

Listing of All Events (more info on each event found below):**Career Development Events:**

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 - **OPA website, Events Calendar, LinkedIn group, and Facebook page**
 - **Morningside Campus Postdoc Council Member Recruitment**
- **CU Center for Digital Research and Scholarship Data Management Planning Workshop**
- **CU Schools of Public Health and Social Work Training Grant Funding Opportunity**
- **New York Academy of Sciences (NYAS) Genetic Code Symposium**
- **NYC STEM VersatilePHD**

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Career Development Events:**Office of Postdoctoral Affairs****• Public Speaking Workshop: Presenting Yourself Nonverbally**

Many people feel uncomfortable when they stand up to speak, and much of what we “say” comes from how we say it with our bodies and our voices. Therefore, in this highly interactive session, we focus on speech anxiety before moving to the nonverbal elements of public speaking. We discuss and model body language and vocal traits that are often linked to enthusiasm, confidence, and professionalism.

This 90 minute workshop will be led by Joann Baney, of the Executive MPA program at Columbia University's School of International and Public Affairs (SIPA). She has taught courses in Columbia's Executive MBA program, the University's Speech Department and at the Graduate School of Public Health. She is co-founder and Vice President of the Professional Development Company, Inc., a communications consulting firm in New York City. She coaches senior executives and presents customized communication training programs to organizations such as: JPMorgan Chase, The Wall Street Transcript, Del Monte Foods, Trinity Church Wall Street, Takeda

Pharmaceuticals, Cornell Medical Center, the FAA, Lend Lease Americas, the RobinHood Foundation, and UPC Wind Management. Additionally, she is the author of *Guide to Interpersonal Communication* through Prentice Hall.

Date: Tuesday July 29th

Time: 12:00 – 1:30 PM (Lunch Provided)

Location: (CUMC) Hammer Building LL204

Registration: <https://calendar.columbia.edu/sundial/webapi/register.php?eventID=72653>

- **OPA Website, Events Calendar, LinkedIN group, and Facebook page:**

OPA wants you to hear about our events through the medium that is the most convenient for you. For many of you this might be through email and the emailed weekly postdoc digest. For others though, perhaps seeing our events advertised on our office's website, our LinkedIN group, or our facebook page might be more appealing.

Did you know that the Office of Postdoctoral Affairs (OPA) has a website? Go to <http://postdocs.columbia.edu/> to view all of the resources and information that OPA has to offer you. On the OPA website you should check out our events calendar (<http://vesta.cumc.columbia.edu/postdoc/calendar/index.php>) for upcoming events.

Are you on LinkedIN? If you are, you should join the Columbia University Postdoc and Postdoc Alumni Group: (<http://www.linkedin.com/groups?gid=3814461&trk=group-name>) . We will be posting to this group page event descriptions as well as relevant career opportunities. If you are not on LinkedIN, you should set up an account, as LinkedIN provides a tremendous platform for networking, career exploration, and job searching.

Do you spend even a few minutes on Facebook a day? If so, then you should join the Columbia University Postdocs and Postdoc Alumni facebook group: http://www.facebook.com/#!/home.php?sk=group_137677722958203&ap=1 . We will be posting upcoming events on this facebook group page, which will show up in your facebook feed and allow you to receive group invites to our events.

- **Morningside Campus Postdoc Council Member Recruitment:**

Are you interested in representing your fellow postdocs and gaining leadership experience? If so, you might be interested in joining the Postdoctoral council we have recently formed for the Morningside campus (Medical Campus Postdoc council is currently full). The postdoctoral council will meet once a month (usually over free lunch) with the Office of Postdoctoral Affairs to discuss, plan, and help carry out social and career development events. Postdoctoral council members also represent their postdoc communities and can relay any suggestions/feedback to the councils and the Office of Postdoctoral Affairs. As a token of appreciation for serving on the postdoctoral council, Postdoctoral council members receive an annual membership to the New York Academy of Sciences (NYAS). If you are interested in serving on the Morningside Campus Postdoctoral Councils, please send me an email at rf2531@columbia.edu .

Columbia University Center for Digital Research and Scholarship

Given that there are a number of National Science Foundation (NSF) funding opportunity deadlines this summer, the Center for Digital Research and Scholarship (CDRS) will be holding a Research Data Management Planning Workshop! The NSF requires that all requests for funding contain a data management plan (DMP) of no more than two pages addressing how the proposed project will comply with the agency's [data sharing policy](#). This workshop will help you prepare your DMP!

