Multiple Myeloma Research Foundation
    - American Cancer Society
    - American Heart Association
    - Smaller foundations
      - Damon Runyan, Wendy Will Case, St. Baldrick, L'Oreal, HOPE, Stand Up To Cancer (SU2C), V Foundation, and many more...

# Career Development: Foundations

## Conquer Cancer Foundation (ASCO)

- **Career Development Award**

The CDA is a 3-year grant totaling \$200,000 that supports personnel and/or research expenses, and travel to attend the Conquer Cancer Grants and Awards Ceremony at the ASCO Annual Meeting

- **Young Investigator Award:** physician within last 2 years of subspecialty training. The GO YIA is a 1-year grant between \$25,000 to \$50,000. The number of GO YIAs in each funding cycle is not predetermined by Conquer Cancer. Awards are given based on individual merit and availability of funds

# Refine Your Writing Skills - Grants



- Before writing a grant, read the application instructions carefully, allow yourself a generous timeline
  - Know your institutional deadlines
- Solicit advice from former awardees
- Consider enrolling in grant writing courses or workshops offered at your institution
- A well-written grant is novel, logical, concise, and persuasive and includes a *strong mentoring team*
  - Spend time on the critical areas

***Specific Aims, Significance, and Innovation***

# “Grantsmanship” Tips

- Know the purpose and objectives of the grant
  - CDA: mentor, environment may be weighted more than the science
- Use the Scientific Method
  - State a hypothesis
  - Show feasibility (preliminary data) for each specific aim
- Know the deadlines
- Address all items of the application
- Budget (salary support vs supplies)
- Ask colleagues to review (not disease-specific)
- Be nice to reviewers on your reply/resubmit

**DON'T GET  
DISCOURAGED;  
PERSISTENCE  
PAYS OFF  
(USUALLY)!**

# Strategies

- Focus on one project or related projects
- Look for correct funding mechanism
- Can apply more than one place and mechanism at a time
- Start with small applications (shorter) and build up
- Need to have thick skin and keep trying
- Actively seek mentorship
- Actively seek collaborations
- Alternate grant applications with publications



Specific aims: You had me at hello

# Keep Your Eye on the Prize

- Know what drives you
- Take the initiative
  - The onus to succeed rests on you
- Familiarize yourself with your institution's requirements for appointments and promotions
  - Demonstrate achievements in teaching, scholarly activities, leadership, and service to the institution/community
  - Keep a record of all your activities
  - Update your CV quarterly
- Network
- Find a work-life balance





# QUESTIONS

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***Drouville, In the fish tank***  
Drouville is a patient, graphic designer and artist from Argentina who has survived multiple myeloma and a relapse.