

UC Council of Postdoctoral Scholars (CPS)
Meeting Agenda
06-October-2007
Stanford University
James H. Clark Center S361

UC-CPS Mission Statement:

- To foster communication between UC postdocs, administration and faculty
- To work together with the UC administration and faculty to ensure equitable treatment of postdocs, and
- To facilitate a productive climate for postdoctoral training on the individual UC campuses

8:30 – 9:00am	Gathering
9:00 – 9:15am	Introductions
9:15 – 9:45am	Stanford University Postdoc Office & Postdoc Association
9:45 – 10:30am	Tour of Stanford University PDO
10:30 – 11:00am	UCOP Update
11:00 – 11:30am	Garnett and Powers
11:30 – 12:00pm	UC-CPS Faculty Advisor, Dr. Joe Cerny
12:00 – 12:30pm	UC-CPS Staff Support, Sam Castenada
12:30 – 1:30pm	Working Lunch Discussion about the Future of the CPS <ol style="list-style-type: none">1. The need for new people, leadership, and a strategic plan2. Campus PSA status and recognition from the Council of Graduate Deans/UCOP3. Sources of Financial Support4. Fulfilling the goals in our Mission5. Outreach Status
1:30 – 2:00pm	CPS Website <ol style="list-style-type: none">1. Access to website http://www.ucpostdoc.org/2. Materials available (UC-CPS meeting agenda and minutes, Campus Reports, Links to all campus websites)
2:00 – 4:00pm	Campus Reports
4:00 – 4:30pm	Summary, Decide on Next Meeting Location and Closing Remarks

The Berkeley Postdoctoral Association: October 2007

Organization

We are in the process of some extensive reorganization, with a new board being recruited. Current board members are Roy Auty, Selva Sukumar and Niranjana Nagarajan. Roy has taken over the leadership from Daphne Georlette.

We are also aiming to have the BPA website updated so that it can serve as a resource for both new and current postdocs.

Social Events

- The BPA organized a summer barbecue that was a huge success. Over 240 postdocs attended, up from 60 last year.
- The Office of Vice Chancellor for Research organizes a reception for postdocs once a year in the fall. This year, it will be on Oct 18th.
- Regular “Pizza and Beer” socials will be organized starting this month..
- A holiday party is being planned for the month of December.

Interactions with the administration

We had had a series of meetings recently with the Chancellor Robert J. Birgeneau, Executive Vice Chancellor & Provost George W. Breslauer, and Vice Chancellor for Research, Ann Jeffrey, with many positive results. It has been established that

- We will have monthly meetings with the Vice Chancellor for Research and the Director of the Visiting Scholars and Postdoctoral Affairs (VSPA) to follow up on the requests we made at the initial meeting.
- A comprehensive email list of all postdocs was generated, with each entry being checked manually. There is a strong need for such a comprehensive email and it took a long time and determined persuasion to get this done. The office of Visiting Scholars and Postdoctoral Affairs has promised to update this list on a monthly basis.
- An annual BPA budget of \$7000 was approved, with the possibility of an increase to \$10,000 if needed.
- A separate budget of \$10,000 was allocated for seminars where postdocs will have the opportunity to interact with industry professionals, both with a view to furthering career opportunities and potential collaborations. We are currently coming up with a list and a schedule of speakers.

In the Future

We are discussing

- The establishment of a dedicated Dean for Postdoctoral Affairs, with discretionary powers at UC Berkeley.
- Teaching opportunities for postdocs at UC Berkeley.
- Subsidized child care
- Streamlining the visa process for foreign post-docs (60% at UCB).
- A uniform benefits package for all categories of post-docs, regardless of funding source. Currently, all post-docs receive the same health, dental, vision plans, and have standardized vacation and sick leave. However, we hope to bring all salaries in line with the NIH minimums by Oct 2009.
- Recruit more active BPA members
- Organize more social events in order to build a community.

UC Davis Postdoctoral Scholars News



September, 2007

Postdoctoral Scholar Salary Scale Increase

The University of California will be implementing a new minimum salary for postdoctoral scholars effective October 1, 2007, and will match the minimum levels set by the National Institutes of Health (NIH) for National Research Service Award (NRSA) recipients by October 1, 2009. If you are currently making less than the NIH supported minimum salary, you may receive annual incremental pay raises over the next two years to bring your salary up to the NIH standard. This increase will affect postdoctoral scholars paid on the UC payroll, any may not apply to those on paid-direct fellowships or traineeships.