Research Data Management Planning Workshop

Date: Tuesday, July 22, 2014 from 3:00 pm to 4:30 pm EDT

Location: 203 Butler Library, Columbia Morningside Campus

Details of the workshop: <http://cdrs.columbia.edu/cdrsmain/2014/07/summerrdmworkshop/>

Please RSVP at: <http://bit.ly/RSPVforSummerRDMWorkshop>

If you have any questions about the workshop, please feel free to contact Amy Nurnberger at anurnberger@columbia.edu.

Columbia University Schools of Public Health and Social Work Training Grant (T32) Funding Opportunity:

HIV, Substance Use, and Criminal Justice Research Training Fellowship Program (T32)

Co-Directors: Dr. Nabila El-Bassel and Dr. Lisa Metsch

Funded by the National Institute on Drug Abuse (NIDA)

Columbia University is looking for promising scientists interested in HIV, drug abuse, and criminal justice research for their unique multidisciplinary pre- and post-doctoral T32 Program.

Mission: The multidisciplinary T32 program is funded to the Schools of Public Health and Social Work to train the next generation of researchers in the skills necessary for the conceptualization, planning, and conducting of research on bio-behavioral HIV and drug abuse prevention, treatment, and care for individuals involved with the criminal justice system.

Unique and Innovative Program

- Multidisciplinary training program
- Biomedical and behavioral research
- Emphasis on the criminal justice system

T32 Training Fellow Program Activities

- Individual Mentorship that covers research and career development
- Methods and Data Analysis Workshops
- Criminal Justice Journal Club
- Criminal Justice Seminar Series
- Conference Travel Support
- Criminal Justice Community Roundtable
- Grantwriting and Peer Review Clinic
- Peer Support

For more information about deadlines and application materials, email swpht32@columbia.edu

New York Academy of Sciences (NYAS)**• Fifty Years of the Genetic Code: A Symposium to Honor the Legacy of Marshall Nirenberg**

In the fifty years since the landmark presentation of the preliminary identification of all 64 codons that make up the genetic code (at the IUB meeting in New York City, July 31st, 1964), the deciphering of the code has opened a universe of opportunity in scientific and medical discoveries. Exactly fifty years later, this symposium will honor

the legacy of Nobel Laureate Marshall Nirenberg for his discovery and its impact on many aspects of science. The cutting-edge work of other scientists at the frontiers of today's ongoing research as a result of the code being deciphered will be showcased. Speakers will explore the current state of the genetic code and the use of the many tools and principles within the field of chemistry to probe the molecules and processes of living cells, flow of genetic information from DNA to RNA to protein, and the broader impacts of the application of this knowledge in therapeutic areas such as cancer, Alzheimer's Disease, and age-related cognitive decline. A panel of experts will turn the focus to legal, ethical, and social considerations that surround applications of the genetic code. Join us for this 50th year anniversary honoring Marshall Nirenberg, reflect on the impact of his discovery, and explore the frontiers of current research as a result of unraveling the code.

Thursday, July 31, 2014 | 8:30 AM - 5:00 PM

The New York Academy of Sciences (<http://www.nyas.org/>)

Register: https://ams.nyas.org/nyasssa/evtssareg.custid?p_program_nm=8206

NYC STEM VersatilePHD

NYC STEM VersatilePhD will provide monthly networking opportunities for science, technology, engineering and mathematics (STEM) PhDs, Postdocs, ABDs and students who are considering, or have followed, career paths outside of academia.

Our LinkedIn group now includes over 250 members in the New York area and beyond who work in areas as varied as advertising, analytics, editing, electronics, the environment, ethics, ethnography, film, finance, healthcare, history, law, marketing, museums, neuroscience, nonprofit, policy, publishing, real estate, strategy, teaching and translation. Come check out our network!

Please join us for the first meeting of NYC STEM VersatilePhD on July 17 at the Whole Foods Cafe on Columbus Avenue at 97th Street (convenient to the 1, 2, 3, and C trains). Look for the sign on the table. We invite you to prepare a thirty-second "elevator speech" describing your post-academic story. After introductions, we will devote most of the meeting to informal networking.

