



PAW
Postdoctoral Association at Western

PAW Executive Council Meeting

March 3rd, 2020

4:00pm / Grad Club Boardroom

MINUTES

Attendance

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

1. Ratification of the Minutes from the previous meeting

- Passed

2. Ratification of the Agenda

- Passed

3. Announcements/ Introduction of new members/ Attendance

- Adeel Sabir Electrical Engineering in attendance
- Gabriel Varela Robarts in attendance
- Roy Haast Robarts in attendance
- Sabina Engineering in attendance
- Elli Papangelakis Geography in attendance (via Skype)

4. Elections (Cassie)

- Will elect new Council members at **March 3rd** meeting
 - If multiple nominees for one role, will go to vote



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- June 1st is New Term that you'll be officially in your role
- 2 presidents said their statements. Left the room and group took a vote.
 - Votes 6 to 1 for Stephen to become President
 - Offered Sabina to take VP External who accepted position
 - All other executive positions remain the same: Secretary, VP Internal, VP Finance, VP Communications
 - Current president, Kate, will be leaving the committee

2020 PAW Executive Committee Elections: Nominees & Statements

President

1.

- Dr. Stephen Tuffs stuffs@uwo.ca
- Faculty: Microbiology and Immunology

Over the past 18 months I have served as the VP external for PAW and in this period, we have had great success in making the association have real value to postdocs across Western. We have successfully addressed the communication issues that we were having last year and now appropriately engaging postdocs with our workshop and social program. For my part I have been representing the association at external events such as the CAPS AGM and I will be representing PAW at the NPA conference this month. If elected President I will continue to oversee the great work that has been achieved so far by the current executive. I have gained a good understanding of what the job entails from working closely with Kate over the last year and as a result my transition will not be too difficult. The experience that I have already gained in PAW will enable me to keep on top of the busy program we have. While things in PAW are going very well there are some challenges. During my time as President I would like to make sure that the PAW council is as representative as possible and features at least one representative from each school in the university. I would also like to diversify our workshops as much as possible while continuing to offer topics that are important in both academic and industry settings. Alongside this I would also promote the inclusion of workshops that focus on equity and diversity, this is being developed by the current executive and something I will commit myself to going forward as President.

2.

- Dr. Sabina Rakhimbekova srakhimb@uwo.ca
- Faculty: Engineering



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Hi, my name is Sabina Rakhimbekova and I am new postdoc at Western. I have completed my PhD at Western so I am not new to Western. During my time at Western I held several executive positions and therefore feel like I am well-equipped candidate for president position at PAW.

I was a president at Western Water Chapter and during my presidential term Western Water Chapter acquired multiple funding sources from on-campus and off-campus sources, which resulted in Western Water Chapter winning the second place for National Engineering Month challenge for the “Career showcase” event that we performed. Since then focusing on career development has been one of the main focuses of the Chapter and career development events ran twice per academic year. I was also a chair of SOGS Environment and Sustainability Committee. I am familiar with carrying meetings while enforcing Bylaws. Also, part of my duties was being a representative on President's Advisory Committee on Environment & Sustainability so I am familiar with representing interests of the society I am representing on various levels on campus. I was a chair of Envirocon, student run conference on environment and sustainability, in 2017 and during that year we received the largest amount of funding and were able to invite Maude Barlow (author, activist, and Honorary Chairperson of the Council of Canadians) as our keynote speaker.

I was always an active member of Western community and I would like to remain such being postdoc. I got recognized for my extracurricular activities at Western in promoting sustainability with Green Award and winning WISE competition. I believe that my previous experience and leadership and organizational skills will help me to execute the role of president of PAW quite well. Thank you for your consideration!

Secretary

1.
 - Dr. Cassie Ellis
 - Faculty: Institute for Leadership, Ivey Business School

I have been the Secretary of PAW for one full term, since May 2019. My postdoc contract has been renewed until October 2020. I would like to continue on as PAW Secretary until my contract ends or someone else is nominated for the position. I have a complete understanding of the duties and responsibilities and will continue to fulfil my obligations to organize and attend monthly meetings for the next term.

Vice- President Internal

1.
 - Dr. Roberta Bgeginski rbgegins@uwo.ca
 - Department of Kinesiology



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As VP Internal I can bring voice to the association. I can improve networking between PAW members and thus promote the interests of the PAW members by making representations to people and organizations internal to the University.

I was involved with the organization committee for the Postdoc Research Forum and received very good feedback from the event. For the next year in this position, I would like to see the number of attendees in our monthly meeting to increase in order to hear more from the community and act in favour of our interests and also to give the chance of postdocs to meet other scholars. If we can have more members attending the monthly meetings, we'll have more ideas and will built a stronger and representative association. The idea is always to create a collective voice for our association. Postdoctoral scholars working together to improve together.

Vice- President External

Vice- President Finance

1.
 - Dr. Harvi Hart hhart7@uwo.ca
 - Faculty: Department of Physical Therapy

I have had the privilege of serving as a VP Finance since 2018 and have successfully carried out my obligations in this role. In my role as VP Finance, I have also played an important role in organizing the yearly Tax information session over the last two years (attended by over 40 postdocs this year). In addition, I have contributed to ideas for workshops and social events (e.g. "Coffee & Conversation", "Having Difficult Conversations") hosted by PAW for fellow postdocs. I have also enjoyed connecting with other postdocs as a member of the PAW Executive Committee. I would like to continue to contribute in a meaningful way to PAW's goals. I bring a positive attitude and enthusiasm to my obligations in this role. Thank you for your consideration.