October 1, 2007: increase to \$33,000
October 1, 2008: increase to \$35,500
October 1, 2009: increase to \$37,000 (or the 2009 NIH NRSA level, whichever is higher)

The UC Davis Postdoctoral Scholar Email Listserv serves as a medium to exchange information and ideas on a variety of topics relating to postdocs at UC Davis. All subscribers are permitted to post messages. For more information, please visit:

<http://postdocs.ucdavis.edu/about/listserv.html>.

Information about Postdoctoral Scholar Association activities, the monthly Postdoc Happy Hour, career workshops, funding opportunities, and positions available are routinely posted on this listserv.

UC Davis Postdoctoral Scholars Association Chair: Abhinav Bhushan Secretary/Treasurer: Rita Mehta http://postdocs.ucdavis.edu

Postdoc Travel Grants. Postdoctoral scholars at UC Davis can apply for travel grants (\$400) to help defray the costs of travel to scientific meetings. The Postdoctoral Scholars Association's current budget allows for thirteen awards to be given this year. For the last cycle, five grants were awarded. The recipients were Steven De Gryze, Plant Sciences; Mirka Macel, Ecology and Evolution; Alexander Koltunov, CalSpace Center for Excellence; Ben Kumfer, Mechanical and Aeronautical Engineering, and Christelle Michele Roux, Medical Microbiology. The deadline for the next cycle of Travel Grants is October 15, 2007. Applications are peer reviewed and scored by fellow postdocs. For the past two cycles, approximately half of the applications have been funded. For more information about this program, please visit:

<http://postdocs.ucdavis.edu/awards/travelawards.pdf>

2007 Awards for Excellence in Postdoctoral Research

Every year, the UC Davis Postdoctoral Scholars Association and Office of Graduate Studies present up to five awards to recognize distinguished postdoctoral scholars who have demonstrated outstanding research accomplishments. Each awardee receives a certificate and \$500.



Erdemileg Anuurad, M.D., Ph.D

Dr. Anuurad, from the Department of Internal Medicine, has made significant contributions in identifying genetic and metabolic risk factors in heart disease and diabetes. He currently is studying within the UC Davis Mentored Clinical Research Training Program, part of the Clinical and Translational Science Center. Dr. Anuurad is shown on the left with his postdoctoral mentor, Dr. Lars Berglund.



Diego Fiol, Ph.D.

Dr. Fiol is currently studying in the laboratory of Dr. Dietmar Kültz, in the Department of Animal Science. Dr. Fiol's work focuses on osmotic stress signaling and adaptation in vertebrates. He has produced many significant contributions, including the identification of over twenty novel genes involved in the response to osmotic stress in tilapia, and well as a novel transcriptional regulator involved in the osmotic response in the mammalian kidney.



Daolin Fu, Ph.D.

Dr. Fu, from the department of Plant Sciences, focuses on molecular dissection of the flowering time control and stripe rust resistance in wheat species. He made a significant breakthrough by identifying a regulatory site in the vernalization gene, *VRN1*, an important gene that plays a pivotal role in determining the growth habit of wheat. Dr. Fu is shown on the left with his postdoctoral mentor, Dr. Jorge Dubcovsky.



Alisha Holloway, Ph.D.

Dr. Holloway studies in the Section of Evolution and Ecology with Dr. David Begun (shown on the left). Her research program uses molecular genetic and computational approaches to identify genomic regions influenced by adaptive evolution. Using a novel approach with whole genome data, she is investigating how adaptive events translate into reproductive and ecological differences between closely related species of fruit flies.



Karoline Wiesner, Ph.D.

Dr. Wiesner, from the Center for Computational Science and Engineering, is developing quantum computation-theoretic models of physical systems to better understand the structure of highly excited molecular states. The impact of her work has broad applications not only in physics but also in biological sciences, climate, and economics. Dr. Wiesner is shown with her postdoctoral mentor, Dr. James Crutchfield.



Honorable Mention: Ayelet Shavit, Ph.D.

Dr. Shavit researches questions such as the role of values in debates over altruism, and the concepts behind word "phenotype." She works with Dr. James Gieseemer in the Department of Philosophy.



Honorable Mention: Hélène Vacher, Ph.D.