RSVP by e-mail to nyc.vphd@gmail.com

or on Meetup: <http://www.meetup.com/NYC-VersatilePhD/>

Social Events:

Office of Postdoctoral Affairs

- **Postdoc Weekly Coffee/Tea Hour – CUMC**

These coffee/tea hours are a great way for you to meet other postdocs and hear about upcoming events. The coffee/tea hour is informal and you can stop by for as long as you would like.

CUMC

Date: Wednesday, July 16th

Time: 10:00-11:00 AM

Location: Hammer 404

- **Postdoc Mailing Lists**

To help facilitate communication between Postdocs and to only receive communication about the items you are interested in receiving from fellow Postdocs, you can join one of the four mailing lists. Please read about each group below and follow the steps below to join as many of them as you would like. Once you receive access to the group, you will be able to email other members of the mailing list.

postdoc_social@lists.columbia.edu

Share, plan and discuss social events going on at Columbia or around the city. Connect with other CU postdocs. Invite other postdocs to attend social activities and events around New York City, or alert the community when something is happening at Columbia that is not hosted by OPA.

postdoc_equipment@lists.columbia.edu

Do you have a piece of equipment that you are not using in your lab? Do you need something, but don't know where to get it, or don't want to spend a lot of money purchasing something? Send an email to this list to see if anyone can help you out. Of course, all exchanges should be legal and allowed by your lab or PI. OPA does not endorse selling/collecting money through these lists.

postdoc_families@lists.columbia.edu

Get in touch with other postdocs who have children and families. Learn about events and social activities for parents, and kid-friendly events for families. Exchange opinions and recommendations for babysitters, schools, after school activities, etc.

postdoc_housing@lists.columbia.edu

Are you moving? Looking for housing? Post here and see if other members of the postdoc community have any information to share!

To Sign Up for the Mailing Lists:

1. Visit the following link(s) corresponding to the list(s) you would like to join.
 - o https://lists.columbia.edu/mailman/listinfo/postdoc_social
 - o https://lists.columbia.edu/mailman/listinfo/postdoc_equipment
 - o https://lists.columbia.edu/mailman/listinfo/postdoc_families
 - o https://lists.columbia.edu/mailman/listinfo/postdoc_housing
2. Fill out the form at the website, and submit it
3. Subscription to these lists requires approval, and you will be notified once our office approves your subscription. If you are using a non-columbia email address, please also send an email to cupostdocs@gmail.com to alert us.

Once you are member, you will receive emails from other members. To send an email to the mailing lists, simply write an email to email address (listed above).

To unsubscribe, visit the same website you used to subscribe to the mailing list. Scroll to the bottom of the page, where you will see an unsubscribe option.

Research Seminars:

**Office of Graduate Affairs
Basic Sciences Weekly Calendar**

Tuesday, July 15

Noon -- **Biological Sciences Seminar**. Dr. Junho Lee, Professor, Department of Biological Sciences and Department of Biophysics and Chemical Biology, Seoul National University, "*Mind of a Starving Worm: Developmental Plasticity of Behavior in C. elegans.*" 601 Fairchild.

Noon -- **Pharmacology Seminar**. Dr. David J. Adams, Professor and Director, Health Innovations Research Institute, Royal Melbourne Institute of Technology, "*Analgesic -Conotoxin Modulation of Neuronal Calcium Channels Via G Protein-Coupled GABA Receptor Activation*." BB 7-724.

Thursday, July 17

11:00 AM -- **Neurobiology and Behavior Thesis Defense Seminar**. Ann Kennedy, Laboratory of Dr. Larry Abbott, "*Representation and Learning in Cerebellum-Like Structures*." NYSPI, 1051 Riverside Drive, First Floor Auditorium.

Friday, July 18

1:30 PM -- **Neurobiology and Behavior Thesis Defense Seminar**. David B. Pfau, Laboratory of Dr. Liam Paninski, "*Learning Structure in Time Series for Neuroscience and Beyond*." NYSPI, 1051 Riverside Drive, First Floor Auditorium.

Alternate ways to view the calendar:

View the up-to-date Basic Sciences Weekly Calendar within Google Calendar:

1. At the bottom of your calendar list on the left, click the Add down-arrow button and select Add by URL.
2. Enter the Basic Sciences Weekly Calendar address in iCalendar format address in the field provided: <http://www.google.com/calendar/ical/gsas.cumc%40gmail.com/public/basic.ics>
3. Click Add.

