**GPAC Minutes March 28th, 2014**

Attendance: Roy, Laura, Yu, Chris, Emilie, Pao-Chen, Renu, Kristin, Yong, Lei, Wendy, John, Itedale, Divya,

Guests: Victoria, Michael Penn

**-Gladstone diversity: Michael Penn**

Michael Penn wants feedback on a Gladstone diversity seminar series whose **working title is 'Empower and disrupt'.** It is following a previous history of diversity speaking series.

**The idea is to have speakers that represent diversity in its broader scope, not limited to the ‘standard’ definition (i.e. women, underrepresented minorities). Also, the goal will be to have seminars that include non-standard formats (not just lecture but more interactive perhaps that ‘seed and inspire’).**

Michael wants to schedule folks for the next 2 years.

Who would you like to hear from?

What topics would you like to hear from?

What expectations can you set for discussions?

What seminar format?

Michael Penn’s programs will also focus on increasing the diversity of students at Gladstone – both undergraduate and graduate students.

Yong comments: speaker could be someone that could be a mentor, help to explore to a broader network (entrepreneurs).

Roy: open to other speakers than hardcore biotech like city mayor, president of other institutes in the city

Renu: good to have a small format to speak with a speaker

PCL: 2 or 3 speakers to have a discussion

**--> Send ideas and feedback to Pao-Chen or Drew and let's have a breakout session next time**

**-Mentoring activity at the retreat: Victoria from GIND**

The entire Gladstone participates

Each room having 150 people (?)

10-min introduction by Sandy

20 minutes of presentation by a postdoc of one (or 2) case study

Lee Ginsburg will develop the outline with Melanie Ott and Michael Penn

Breakout groups of 8 people, mixing of institutes

Active discussion about the case study

There will be PI group facilitators --> Bob Mahley and Katie Pollard are already assigned.

Find other group facilitators: Shomy, Kathy (stem cell) also in Career panel, JJ, Anatol, a director?

pre-training of the postdocs for the mentoring session will be organized beforehand with Lee Ginsburg

**-GPAC fun outdoor activities**

GPAC bowling was a success.

Thanks to John for finding money to subsidize it.

Ideas for future events? mini-golf, hike, sailing in the Bay

**-NPA Annual meeting April 4-6 2014**

Chris, Renu, Drew, John will go there

**Let them know which session is interesting to attend before they leave at the end of the week**

**-Salary and Benefits**

Chris reports back on the Join taskforce

4 main objectives

1- Review current Research Scientist promotion guidelines

- lots of discussion

- figure out what is 'research scientist' as a title?

- Is having a supplementary job title useful for industry (John--> ask to industry recruiters)? - Salary raise 3% --> next meeting

2- Approval of fellowships that are not pre-approved for Gladstone Scholar Program

Everybody agrees that we should accept new fellowships to Gladstone Scholar Program

3- Create a consistent institutional allowance policy

PI are on a same page: wanted to give some benefits for postdoc

4- No-interest loans for security deposits

In favor for loans like it exists for PI

5-Post-doc long service award: do something at the end of the postdoc and not after 5 years.

Joint Task Force --> next meeting end of April, Beginning of May

**-Communications**

New postdoc lunch event: information about business cards and having professional pictures shooting by the Gladstone photographer (John discussed the details with the photographer)

Questions about business cards: we have an influence over the name and phone number

- for now, no influence on the Postdoc title

- Need to discuss with Michael Penn to have more freedom over business card design:

- could we specify the postdoc title (ex: virologist)?

- add a Linkedln site, Gladstone website

- using a code recognized by a mobile phone for a website access

Next Postdoc Happy Hour: to the Ramp on Wed, April 16th at 5.30pm

**-Career and Development**

Teaching career panel: not the optimal number of people (only 2 due to cancellation) but it was well attended and there were many questions

Concern: people are leaving earlier --> need to remind people prior to each event to leave only at the end as a courtesy to our guests and fellow postdocs.

Initially thought for April 22nd (same day as GIND SAB), and as some writers are at the Career panel at the retreat, the postdoc lunch with the writing career panel will be planned for after the retreat

**-Mentorship**

Issue 1: Outside speakers for mentoring

-**Melanie Ott would like to bring in people that are known to be good mentors to speak during the postdoc lunch**

how many people can fit?

how many people can be interested?

format: short introduction and then discussion, have topics and questions ahead of time

which speakers? they have to be out of Gladstone (Randy Schekman?)

concentrated on academia but open for biotech environment

Idea of Mentoring Award (maybe a bad idea - favoritism - bring it up at the Mentoring Task Force)

Issue 2: Mentoring guidelines and checklist for Shannon

- first version of the guideline almost finished and attached

- will add the sources of the checklist below the table of content

**- The mentoring task force needs your feedback, suggestions on the guidelines**

idea: give the guidelines on the first work day (along with the booklet)

**Upcoming events:**

Faith will be back on 4/8.

**4/8 Postdoc lunch --> Melanie wants to speak for mentoring?**

**4/16 Visa workshop**

**4/16 Postdoc happy hour --> at the Ramp**