**GPAC Meeting minutes**

**10/31/14**

**Attendees: Palmer, Krystal, Renu, Pao-Chen, Itedale, Maria, Vicky, Emilie, Hyunsun, Chris, John, Drew, Kristin**

1. Welcome to the potential members! Krystal and Palmer
2. Subcommittee updates

* John

H1 visa for Sudha is on the way --> we should organize a lunch with Sudha

Annie Li --> fellowship coordinator wants to attend to the GPAC meetings. John will tell Meagan that Annie can attend to the meetings

Career advancement awards --> not many people have submitted it yet

* Communications

New lead Emilie

Review of the postdoc survey (breakout session)

Management of the postdoc website: the committee learned the basics of the wix platform

For update you would like to have on the website, speak to the following people regarding the sub-committee you belong to:

* Chris:  Mentoring
* Emilie: Career Development
* Renu: Salary and benefits
* Victoria:  Communications.

Chris: Photoshoot on November 18th --> same organization as the photoshoot in June

Chris: update on unstructured conversation workshops: it started following observations at the NPA meeting, gender disparities for speaking out; as postdocs, we are individuals and need to develop soft skills to use in jobs that we get after our time in Gladstone. After the New Year, we should have a proposal for the unstructured conversation time; Michael Penn is interested in that workshop: how to make sure you can be noticed by asking a good question at a seminar --> **breakout session for next GPAC meeting**

How do we want to promote the website? raffle (Starbucks cards, or something else) and make postdocs answer to a poll --> promotion should be done during a postdoc lunch

* Career and Development

event: **share your experience in job market**

John will update on Monday with new people who could come to this event

Kim from Deepak's lab can come to this event

December 2nd: postdoc lunch: one person from Stanford/one person from UCSF **How to survive in academia** (people who recently got a tenure position).

**Talk to Hyunsun if you think about a third person for this event on Dec 2nd.**

You can still register for next Excite event on Nov 4th if you have not done it

* Salary and Benefits

Maria and Wendy will participate --> now this committee is in the process of reforming

* Mentorship

No update for mentoring

1. Updating the roster

Renu can make a google doc and send it out for modifications

1. Deepak speaks with us about engaging GICD postdocs

Deepak advised to **send a broader email with bullet points to explain why GPAC is helpful and give some reasons to explain how it can be beneficial for you to join GPAC (leadership skills, service to Gladstone)**

1st step: open invitation

2nd step: targeted invitation

**General advice from Deepak: advanced leg works when sending a proposal to a group; "Before the meeting, I would rally, support by communicating to already get some ground"**

We asked to Deepak: "What can GPAC do for you?"

issue: we can not change the price of real-estate

suggestions:

1. Live far, tax exemptions for commuting, subsidizing the parking, commuting costs, paying for commuting costs

2. Negotiate with other companies that use commuting buses, use these already used buses for Gladstone

3. For new comers, Gladstone could provide a low-rate loan to provide some money for the down payment you need to provide when you rent the apartment (payed at the end of the postdoc, but maybe a repayment plan is a good idea, a forgiveable loan 5,000$ on 5 years is doable). Deepak: "I would see if the investigators would be up to forgive this loan on 5 years". Deepak does not know if we are losing people over this expensive housing costs and feels like postdocs who want to come find a way, but he would implement this loan now anyway.

Surely, UCSF graduate students have difficulties to come to the city and some can not accept a position.

**Deepak also mentioned Labguru and said that GPAC could advertise Labguru. (Should we talk about Labguru on the survey?).** Kathy and Denaldo from Deepak lab are interfacing a lot with the Labguru team.

1. Postdoc Survey Breakout (John)

**We started working on the postdoc survey but we will finish this revision on Thursday, Nov 6th at 2 pm. Join if you can.**

**Postdoc program:**

Reword the second question: something like what would you like to improve about working at Gladstone? (positive rather than negative question)

Vicky: your rights as postdocs are clearly communicated. workshops related to HR

We mentioned that GIVI seminars are not well attended. There is no food/drinks incentive at the moment. For the GICD seminars, the two next speakers buy the food and get reimbursed by Bethany ($35.00 total/meeting)

**Melanie Ott could do the survey** to have a sense of what PIs require as a good postdoc training.

1. GPAC award for service to the postdoc community

5 years ago, Bob Mahley retired as president and got an award for his support to the postdocs. Should we do it as a regular award? Every year, GPAC would give the award, what should we give as an award?

ideas for people who can get the award: Michael Penn, Melanie Ott, Faith, outside: Bill Lindsteadt

**John will send an email with 3-4 persons that can get the award, and we can vote.**

Yu has sent an email about lunchs with PI and would like to decide on the organization before next year (see the proposal Yu has sent below).

Upcoming events:

**11/4: Postdoc Lunch and Excite Event**

**11/12-14: Grant writing workshops**

**11/18: Postdoc Lunch and Photo headshot**

**12/2: Postdoc lunch and How to survive in academia**

**Proposal sent by Yu (Nov 3rd 2014).**

Inform lunch talk PIs and Postdoc

**Aim:** To facilitate the communication between PIs and Postdoc, not only within each institute but also among our institutes.

An icebreak between PIs and postdocs

A free atmosphere to talk anything you are interested

A complement to our formal training events.

**Attendences:**

PIs: Every PIs and faculties from our Institutes. Encourage them to join as volunteers first.

Postdoc: Every postdoc

**Topics:**

We can provide some questions as references, but the topics can be quite flexible. You know what you are interested to learn, and you can choose the topics as you want.

**Method:**

2 (TBD) PIs each time and rotate every 30 minutes

Intervals:

One every fourth postdoc lunch (TBD) , nearly once per two month