Or to view the up-to-date Basic Sciences Weekly Calendar in a browser without signing in to Google Calendar:

http://www.google.com/calendar/embed?src=gsas.cumc%40gmail.com&ctz=America/New_York

Or view our on-line Calendar in its original format at:

http://sklad.cumc.columbia.edu/gsas/interior.php?sub=5_1

Funding opportunities:

Columbia Resources for funding:

InfoEd:

- **InfoEd** is software that manages sponsored programs for over 600 institutions globally. Included in the Info Ed package are SPIN and SMARTS. To access InfoEd and the online training for SPIN and SMARTS please go to: <http://spa.columbia.edu/funding/overview> and click on "Search for Funding (SPIN)". Log in with your UNI and password.
- **SPIN**: is a searchable funding database that contains national, international, government, and private funding sources. You can search for all types of awards (grants, fellowships, private foundations, publication support, etc.)
- **SMARTS**: is an automatic daily e-mail service that notifies you of relevant new funding opportunities based on a keyword match that you initiate.

- All faculty and research officers including postdocs are already in InfoEd and can have access to SPIN and SMARTS. It will take approximately 10-15 minutes to complete your profile. [Please click on this link for instructions to submitting your profile in InfoEd.](#)
- Please Note: All questions regarding the use of SPIN and SMARTS needs to be addressed to the InfoEd helpdesk at infoedhelpdesk@columbia.edu. All questions regarding the submission of your profile information into InfoEd needs to be addressed to postdocaffairs@columbia.edu.

Office of Research Initiatives:

- The Office of Research Initiatives coordinates various funding opportunities for Columbia University, including some funding opportunities for postdocs. Navigate through their webpage to learn more: <http://researchinitiatives.columbia.edu/>

Sponsored Projects Administration:

- Sponsored Projects Administration (SPA) is the office at Columbia University that exclusively deals with grants management, including grant submissions and post-award processes. SPA lists numerous funding opportunities on their webpage as well as updates to funding policies: <http://spa.columbia.edu/>

National Institutes of Health (NIH) Funding Opportunities:

- Did you know that the NIH has a grant program that pays your student loans while you are doing research? The next submission deadline period is September 1st-November 15th. Learn more about the program here: <http://www.lrp.nih.gov/index.aspx>
- The next submission deadline for the NIH NRSA F32 individual postdoctoral fellowship is August 8th. Information on the F32 fellowship can be found here: <http://grants.nih.gov/grants/guide/pa-files/PA-14-149.html>
- The next submission deadline for the NIH K99/R00 career development award is October 12th. Information on the K99/RO1 award can be found here: <http://grants.nih.gov/grants/guide/pa-files/PA-14-042.html>
- The NIH also has other career development awards besides the K99, some of which are geared towards postdocs. Information on the whole K series of awards can be found at: <http://grants.nih.gov/training/careerdevelopmentawards.htm>

National Science Foundation (NSF) Funding Opportunities:

- The NSF has a number of fellowship opportunities for postdoctoral researchers. Many of the submission deadlines for these fellowships are in October 2014, however one notable exception is the Earth Science Fellowship, with a submission deadline of July 18th. A full listing of the various fellowship opportunities can be found here: <https://www.fastlane.nsf.gov/servlet/fastlane.pdoc.DisplayProgramType>

Department of Defense (DOD):

- The DOD has a number of funding areas, some of which may be open to postdoctoral submissions. Please look through the various funding opportunities if you are interested. They can be found here: <http://cdmrp.army.mil/funding/reftable.shtml>

Other Government Agency Funding Opportunities:

- A number of government agencies fund postdoctoral research projects including the Department of Energy (DOE), the Environmental Protection Agency (EPA), and the Food and Drug Administration (FDA). Learn more about a wide-range of funding opportunities that may be open to postdoctoral submissions here: <http://www.science.gov/internships/graduate.html>

Foundations:

