



Minutes from Apr 05, 2016 (4:00 pm/Grad Club Meeting Room)

Attendance

Matthew Fox	President, VP Finance, Senate Observer, University Research Board (URB) Rep., Department of Medical Biophysics, Robarts Research Institute	x
Baraa Al-Khazraji	Vice-President Internal, Outreach Coordinator, School of Kinesiology, Faculty of Health Sciences	x
Jiro Inoue	Vice-President External, CAPS Representative, Robarts Research Institute	Regrets
Andrea Di Sebastiano	Vice-President Communications, Webmaster, Department of Clinical Neurological Sciences	x
Ming Wu	Secretary, Department of Civil and Environmental Engineering	Regrets
Tim Burkhart	University Council on Research Ethics (UCRE), Department of Mechanical Engineering	-
Blake Butler	Department of Physiology & Pharmacology	x
Yara Hosein	Western's Mental Health and Wellness Initiative representative, Schulich Dentistry	-
Kalin Penev	Tax representative, Department of Chemical and Biochemical Engineering	x
Jessica Esseltine	Schulich Anatomy and Cell Biology	x
Emma Holmes	Brain and Mind Institute	-
Lauren Solomon	Department of Microbiology and Immunology	x
S. Amanda Ali	Health Studies, Faculty of Health Sciences	Regrets
Yan Yan	Department of Computer Science	-

1. Ratification of the Minutes from the previous meetings (see below)

Passed

2. Ratification of the Agenda

Passed

3. Announcements/Introduction of new members/Attendance

4. Postdoc research forum (Baraa/Matt)



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We will discuss remaining organising issues and how to increase enrolment for the day. Mihaela suggests doing something different with PAW's Peoples' choice award – we need to discuss how we want to distribute the award.

- Raffle idea is a good one. Grad club gift cards. Change the link for registration on the page. TSC accreditation.
- Set a deadline of Friday the 15th as early bird deadline with incentive.

How to increase enrolment? Raffle for early registrants?

We have in our budget, money for the people's choice award. Last year it was awarded based on voting by attendees. Do we want award people like this again or perhaps extend the award to a 4th place? SGPS is giving \$1700 (1000, 500, 250) and we have 200 to give.

- Due to time, we moved forward and returned to this item later in the meeting:
 - Publication award?
 - Service award?
 - Ask grad students to nominate their postdoc for an award? (postdoctoral mentor of the year, nominated by graduate students)

5. Budget (Matt)

We will discuss the 2016/2017 Budget before it is officially submitted to Mihaela.

Lifting the requirement to spend money on campus?

Possibility to bank residual for next year?

We are asking for \$6457.29 for 2016/2017 compared to \$6459.60 for our current year.

Currently, we are projected to be \$756.80 under budget by July 1st which is great considering we've expanded our snack costs to cover meetings as well as happy hour.

I've adjusted the allocations and put \$ where it is more likely to be spent while maintaining the total.

- Ideas for using remaining cash, ask Mihaela:
 - What about a travel award for a postdoc or two using the residual cash?
 - Something that benefits all postdocs rather than just one or two.
 - Maybe use it to bring someone to give a talk?



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- Resolve these after the research forum.

6. Union information piece (Matt)

We should compile facts and distribute a status update to our postdocs.

We should inform our postdocs about what has happened, its current state and where to find future information.

More research is needed.

7. First call for nominations for the new exec (Andrea/Ming)

As happened at this time last year, we will send out the first call for nominations for the new exec. The new exec could be in place by late April to attend the May and June PAW meetings to make the transition easier.

President, Secretary, VP int, VP Ex, VP Com, VP Finance, + advertise for a webmaster

Talk about it at happy hour.

8. Communications to our postdocs (Matt)

Monthly newsletter - let's discuss implementing a real monthly newsletter that is also aesthetically pleasing (to encourage reading rather than deleting).

Email news - changes to the email system and how it affects PAW.

9. 2016 CAPS national postdoc survey (Jiro)

CAPS has launched the 2016 national postdoc survey. It's really important that we get as many people to fill it out as possible. The last time we did this was 2013 and results of the survey are used on a regular basis by organizations such as Mitacs and the Tri-Agencies to determine how to allocate money to postdocs etc. The 2016 results will be interesting because there will be some longitudinal data as well. Please encourage every postdoc you know to dig up the email about it and fill out the survey. A link to the survey has also been placed on the PAW website.

Remind everyone to fill this out.

10. NPA (Matt)

Matt will talk about take-home messages from the NPA conference - what he learned and what PAW might do next.

All presentations and posters will be uploaded to PAW dropbox for everyone. (link to follow)

Did not attend Comp Edge workshop but Mihaela reports it was very well received and there were 60 people in attendance. The Comp Edge presentation is in dropbox with the other presentations.

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Tim Burkhart did not accept the \$400 financial support that PAW offered him for his workshop presentation at the NPA.

Workshops Matt attended:

Concurrent Session 1: How to successfully create or revive a PDA in a University: Case Study Based on the Creation of the Yale Postdoctoral Association

Valuable take-homes:

Seems like engaging only 10% of the postdoc population is normal

Try emailing during the middle of the week for good responses to surveys

Try raising \$ from departments. It is good for the institution to support postdocs.

Run postdoc orientation monthly (more importantly, to catch the newcomers)

Free food is always good motivation

Concurrent Session 2: You are more than your CV: Presenting yourself outside of the lab

This was more beneficial for an individual rather than an association.

Concurrent Session 3: Consulting: Fast Track Career Opportunities for the Strategic Minded Postdoc

I attended this due to many postdocs interest in consulting and entrepreneurship. In all, it was an event that benefits the individual. See slides if interested.

Concurrent Session 4: Aligning real career concerns of graduate students and postdoctoral fellows with effective training strategies.

This session was a workshop about addressing concerns of postdocs and grad students and developing training strategies to overcome the issues. Every group was given a concern and asked to define it and suggest solutions.

Eg Culture Shock – one's lack of comfort with a new non-academic workplace

Solution – education -> you can't change the culture so you need to adapt. Recognize that you've been adapting your entire life, so this isn't new

Concurrent Session 5: Industry Exploration in a Box: Everything you need to build an industry exploration program at your university.

This was by far the most interesting and useful session. It was about setting up an industry exploration program. Basically a take your postdoc to work day to enable networking with businesses and immersion into the corporate world.

It is Matt's idea for PAW to start a similar program here!



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Could be implemented as a series of events leading up to the visit. These events include education about business cards (design them and actually print some), Linked In and corporate resume development. Then utilize these at a site visit to some to be determined company.

11. New Business / Open Forum

The postdoc happy hour social will be on April 7th 2016, 4.30pm, at the Grad Club.

The next PAW meeting will be on May 3rd 2016, 4pm, at the Grad Club meeting room.

Kalin has resigned his position as tax representative.