



Minutes from December 4th 2018 (4pm /IGAB 1N75 Room)

Attendance

Caroline Alencar	President, Department of Physiology and Pharmacology	regrets
Nicole Kuntz	Vice-President Internal, Department of Anatomy and Cell Biology	x
Kate Parham	Vice-President External, Department of Microbiology and Immunology	x
Brijesh Kumar	Vice-President Communications, Department of Microbiology and Immunology	x
Neciula Gomes	Secretary, Department of Nursing	x
Roberta Bgeginski	Webmaster, Department Kinesiology	regrets
Isadora Olive	Cultural and Arts Officer, Department of Psychiatry	regrets
Mohammed Khan	International Representative	regrets
Harvi Hart	VP-Finances	regrets

1. Ratification of the Minutes from the previous meeting

Passed

2. Ratification of the Agenda

Passed

3. Announcements/Introduction of new members/Attendance

- ✓ New members/attendance: Jack Guo - Department Physiology and Pharmacology and Nathan Oesch
- ✓ **Announcements:** Caroline Alencar was elected for the Union (PSAC local 610). She will step down from PAW presidency and become Postdoc Chair in January 1st, 2019. Nicole will be our interim president until new election. Thus our Vice-President Internal position will be open.

4. Holiday Breakfast –December 7th

- ✓ Time: 9-11h and you could invite family and your supervisor
- ✓ Caroline will do game trivia and we will have some prizes. We need to bring some papers and pens for the trivia.
- ✓ A violinist will be present.



5. **Evaluation – November Workshop “Managing Difficult Conversations” :**

- ✓ Suggestions: In the part 2 of this workshop could include a very critical scenario for a difficult conversation and role play about the steps that we need to follow for many scenarios.

6. **Ideas for new Workshops next year:** We invite all postdocs to bring suggestions for new activities next term.

7. **CAPS AGM/ NPA Annual meeting (by Kate Parham):**

Canadian Association of Postdoctoral Scholars

CAPS/ACSP 2018 Annual General Meeting, Saturday, November 10th 2018,

Carleton University, Ontario



FINAL AGENDA
CAPS/ACSP 2018 Annual General Meeting
Saturday, November 10th 2018 (10AM-6PM)
 Room 340, Tory Building
 Carleton University, Ottawa, Ontario

TIME	EVENT	PRESENTER(S)
10:00 – 10:20 AM	Registration & Networking	
10:20 – 10:30 AM	Opening Remarks	J Sparling
10:30 – 11:00 AM	CAPS/ACSP 2018: Year in Review	E Griffiths
11:00 – 11:20 AM	CAPS/ACSP Health/Dental Insurance for Contributing Members	R Bagnall (Specialized Benefits Inc.)
11:20 – 11:40 AM	CAPS/ACSP Home and Auto Insurance for Contributing Members	J Halas (Co-operators Group)
11:40 – 12:40 PM	Lunch Break	
12:40 – 2:40 PM	Group Discussion - Reimagining the Postdoctoral Training System - Following up on CAPS/ACSP's CSCPC Panel Session - Reps from funding agencies and other organizations invited	J Sparling (moderator)
2:40 – 3:00 PM	Coffee Break	
3:00 – 3:45 PM	Beyond the Professoriate – Personal Tools for Postdoc Career Development	J Polk M Wood
3:45 – 4:45 PM	Strategic Planning Session I: The Future of CAPS/ACSP - Brief presentation followed by group discussion	J Sparling (moderator)
4:45 – 5:45 PM	Strategic Planning Session II: CAPS/ACSP Advocacy - Brief presentation followed by group discussion	J Haverfield (moderator)
5:45 – 5:55 PM	Closing remarks	J Sparling

- CAPS/ACSP Health/Dental Insurance for contributing members



- Estimate 4000 PostDocs have no access to health benefits. CAPS-ACPS National Health Plan from \$55/month. Can provide coverage for some pre-existing conditions.
- CAPS/ACSP Home and Auto Insurance for contributing members
 - Co-operators Insurance Group: Home and Auto Insurance for PostDocs through CAPS/ACSP. Up to 40% discount. Other perks include hotel discounts.
- Group Discussion: Reimagining the Postdoctoral Training System
 - Estimates indicate that PostDocs lose ~\$90K in forgone income over a 3 year PostDoc appointment.
 - Common barriers to PostDoc recruitment are issues like stipend disparity and lack of benefits.
 - Lack of data metrics for tracking PostDoc labour conditions and labour market outcomes (among many other things) impact everyone's ability to address PostDoc issues.
 - CAPS > National Post Doc Registry
 - Track PostDocs and their career in Canada.
 - **Recommendation #1: Monitoring Training Outcomes**
 - Data collection. How PostDocs are paid impacts ways data can be collected (also a PostDocs access to benefits, etc). Who should collect the data? What should be collected? What should be done with the data?
 - Some harmonization is occurring with the Tri-council. Consistency will allow better aggregation of data.
 - **Recommendation #2: Establishing minimum standards for PostDoc support.**
 - Recommendation #3: All PostDoc Scholars working in Canada should be classed as employees.
 - Recommendation #4: Establish a uniform National Policy on PostDoc Training.
- **Beyond the Professoriate – Personal Tools for PostDoc Career Development**
 - Beyond the Professoriate (BTP) hosts an online community/career hub for PhDs, offers webinars, virtual office hours, video library, curated resources, peer mentoring, courses and more.
 - Subscription
 - Completion of 'Career strategies' certificate earns you free membership to BTP community for a year.
 - <https://community.beyondprof.com/>
 - Twitter: [@BeyondProf](https://twitter.com/BeyondProf)
 - Beyond the Professoriate Annual Conference, May 2019
 - 2 days of panel discussions and seminars geared toward PhDs in humanities, social sciences and STEM who are interested in non-faculty career options.
- ✓ **National Postdoctoral Association**
 - 17th Annual Conference, April 12-14th 2019, Orlando, Florida.
 - Early Bird Registration ends January 11, 2019.
 - Kate, with help from the exec, will put together an abstract to submit.

8. Next PAW meeting

The next PAW meeting will be held on **January 8th 2019** at 4pm, at the **Meeting Room, Grad Club.**