

## UPDA Meeting 11-17-11

**Attendance:** Catherine Loc-Carrillo, Nelly Volland, Ashley Fricks-Gleason, Ami Rothberg, Timothy Dahlem, Vanessa Ahmed, Lisa McFadden, John O'Shea

### 1. Fall Social

- a. Attendance wasn't as good as last year (~25), it was primarily brand-new post-docs
- b. Those who did come wanted more social events, once per month
  - i. We could rotate one UPDA member hosting an event per month
    1. Let's start mid-January and try it for a couple months, if it doesn't work we can always stop
    2. Each month, switch from a night event to a mid-morning coffee event

### 2. Next Social Event

- a. Spring time ski or snowshoe outing (February or March)
  - i. Discount group rate??
  - ii. Vanessa will look into options

### 3. Questionnaire Results

- a. Good response rate, ~143 people
- b. 85% were completed in <5 minutes
- c. Core questions got a great response rate (~95%)
  - i. Most are fellows or research associates
  - ii. We have respondents from all over the U (~30 different departments)
  - iii. ~75% have been here less than 3 years
  - iv. ~77% work 40-60 hours per week
  - v. ~80% are paid <\$45,000 per year
    1. Can we compare this to other industries?
    2. Can we make an argument based on tech salaries at the U?
    3. Honestly, it looks like we're making NIH pay-scale
  - vi. ~93% are provided health insurance
    1. It's still worth looking into how it works for those with individual funding
- d. ~66% of respondents have published since being at the U
  - i. This shows productivity
  - ii. Most of those were first author pubs
- e. ~27% of respondents have their own funding
  - i. These were from MANY different sources of funding
    1. This questions was probably too vague, but it still gives us a lot of info
  - ii. ~\$5 million came in from these grants, most of which is in salary
  - iii. These grants cover 1-5 years
- f. ~67% have worked with grad students, most with more than 1 at a time
- g. ~50% have worked with undergrads, again, more than 1
- h. Comments:
  - i. There were a TON of comments
  - ii. Most focused on 4 themes
    1. Mentor/Mentee Relationship
      - a. We need to be sure people know about Laura's office... they have someone to go to for mediation, etc.
    2. Fellowship issues (parking, insurance, etc.)
      - a. We should continue to raise these issues with Laura and HR
    3. Salary

- a. We probably don't have much control here
    - 4. Career development
      - a. We can definitely work on this!
  - i. What are we going to do with this? How can we write this up in the best way? How do we want to proceed from here?
    - i. Tim and Ami will work on putting that together for our next meeting, and then we can decide what to do with it.
    - ii. Can we use the data to get the administration to help increase the UPDA funding so we can offer more events?
  - j. This taught us a lot about how to write this survey in the future and what we can expect as response rates, etc.
4. Ami's workshops
- a. Most have been full, the interest has been good
  - b. The upcoming baby panel isn't full yet, but it's still a ways off.
    - i. Ami will send another reminder
  - c. What other ones can we do after the first of the year?
    - i. Can we get someone from CTLE to give a workshop introducing HETS?
    - ii. What about the non-academic careers panel?
      - 1. Should we do these as individual/specific meetings rather than a broad panel?
        - a. Ashley will ask at the professional skills panel if any of those folks would be able to come out in the spring (include core heads here at the U)
        - b. We will revisit this at the next meeting
5. Additional Issues
- a. Updating our email list as much as possible
    - i. How do we catch the people who aren't on the HR lists?
      - 1. Is this something we should discuss in more detail once Laura is back?
  - b. Meeting times and date?
    - i. Let's keep every 8 weeks on Thursdays, 11:30-1:30
    - ii. Next Meeting January 12<sup>th</sup>
      - 1. Ashley will schedule them through June, reserve rooms and send out a schedule