



**PAW**  
Postdoctoral Association at Western

**PAW Executive Council Meeting**

December 3<sup>rd</sup>, 2019

4:00pm / IGAB Rm1N07

**MINUTES**

**Attendance**

Kate Parham	President, Department of Microbiology and Immunology	X
Roberta Bgeginski	Vice-President Internal, Department of Kinesiology	<i>Regrets</i>
Stephen Tufts	Vice-President External, Department of Microbiology and Immunology	X
Harvi Hart	Vice-President Finance, Department of Physical Therapy	X
Cassie Ellis	Secretary, Ivey Business School	<i>Regrets</i>
Mariya Goncheva	Vice-President Communications, Department of Microbiology and Immunology	<i>Regrets</i>

**1. Ratification of the Minutes from the previous meeting**

- Passed

**2. Ratification of the Agenda**

- Passed

**3. Announcements/ Introduction of new members/ Attendance**

- None

**4. PAW Representatives (Roberta)**

- No updates to open positions.
  - Culture and Arts Officer
  - Webmaster

**5. Workshops (Kate)**

- Difficult Conversations November 14<sup>th</sup> - review



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- Good. Useful. Nice to have people from all stages of their career to get different perspectives.
- Winter Celebration Breakfast December 5<sup>th</sup>
  - 9-11am in IGAB Atrium - Mihaela

### 6. Upcoming Social (Steve)

- December 13<sup>th</sup> Friday
- Unable to make a reservation at Toboggan as its Christmas.
- Instead will plan to have something similar end of January instead.

### 7. CAPS AGM (Steve)

- November 3<sup>rd</sup> Halifax
- Delivered 25min talk.
- Geat response. CIHR impressed with what we are doing here at PAW. Everyone surprised about how many people we get to our Postdoc Research Forum. Praised our format – 3min Research, question panels vs. talks. Got rid of science format (e.g. posters, etc).
- Criticism of the bias of our executive, many representatives from the one department. Might be worth contacting other departments to get a rep.
- CAPS members can get access to a healthcare broker who can help get a tailored plan. Information on the CAPs website.
- Speaker from Ryerson (equity and diversity)- importance of survey completions. Lack of diversity leads to reduced productivity. Academia only second to the military when it comes to harassment in the US. Athena Swan awards for equity and diversity, implemented in the UK - Canada in the process of putting this system in.  
Things we could do: Bias training, promoting LGBTQ conferences, promoting survey requests.  
2020 – put some equity and diversity workshops on the calendar.

### 8. Coffee and Conversations

- The Winter Breakfast takes its place in December.
- Next Coffee and Conversation - February 6<sup>th</sup>

### 9. October Halloween Event

- Review. Great family event, lots of kids attended. Great turn out, people had a great time. Perfect number of pumpkins.
- 35 attendees. Ordered dips and 3 pizzas, not enough food. Then ordered 1x Tex mex nachos and 1x nachos. Could cater more at the beginning next time.

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- Make sure more kid friendly prizes for the costumes next time.

### 10. New business/Open Forum

- Postdoc email lists (2013 account) – update (Kate). To email Mihaela.
- NPA Annual meeting (Steve and Kate)
  - Abstract was accepted for a poster. Meeting in March in San Diego.

### 11. Next PAW meeting

- Tuesday January 14<sup>th</sup> 2020, 4pm. Location TBD.