

## CAPA Meeting Notes 2016

November 1<sup>st</sup>, 2016

### Keynote

#### Trina Foster, Director, Ontario Workforce Innovation

- PhD in Chemistry from Boston University
- Completed Postdoc at Duke with industry collaboration, involvement in Venture Capital
- Increased jobs needed for postdocs – how do we do this?
- Nature Survey 2015
  - o 75% of respondents voted that increasing staff scientist positions would solve the postdoc job crisis
  - o Other options: strict term limits, decrease available position, increase mentoring and training
- Assumption 1: “PhDs who don’t become academics weren’t good enough”
  - o Need to change the language of academic and “alternate” careers
- Assumption 2: “Your advisor is your best mentor”

#### Forbes 2015 List: Top Skills Wanted by Employers

1. Team Work
2. Make Decisions and Solve Problems
3. Verbal Communication in and outside of an organization
4. Plan, organize and prioritize work
5. Obtain and process information
6. Analyze quantitative data
7. Knowledge of Technology
8. Computer Proficiency
9. Create/edit written reports
10. Ability to sell/influence others

Postdocs have many of these skills and need to promote them to obtain careers away from the bench, need to learn the “language of employers” and the priorities of the audience that is hiring

LinkedIn presence is critical, as is networking

LinkedIn can be used to “cold call” employers

Volunteer experience highly valued – promotes “forward thinking”

\*\*Potential PAW workshop – developing a LinkedIn profile?

\*\* More networking workshops? Bring in community members, alumni, businesses

Emphasize value of tracking postdocs after they leave their institution, include postdocs as alumni (done at several US institutions)

- CIHR is collecting data on funded individuals to will survey them at the end of their funding to track their employment (results will take a while to obtain).

## **Dr. Mahadeao Sukhai: Trainees with Disabilities in the Research Enterprise**

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[www.neads.ca](http://www.neads.ca)

- Increased numbers of postdocs with disabilities – mental health among the most prominent, but physical and learning disabilities also exist.
- Difficulty in accessing help on campus, generally to inaccessibility to services, often due to university HR policy
- Difficulty completing funding applications and administrative work due to disability

### Some resources

- Postdoc Symposium Toolkit
- Mentoring resources
- Advancing Postdoc Women
- My PDO
- Beyond Finding Good Mentors

### Staggering Stats from CAPS survey on Postdoc Mental Health

76% of postdocs self-report at least one symptom of mental illness in the past year: Depression, Anxiety, Insomnia, Anger, 7% say they have considered self-harm

- General population – 20% report mental health concerns

### More resources needed for “Postdocs in crisis”

\*\*PAW has done a good job thus far connecting with the mental health group on campus – important to continue to emphasize the importance of postdoc mental health and wellness

## **Update from SSHRC/NSERSC/CIHR**

SSHRC: Patrick Couperus

2016-2020 Strategic Plan: Advancing Knowledge for Canada’s Future

### Objective 1: Enabling Excellence in a changing research landscape

- Open access to research
- Aboriginal Outreach – New Aboriginal talent measures and support for postdocs
- Interdisciplinary collaboration
- Streamlined Grant Process

### Objective 2: Create opportunities for Research and Training through collaborative Initiatives

### Objective 3: Connect Social Sciences and Humanities Research with Canadians

- Make research findings more publicly accessible

## Engaging students and scholars

- Emerging Technologies Forum – Ottawa, November 22, 2016
- National Dialogue on “Building and Entrepreneurial and Creative Nation”
- SSHRC Digital Town Hall

## Funding Rates for SSHRC Postdocs

2014-2015 – 184/836, 22% success, \$14.6 million awarded

2015-2016 – 156/841, 19% success, \$10.2 million awarded

206-2017 – 888 applicants

## New initiatives

- Partnership of Expanded QEII Scholarships for Advanced Scholars
  - o Deadline November 25/16
- Collaboration with Centre for International Governance Innovation (CIGI)
- Participation in Mitacs Canadian Policy Fellowship program: Faculty and Postdoc Stream