Vice- President Communications

1.
 - Dr Mariya Goncheva mgonchev@uwo.ca
 - Faculty: Microbiology and Immunology

I am an open and enthusiastic person, with a proven track record of excellence in public speaking and communications. I am also great at multitasking, organisation and completing tasks on time. I believe these skills make me a good candidate for the position of VP communications, as I can manage all the different social accounts and email, I can track and post event details at appropriate times and respond well to any inquiries. In the past year, during my term as VP communications, the communication of



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PAW has greatly improved, with event invitations sent in a timely fashion and re-advertisement occurring at regular intervals. This has contributed to the improved attendance of events and the great communication feedback we received on a recent survey. If re-elected to the position, I intend to continue these good practices, but also expand our communications further, including the introduction of regular Twitter spotlights of postdoc achievements and enhancing our social media presence on Facebook.

5. Workshops (Kate)

- Tax Information Session, Thursday February 6th 12-1:30pm
 - How did it go?
 - Feedback: A lot of information was provided. Maybe a mock-workshop would be more helpful. Need to revamp this session to be more practical. Need an expert for the online tax system. Investigate further.
 - Broach with Mihaela. Accounting student? Student Services?
- Immigration Express Entry PR Session
 - **March 16th** 2-4pm
 - Conron Hall UC 3110
 - Mihaela runs it. Registration and advertising will be provided.
- Writing workshop with Dr. Mark Goldszmidt on **March 30th** 9:00am-1:00pm (1 hour Q&A)
 - ◆ Everything good to go.
- Postdoc Research Forum
 - Thursday **April 30th** in the Great Hall
 - Submit slide April 27th
 - Mariya will send an email regularly to remind postdocs about this event
 - Will advertise on Facebook and Twitter as well
 - ◆ ~120 postdocs attended last year in 2019

AGENDA

9:00 a.m.- Welcome and PAW announcements

9:15 a.m. - 11:00 a.m. - 3 Minute Research Competition

1. One slide only. No animations, video, sound, props.
2. Talk can only be 3 minutes. Presenters will be disqualified if the presentation is over 3 minutes.
3. Presentations will be judged by a panel whose decisions are final.
4. Participants must agree to be visually recorded for media purposes

11:00 a.m. - 12:00 p.m. - Integrating Knowledge Translation into grants with Mariam Hayward

12:00 p.m. - 2:00 p.m. - Alumni Event (all possible careers for postdocs) & Award Ceremony & Lunch

- 3MR Winners
- Postdoc of the Year Award

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- Supervisor of the Year Award

2:00 p.m. - 3:00 p.m. - Keynote Karena de Souza on the rapid change in the workforce and opportunities for postdocs (<https://karenadesouza.com/>)

3:00 p.m. - 4:00 p.m. - Reception

6. Socials (Kate)

- Wednesday February 19th Postdoc Social
 - How did it go?
 - Date changed. 10-12 people. 2x nachos. Had fun.
 - Advertising issues and delays, booking issues.
 - Change to 4pm start.
 - Repeat in the summer when weather is nice. Perhaps late May. Thursday?
- Family-oriented Social
 - **March 21st Saturday 8:30am-12:45pm at Kinsmen Sugar Bush**
 - International Western
 - Waiting for registration. Mariya will email link.
 - Bus provided. Free. Pickup and drop off at Alumni Hall.
 - Pay for your own breakfast once there.

7. Coffee and Conversations

- Coffee and Conversation – this **Thursday March 5th**
 - 3-4:30pm IGAB 1N07
- Next Coffee and Conversation – **April 2nd**

8. PAW Representatives (Roberta)

- Updates on open positions
 - Mental Health and Wellness Initiative Representative – Mariya has taken over.
 - Webmaster – Elli Papangelakis
 - In attendance (Skype)
 - Roberta will help with transition for the next month
 - Culture and Arts Officer – open

9. CAPS AGM (Steve)

- 2020 – put some equity and diversity workshops on the calendar.
- Postpone until May.

10. New business/Open Forum

- NPA Annual meeting (Steve and Kate)



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- Abstract was accepted for a poster. Meeting in March 26th in San Diego.
- Drafting a poster. Photos from last year uploaded. All about the Research Forum from last year's event.
- Covid-19 – assume we will be going unless any policy prohibits (Western University or governing bodies)... stay tuned.
- Blast covid-19 updates on social platforms if needed
- Equity and Diversity Inclusion certification
 - ◆ Roberta asked Nicole Kaniki from EDI Office at Western University to discuss offering a workshop and certification for postdocs
 - ◆ Offer EDI certificate ? Want something to put on our resumé
 - Bias training, best practices with mentoring/teaching students, open to suggestions.
 - ◆ Mariya and Roberta to meet on Friday afternoon
 - ◆ Potential workshop date late May or early June 2020
 - ◆ Suggesting 2-3 hour workshop: 9-12 or 1-4
- VP Finance Position
 - ◆ Redefine role, perhaps assign more responsibility. To discuss at our next meeting.
- VP Communication Position
 - ◆ Mariya will take over Twitter responsibility from Stephen
 - ◆ Mariya will take on Email account and LinkedIn as well from Kate

11. Next PAW meeting

- Tuesday **April 7th** 2020 at 4pm in Grad Club Boardroom