**GPAC Minutes Sep 25th, 2014**

**Attendees:** PCL, Drew, Renu, Faith, John, Emilie, Itedale, Yu, Chris, Arnaud, Victoria, Ke, Dominik, Maria, Divya, Swetansu, Sonali, Kristin, Lei, Wendy

**1:05-1:15:** Welcome!!

**GIND**: Victoria Rafalski (Akassoglou), Maria Telpoukh (Gan), Gabriela Novak (Finkbeiner) (not here), Dominik Haddad (Nakamura)

**GICD**: Ke Li (Ding), Swetansu Hota (Bruneau)

**GIVI**: Sonali Chaturvedi (Weinberger)

--> Peng Liu(Ding lab) will come at the next GPAC meeting

**Subcommittee Updates**

Renu/Itedale: next year co-chairs

**1:15-1:20** John/Faith update

NPAW wa successful

Toby Freedman seminar --> very useful - she was helping by giving personal advice to each person during lunch

Cancellation of Thursday's event (bad data posters) --> possible explanations: lack of definition of what we have to present, what is the point, would my PI approve that you participate in this event...

Ideas for next year's section:

- PI could host the event and show their bad data

- Victoria: idea for poster: add a technical/method/troubleshooting component, share tips/tricks with other postdocs (exemple: Vicky has a good technique of cryosection).

**next GPAC lunch, Deepak** **will join us** and we can discuss about what GPAC can do and what he can do for GPAC

Program Director position: interviews of 3 people so far, one last candidate comes on Monday.

Joint Task Force (postdocs/PI --> recommendations for postdoc).

**Research scientist title after 3 years** --> the task force needed to revise the eligibility --> now it is at the discretion of the PI). In private institutions, they have senior postdocs that are paid at higher rate (they have criteria).

However, no consensus was found for the research scientist title at Gladstone. **The task force needs to define the lack of consensus (summarize the differences) to present to Sandy.**

**1:20-1:25** Salary and Benefit Subcommittee

Ideas to develop: Commuter passes, daycare

**We need to recruit people for this committee**

**1:25-1:30** Mentorship Subcommittee

Work on the content for a corner on the Gladstone Today (the idea comes from Roy, but he is busy now) --> we need to have a specific taskforce working on it

To note, Gladstone Today will be updated daily in the future

Megan McDevitt will be hired for communication, but she won't start until December

**The postdoc survey will come around January**

There will be a climate survey for the Gladstone today (global satisfaction) --> be careful not to overlap with the postdoc survey

**1:30-1:40** Communications Subcommittee, **Website update**

Each subcommittee can communicate its updates to:

**Career Devt --> Emilie (Verdin)**

**Mentoring --> Chris (Verdin)**

**Salary & Benefits --> Renu (Ott)**

Access to the Gladstone calendar for communications subcommittee to update (advice: do not click on HR due date calendar)

November 18 (next free postdoc lunch) - **photoshoot** **event** with Chris Goodfellow as last June- will incorporate comments from survey (people can see the picture as taken) - 25-30 postdocs - new sign up only

For the website, discussion about a job board - not done yet - it needs to be a new feature so that people want to go to this board. Use RSS feed

**1:40-1:50** Career and Development Subcommittee

Invite PI from outside Gladstone (Stanford, UCSF, Berkeley, SF state...): Academia panel discussion

Assistant Professor on different campuses: **How to survive in Academia** (prepare for the tenure track). Date to be defined

Advice from Faith: look for feedback from the retreat survey (Academic panel)

**Discussion**

**1:50-2:10**

**GICD Town Hall meeting update from Yu**

Every year, there is a Town Hall meeting for GICD to discuss about diverse problems and to find ideas to solve them.

This year, Daycare was not discussed.

Ideas that come from it:

**1-informal lunch talk with PI** (to organize during postdoc lunches - have a PI on a voluntary basis)--> needs breakout session for next GPAC meeting?

Aim:  give the opportunity to postdocs and PIs to meet and get to know each other (icebreaker, can discuss about previous experience and future plans)

Deepak's idea: invite PI from GIND, GIVI to have lunch with 15 postdocs from GICD

idea --> extension of Roy's suggestion to discuss about mentoring between PI and postdocs

to note, GICD people feel isolated

**2-Suggestion: Set up different email lists for targeted information/questions within Gladstone** to make the internal communication more efficient **-->** needs more discussion

Method:  set up different email lists, namely technical support list, equipment list, lost and find list, housing list, sell and buy list, and so on.  We can subscribe and unsubscribe whenever we need. In this way, we can avoid mass email and promote internal communication.

We also talk about a board to post things you can buy (cars, furnitures...) --> good job for Megan McDevitt; problems because some posts could be offensive - need for a **moderator** and need **help from IT**

**3-Life is expensive in SF: housing, commuting and parking:** is there any practical thing we can do? **Ideas are welcome. -->** needs more discussion

Housing

Thoughts for housing: pay the rent pre-tax is not possible. We are not qualified to get cheap housing (combined household) as low income ($52-53,000 is the upper limit to get it); can we get the postdocs have a salary that qualify for it?

**TIMING is important (postdoc survey is coming up): try to bring up this problem of housing with good recommendations when the postdoc survey comes up (to get a consensus)**

There is an housing advisor committee in UCSF

It is a general problem in SF: acting on high authority (Mayor...) would be the best

Commuting and parking

As people living outside the city, better commute is needed

Can Gladstone get a bus? not a good idea

Can the Mission Bay shuttle expand its routes? maybe

Can we provide free parking pass for carpoolers? to follow up

Question: Can PIs ask for more salary money in the grants as San Francisco is expensive?

**--> We need to have an increase of salary (build a case to discuss with Sandy)**

**2:10-2:15**: **Kum-Bay-Yah Time**

Question: Do we have a job fair? Yes, with UCSF (organized at the Buck?)

**Upcoming events:**

October 7: Informal Q&A with Alexandra Nelson, 264A, 12:30-1pm

November 18: 2nd Professional headshot with Chris Goodfellow

To define: Academia Panel discussion