- Numerous non-for profit foundations exist domestically and internationally that provide grant funding to research aligned with their specific interests.
- The Health Research Alliance is a consortium of over 50 different foundations that collectively sponsor over \$1.5 Billion dollars in research annually. Each foundation within the group has their own funding mechanisms, many of which are open to postdoctoral submissions. More information of the foundations that are part of the Health Research Alliance can be found at the following pages: <http://www.healthra.org/> and http://www.healthra.org/download-resource/?resource-url=/wp-content/uploads/2014/04/HRA_fact_sheet_5_1_2014.pdf .
- The chronicle of philanthropy is an online resource dedicated to the non-profit sector. Their webpage can be found here: <http://philanthropy.com/section/Home/172/> . You can create a free online account and then login to search through their list of available grant opportunities, some of which may be open to postdoctoral submissions.
- Does your research focus on breast cancer, if so check out the postdoctoral fellowship opportunity from the Susan Komen foundation at: www.komen.org/RFA.
- Are you an Israeli citizen? If so, you might be eligible to apply for a Gruss Lipper postdoctoral fellowship through the EGL Charitable Foundation. For more details go to: www.eqlcf.org
- The Fulbright U.S. Scholar Program's Postdoctoral/early career grants target U.S. scholars who have recently completed their doctoral degrees, with over 170 awards in more than 80 countries worldwide. Many of their post-doctoral opportunities are "All Discipline Research awards", meaning they are open to post-docs working in all areas of academic research. [Italy](#), [France](#), [Spain](#), [Israel](#), and [Egypt](#) all offer the opportunity for young scholars to work with an institution of their choice and pursue their research interests, with durations ranging from 4 to 20 months. There are also postdoctoral opportunities targeted to scholars in specific fields. More information about the Fulbright Scholar Program can be found on their website, <http://www.cies.org/>, and the complete catalog can be accessed online at <http://catalog.cies.org/>. As outlined in our [Eligibility Guidelines](#), all applicants must be U.S. citizens at the time of application. The current competition will close on August 1, 2014.
- The Wellcome Trust has numerous funding opportunities for postdocs at varying career stages and across several research areas. Please go to their webpage to find out about their opportunities: <http://www.wellcome.ac.uk/Funding/index.htm>

Career Resources:**Office of Postdoctoral Affairs:**

- The Office of Postdoctoral Affairs is here to help! If you have any career questions, we're here to help. Please email me at rf2531@columbia.edu to make an appointment. We also have a career counselor, Ruth Longobardi, who provides 1 on 1 counseling and runs workshops throughout the year. Later in the summer we will announce her new hours and provide information for signing up for a session with her.

General Career Resources:

- National Postdoctoral Association (NPA), that's right there's an advocacy group specifically for you! The NPA webpage contains many gems of information for you, including articles on postdoc policy as well as a bevy of career related resources. Since Columbia University is a sustaining member of the NPA you as a postdoc here can register for a free membership using your Columbia email address. Check out their webpage at: <http://www.nationalpostdoc.org/>
- Have you ever wondered where you are going in your career and how you might be able to better manage your career and stay on task to achieve your career goals (or to develop career goals in the first place)? You should read the following articles and complete your own individual development plan (geared towards science postdocs but still relevant for a wide-range of fields): http://sciencecareers.sciencemag.org/career_magazine/author/cynthia-n.-fuhrmann and <http://myidp.sciencecareers.org/>
- Elsevier, the widely known publishing company, has a career resources webpage that provides a fair amount of career resources for early stage researcher, with a particular focus on publishing: <http://www.elsevier.com/early-career-researchers/home>

Science, Technology, Engineering, and Mathematics (STEM) Related Career Resources:

