



Sylvain Doré PhD

Professor, Anesthesiology, Neurology, Psychiatry, Pharmaceuticals, Neuroscience
Program Director of Research Operations, Department of Anesthesiology
UF-Center for Translational Research in Neurodegenerative Disease, Member
UF-McKnight Brain Institute, Member

1275 Center Drive
BMS Building 4th Floor
PO Box 100159
Gainesville, FL 32610-0244
sdore@ufl.edu
352-273-9663

March 27, 2014

Re: Postdoc Acceptance Letter for Fúlvio Mendes PhD

To Whom It May Concern,

I happy to expend a formal invitation to Fúlvio Mendes PhD to join my lab as a postdoc at the University of Florida.

I have been involved in translational research since 1994, with special interest in clinical research in the extended field of anesthesiology and neuroscience. He is especially interested in inflammation and anti-oxidant pathways. Over the years, I have been committed to the training of medical residents, postdocs, and junior faculty members. From 2000 to 2010, when I was recruited into the Department of Anesthesiology and Critical Care Medicine at Johns Hopkins, I spearheaded the mentorship and training of anesthesiology and MD residents and postdocs. While at Johns Hopkins, I presented during Grand Rounds, started the monthly research seminars, and revived the Annual Research Day for the Anesthesiology Department; all efforts to encourage research and interactions between scientists and clinicians. I was also on the promotion committee to mentor Assistant to Associate Professors, and I chaired and was a member of committees for graduate students.

During my time at Johns Hopkins, I trained 17 postdocs whose resulting in an extensive list of corresponding publications. All of these mentees have been able to publish in top tier, peer-reviewed publications and present at national and international meetings. Notably, the vast majority of them received fellowships and grants during their stay in the lab (notably, K99, K01, AHA-Scientist-Development Grant, etc.); they then moved on to complete their medical programs, or secured positions in various institutions and obtained promotions and their own research grants. Throughout his time at Johns Hopkins, I secured approximately \$25 million in total funding for his lab, mentees, and immediate collaborators.

Since my move to the UF-COM Department of Anesthesiology (with joint appointments in Neurology, Psychiatry, Pharmaceuticals, and Neuroscience), I have been active in setting up the lab infrastructure within the Center for Translational Research in Neurodegenerative Disorder (CTRND), which is an example of a successful multidisciplinary team approach, combining PhDs and MDs from different departments and sharing resources. I have been especially fortunate to recruit some of the most talented junior lab members and trainees (four postdocs, one of whom was just awarded an NIH F32, two junior faculty members, three graduate students who have NSF support, and several undergrads, one had and another one who recently got an HHMI award to pursue research). In addition to teaching and mentoring



graduate and MD students, I started a popular graduate course on Translational Research every fall and spring semesters.

As the Program Director for the Research Operations in the Department of Anesthesiology, I created the Office of Research, which provides staff dedicated to providing everything needed to facilitate Anesthesiology academic staff in applying for and managing IRBs and grants, as well as getting statistical and editorial/graphic assistance, etc. To assist and streamline the grant submission process, I detailed, in one page, the process of grant submission within UF from the beginning to the end. As part of this process, with the support of the Anesthesiology Research Committee, all mentees and junior investigators are strongly encouraged to submit their entire proposal to the committee for review, comments, and suggestions. The departmental statistician is also requested to go through the grant; the goal is that the final submission should be as competitive as possible. I also recently created a “customized” class sponsored by the Department chair called “Abstract-to-Paper,” because it was recognized that residents and fellows often present at meetings, but need additional support for paper submission. I have taught a class for all members of the department (and another one for the entire UF-COM community) about how to navigate through the entire grant selection and submission process.

I also started the Annual Celebration of Research Day for Anesthesiology. The first year included a very encouraging 46 posters and the second year it was 55 posters; this is an event promoting research among colleagues and among the entire college and university, as well. In the last 3 years, I have also successfully applied for the FAER Medical Student Anesthesia Research Fellowship Host Department Programs.

Regarding my mentoring plans, I plan on meeting with Dr. Mendes essentially on a daily basis. I will meet with him at least weekly to review progress and plan next steps for this project. This type of mentoring will be crucial in this time period, where I expect him to make the significant progress on his project aims. If for any reason I have to leave town, there are many opportunities for interaction with other senior lab members such as Drs. Abdullah Ahmad, and Dr. Alexander Glushakov both in my lab and both Assistant Professor. They have great expertise in stroke models and all relevant anatomical and functional outcomes for the research plan. Dr. Mendes will benefit greatly by working with my team and consulting these senior lab members regarding her proposed research project.

This letter is also conditional as getting positive recommendations letters, certification of his institutional PhD degree, background check, salary funding support, etc.

If you have any further questions with regard to her qualifications, please do not hesitate to contact me.

Respectfully,

Dr. Sylvain Doré
Professor