Good resource: TriAgency Research Training Award Holder’s Guide

## NSERC – Pierre Duchesne

\$45 million in funding moving forward for this year

Postdoctoral Funding Rate :

2015: 180/585, 30.8%

2016: 180/579 – 31.1%

Increased funding success due to restriction that postdocs are only allowed to apply for NSERC once. (2012 funding rate was only 7.8%)

Value of fellowship was increased to \$45000/year

## Toward NSERC 2020 – Strategic Plan

1. Foster a science and engineering culture in Canada
2. Launch the new generation
3. Build diversified and competitive reserachers
4. Strengthen dynamics
5. Go Global

Good resource: WISE - Women in Science and Engineering Equity Program

CIHR: Tiffany Richards

Banting Value: \$70000

Fellowship Value: \$55000 + \$5000 research allowance

Statistics: 18% success rate for CIHR postdoctoral fellowships – consistent over the years

CIHR holds webinar every year on how to put together application

No limits on eligibility to apply for CIHR anymore

Interesting: Banting Postdocs may start doing the reviews for the CIHR doctoral competition

5 year follow up on success of CIHR funded postdocs in the work

\*\* I brought up the K99 grant and idea for bridge funding, right now none of the TriCouncil Agencies have any real plans to do this although they've apparently "thought about it"

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### **Research and Innovation**

Southern Ontario Smart Computing Innovation Platform (SOSCIP) – Elissa Strome

- Collaborative R&D Consortium, facilitates collaboration between academia and small/medium companies to improve products
- Received investment from IBM and the provincial government (\$4.25 million)
- Develop collaborative research proposals, have partnerships with NSERC to match funding for postdocs

Mitacs – Fiona Cunningham

- Facilitate collaboration between academia and industry
- Training programs (Mitacs Step) – soft skills, industry training
- Goal: prepare industry ready scientist to lead a research team

Ontario Centres of Excellence – Tania Massa

- Goal: Bridge Gap between industry and academia, via collaborative R&D

TalentEdge Program

- Postdocs can support their own funding and build their own team
- Fellowship and Internship Program
- Open to all disciplines
- [www.oce-ontario.org/programs/industry-academic-collaboration](http://www.oce-ontario.org/programs/industry-academic-collaboration)

## Voucher for Innovation and Productivity

VIP1: \$12000 to address a tech challenge and have a commercial impact

VIPII: \$15000 for technological innovation

Currently \$38.8 million invested across 44 institutions

SmartStart Seed Fund – New ventures from Ontario Entrepreneurs

Ontario Social Impact Voucher

Discovery Conference: Start up Opportunities, Registration is open now

Fun Fact: The corridor between Toronto and Kitchener/Waterloo has the greatest opportunities for start-ups, second only to Silicon Valley

Quebec Research Funding Agencies – Anne-Cecile Desfaits

\$200 million budget, 25% dedicated to funding “next generation” of researchers, 43.5% funding rate.

Postdocs living in Quebec for minimum 6 months are eligible for funding

Burroughs Wellcome Fund – Victoria McGovern

- Postdoc-Faculty Bridging Awards Available, open to Canadian Applicants
- Deadline in March
- PDEP – postdoc enrichment program

Innovation, Industry and Research

WorldDiscoveries – Lisa Cechetto

- Main office in London, ON (Research Park)
- Offices in China to commercialize university innovation
- Western Medical Innovation Fellowships Available
  - o Collaborations between: MDs, Engineering & Science, Business
- [www.uwo.ca/research/funding/students](http://www.uwo.ca/research/funding/students)
- Propel Program at Western

U of T Innovations – Derek Newton

- Collaborations with MaRS Innovation, Discovery District
- Technology Transfer with Industry Partners, patents
- Top 5 institution for getting IP to companies
- Many start-ups in Toronto from U of T
- Banting and Best Centre for Innovation and Entrepreneurship
- 225 Student Led Start-ups, 90 new companies, 19 mil investments, 2.5 mil sales – Impressive!