

**AGENDA**  
**U of U Postdoctoral Association Board Meeting**  
12.00-1.00 pm on August 7<sup>th</sup>, 2020  
Virtual meeting via ZOOM

**Total Board Member Count: 12**

**Board members:**

Esther Chang (DFPM)  
Harriet Dashnow (Human Genetics)  
Kenneth Lyon (Neurobiology and Anatomy)  
Kristen Davenport (Biochemistry, Human Genetics)  
Marta Szulik (CVRTI)  
Matthias Lange (CVRTI)  
Natalia Torres (CVRTI)  
Noemi Paguigan (Medicinal Chemistry)  
Sharanya Kalasekar (HCI)  
Shraddha Nayak (Biochemistry)  
Tosifa Memon (Pharmacology and Toxicology)  
Amy Barrios (OPA)  
Leave of absence: Ioannis Karagiannidis (Internal Medicine)

**Number Present (as recorded in Zoom chat):**

**Present:** Kristen Davenport (Biochemistry, Human Genetics), Kenneth Lyon (Neurobiology and Anatomy), Noemi Paguigan (Medicinal Chemistry), Marta Szulik (CVRTI), Natalia Torres (CVRTI), Harriet Dashnow (Human Genetics), Shraddha Nayak (Biochemistry), Esther Chang (DFPM), Tosifa Memon (Pharmacology and Toxicology), Sharanya Kalasekar (HCI), Amy Barrios (OPA)

**Known Absences:** Matthias Lange

**Absences:**

**Guests:** Olja Simoska (Chemistry), Soumen Saha (Chemistry)

**Minutes taken by:** Noemi Paguigan

**Agenda**

*Old business (15 minutes)*

1. Introduction of new attendees
2. Approve minutes from July meeting  
Minutes was approved
3. Results of Bylaws vote  
Bylaws were approved; Ioannis has opted to take a leave of absence until December 2020.
4. Brief committee updates:
  - a. Communication committee
  - b. Professional Development Events committee

*New business (35 minutes)*

1. Career Day (Sharanya and Tosifa)

Both will be part of a committee that the MBBC department is organizing for the career day (will be held in spring) for graduate students.

They need ideas for this committee.

The committee will meet on August 10, 2020 and we will know more by then.

## 2. Postdoc Appreciation Week

Third week of September

### a. Social: picnic proposal vs. other (Sharanya and Shraddha)

Main restriction due to the pandemic: we cannot have a social event that is more than 10 people

The picnic will be an outdoor event and everybody will be requested to bring their own blanket.

This social event should create an environment that is safe by asking attendees to wear masks, and boxed snacks/individually wrapped food will be served.

For signing up for the event an online sheet will be made available.

Other suggestions:

The UPDA provide drinks and ice cream bars, and ask participants to bring their own food.

Sponsor lunch (in chosen stores) so postdocs can just pick it up.

Have micro events so as not to exceed 10 people.

Perhaps on Slack we could have a chat about ideas for a virtual event or some sort of food delivery/pick-up thing.

Hold a virtual event that can help postdocs for virtual development (skills, hobbies).

We could arrange for sourdough pickup after a bread workshop.

### b. Vote on swag: neck gaiter/buff vs. notebook

We had a vote. Neck gaiter won.

Swag for postdocs who will sign up for UPDA-sponsored workshops and not just for postdoc appreciation week.

Shraddha will design the logo for the gaiter.

### c. Update on keynote and workshop(s)

#### i. Tuesday and Wednesday

Speaker will be a former postdoc (Juan Pablo) who developed Mentoring Up.

He will talk about his personal and research experiences as a former postdoc.

Keynote will be one day.

Workshop will be on two different days.

Kristen is still working on the specifics of the workshop.

Break out rooms for the workshop.

### d. Update on panel

Asked the university distinguished mentor awardees pool

Working on the date and time that will work for all three.

The days will be the day when we do not hold the workshops or keynote as to not overwhelm the postdocs with too many events at the same time.

### e. Pearl Sandick (Physics)

### f. William Smith (Education)

g. Joe Yost (Neurobiology)

Panel are aware about each other so they know what they are going to talk about or put their heads together for the topics they can discuss.

*More ideas for PAW*

Give postdocs opportunity to talk:

Organize 3-min lightning talks for postdocs where they can showcase their research.

Organize an event where postdocs (from different departments) can just talk about what they need and do.

Travel award, registration for conference/webinar award

Vote for winners online

We are doing virtual travel awards this year, we could certainly award a virtual travel award to the top lightning talk

Advocacy committee

We compared UoU to the rest of PAC12

[https://docs.google.com/spreadsheets/d/1CsQPB\\_UQIaqVe-Rp\\_WHk9BUoWGaWASglAwzogVEIzR0/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1CsQPB_UQIaqVe-Rp_WHk9BUoWGaWASglAwzogVEIzR0/edit?usp=sharing)

In comparison to other Universities in PAC12, these are the areas where Utah is doing well or could improve.

**Good**

Leave (sick, vacation) - department run, any issues with that?

Insurance - health, life, disability

**Inconsistent/could be improved**

Paid parental leave. Unclear which, if any, postdocs are eligible.

FSA - not available to all

University-funded retirement - not available to all

**Poor**

Postdoc grievance policy (we have none)

Salary (Utah has no minimum, some postdocs are hired below NIH)

3. Outreach committee update

Focused on contacting the department administrators.

Problem in getting in touch with some of the different administrators.

Department administrator—expect an email from the UPDA gmail account.

CC Amy barrios in emails to help get responses.

*Next meeting (5 minutes)*

1. September: final Postdoc Appreciation Week, Advocacy committee update  
Hdashnow

Pac12 postdocs policies will be available for the UPDA to look at  
Compares different benefits (health care, paid leaves, and etc) and minimum salary

2. Guest comments

Some emails from UPDA are going to spam

One person from each department would forward to postdocs in the department about UPDA

Ask the IT department to whitelist the email to avoid the emails from UPDA going to spam.

Olja Simoska can forward emails in the Chem dept.

3. Voting of new board members

No new members.

Additional comments:

From Natalia: The UPDA needs to have a minimum of two hosts (speaker and a board member) for the webinars hosted by the UPDA.

From Amy barrios: She wants to invite postdocs who have kids to a panel discussion aimed at identifying strategies to manage the educational needs of their children during this pandemic. Panelists with expertise in early childhood education and child psychology will be invited.