- Science Careers is a great resource for articles on science related career information and news. Science careers also provides a large searchable database of science related job opportunities. Science careers can be found here: <http://sciencecareers.sciencemag.org/>
- The New York Academy of Sciences (NYAS) organizes many seminars, workshops, and courses for NYC area scientists and non-scientists. The main NYAS webpage is located here: <http://www.nyas.org/default.aspx>. The NYAS also runs the Science Alliance, a hub of career development resources for students and postdocs in the NYC area that consists of a consortium of all of the NYC area Universities. The Science Alliance webpage contains video interviews with individuals with science backgrounds who have gone on to a variety of careers (research and non-research) and can be found at: <http://www.nyas.org/WhatWeDo/ScienceAlliance/Careers.aspx?tid=4ac9a42b-60f2-4391-87a0-f81535a6a41d>
- For female graduate students and postdocs in science, technology, engineering, and mathematics (STEM) at Columbia there are three organizations you should check out. The organizations routinely hold interesting and well attended events and all three organizations look for members to get involved in a variety of capacities. The first group is based right here at Columbia University, Women in Science @ Columbia, and their webpage can be found here: <http://womeninscienceatcolumbia.org/>. The second organization you should check out, is the NY Women in STEM organization and their website can be found here: www.NYWiSTEM.wordpress.com. The third group is a local chapter of the national group, the Association for Women in Science (AWIS), with the local chapter's webpage found here: <http://metronyawis.weebly.com/>
- Cold Spring Harbor Laboratory in Long Island, NY runs numerous courses for students and postdocs on particular scientific research focus areas. Their course listings can be found here: <http://meetings.cshl.edu/courses.html>
- The Marine Biology Laboratory in Woods Hole, Massachusetts runs a series of summer courses for students and postdocs including a well-regarded one on microscopy. Their summer course listings can be found here: <http://hermes.mbl.edu/education/courses/summer/index.html>
- Are you considering an Industry career? If so you should definitely check out Science career's guide for scientists transitioning to Industry that was recently compiled: http://sciencecareers.sciencemag.org/career_magazine/previous_issues/articles/2014_07_03/caredit.a1400170
- For anyone interested in the medical writing profession, there is a free weekly mailing list you can join to hear about numerous medical writing jobs, including many which could be performed part time as a freelancer: <http://www.hittmedicalwriting.com/hmw/the-hittlist/>

- Want to learn about science journalism and the skills necessary to excel in this field? If so, you should consider taking the World Science Journalism Federation course (online and free): <http://www.wfsj.org/course/> .
- For anyone interested in life science consulting, I would strongly suggest you check out The Solution Lab, a non-profit dedicated to educating graduate students and postdocs about healthcare and pharma consulting through workshops, seminars, and volunteer experiences. The solution lab webpage can be found at <http://thesolutionlab.org/>
- For anyone interested in becoming a scientist-entrepreneur, you might want to check out The Entrepreneurship Lab, a NYC based organization designed for NYC life scientist students and postdocs interested in gaining practical entrepreneurial experience. Their webpage can be found at <http://elabnyc.com/> . Interested in learning more about the latest happenings in the science and technology entrepreneurship world? If so, you might want to keep up to date using <http://www.xconomy.com/>
- Are you interested in technology transfer and product commercialization? If so, you should read about what the Columbia University Technology Ventures Office does, join their mailing list, and attend some of the events they host throughout the year. Their website and mailing list can be found at: www.techventures.columbia.edu and [Subscribe to our mailing list](#). You can also attend one of the riverside chat series seminars that are put on by NYC Tech connect. Go to their webpage here: <http://nyctechconnect.com/>

Higher Education:

- Chronicle of Higher Education is a great resource for articles on the latest happenings and trends in higher education. Chronicle of Higher Education also maintains a tremendous searchable database of job opportunities in academia, particular teaching positions and administrative positions. They also list many adjunct teaching positions available in Colleges and Universities in the greater NYC area. The Chronicle of Higher Education can be found here: <http://chronicle.com/section/Home/5>
- Two other great resources for learning more about trends and job opportunities in higher education can be found here: <http://www.insidehighered.com/#sthash.aLurJTGi.dpbs> and <https://www.higheredjobs.com/search/default.cfm>

Non-Profit/Government:

- If you are interested in what is happening in the non-profit sector, a great resource is The Chronicle of Philanthropy, which also maintains a searchable database for jobs in the non-profit sector at many foundations and non-governmental organizations. The Chronicle of Philanthropy can be found here: <http://philanthropy.com/section/Home/172/>
- Another great resource for the non-profit sector is Idealist, which maintains databases of volunteer opportunities as well as a plethora of jobs available at non-profits across the country. Their website can be reached here: <http://www.idealists.org/>
- Are you interested in exploring a career working for the US government? Remember the US government encompasses many federal organizations such as the EPA, NIH, NSF, FDA, FBI and USDA among others. If so check out this webpage for a full listing of job opportunities working for the US Government: <http://www.usa.gov/Citizen/Topics/Government-Jobs.shtml>
- Interested in working on the policy end of Science? If so you will want to look into the premier fellowship/training program to do just that: <http://www.aaas.org/program/science-technology-policy-fellowships>