Dr. Vacher investigates mechanisms underlying the targeting of voltage-gated potassium channels in neurons with Dr. James Trimmer in the Department of Pharmacology.

Contributed by Jerry Breslin. Photos by Jerry Hedrick.

UCI CPS representation

Jaan Mannik is no longer a UCI postdoc, and Jason Poole is stepping down from a leadership role leading to a turnover in UCI CPS representation. Physics postdoc Kapil Krishan has been recruited to attend the current CPS meeting. However, his remaining time at UCI may only last until the Spring. Thus, A. Roca will be providing some experience and continuity although he is no longer a UCI postdoc. Jason and Jaan should be removed from the CPS email list, Kapil added, and Alberto CC'd only on priority announcements regarding future meeting logistics & agendas. Alberto is working to identify other UCI postdocs for CPS involvement. Note that Alberto was recently recognized for his volunteer postdoctoral efforts by the bestowing of the Chancellor's Living Our Values Award:
http://today.uci.edu/Features/profile_detail.asp?key=288

Graduate Division administrative changes

Carolyn Boyd (History) is the new Dean of the Graduate Division:

http://today.uci.edu/news/release_detail.asp?key=1489

Postdocs will remain under the oversight of the Graduate Division as opposed to the newly created office of Vice Chancellor for Research. In particular, new Graduate Division Assoc. Dean, Frances M. Leslie (Pharmacology) is working toward the creation of a Postdoc Office as part of a larger plan for a Graduate Student Center. In the past, Dr. Leslie formed the BioMedical Trainee Network (see BMTN below).

Dickson Emeriti grant for graduate & postdoc activities

Emeritus Professor Barbara Hamkalo has received a Dickson grant to improve the UCI environment for graduate and postdoctoral trainees:

http://today.uci.edu/news/release_detail.asp?key=1567

Dr. Hamkalo is also part of the NPA Postdoc Leadership Mentoring Project to receive advice about creating a Postdoc Office and organizing activities for postdocs. Her current plans include finding space for a Graduate Student Center, soliciting feedback from graduate students and postdocs regarding their needs (see focus group below), organizing career development panels, and supporting travel expenses for UCI representatives for NPA (A. Roca) and CPS (A. Roca & K. Krishan) events.

The Dickson Emeriti grants are available to retired faculty at each of the ten UC campuses (description attached):

http://cucea.ucsd.edu/news_events/DicksonProfessorship.htm

We suggest that CPS faculty advisor Joe Cerny apply for a Dickson grant to support CPS activities.

Demise of organized UCI postdoc activities?

Two separate groups who had organized past career development activities may have held their last events. The BMTN had a panel on "Keeping Balance: Life In & Out of the Lab" while the Biological Chemistry postdocs had a happy hour and seminar on "Finding an Academic Position". Due to a turnover of leadership and the lack of new volunteers, both groups are on the brink of disappearing. Gratefully, Dr. Hamkalo's efforts may continue the organization of events, although a new postdoctoral leadership infrastructure may need to be established.

Postdoc focus group meeting summary

On August 3, postdocs from the entire UCI community were invited to meet with Prof. Barbara Hamkalo and Ms. Sharon Metzger for discussions regarding the creation of an office for Postdoctoral scholars at UCIrvine. The new office is to be a part of the Graduate Division and housed within a proposed Graduate Student Center.

About 20 postdocs from across campus attended and the discussions were focused on issues particular to postdoctoral scholars that are not currently being addressed.

The main topics were:

1. Housing – Postdocs at UCI have hardly any campus housing options and do not qualify for graduate student housing. Housing is particularly difficult for postdocs as they often have families and children.
2. International employment – Many postdocs have difficulty in the initial year at UCIrvine as they do not have prior U.S. exposure. The lack of a credit history makes it difficult to qualify for housing, credit cards, loans, and basic amenities such as phone service, etc. Furthermore, many faculty are unaware of the requirements to be satisfied by postdocs before they can be paid and be productive researchers – this includes obtaining a social security number for example.
3. Mentoring for future employment – A need to have a forum where future employment opportunities (particularly in academics) was brought up. A proposal was made to organize seminars and workshops bringing in expertise from within UCIrvine as well as share experiences in regard to faculty recruitment. Also discussed was the need to distinguish between projects that are more suitable to the timescales and aspirations of postdocs versus those of graduate students, and the need to have a more diverse feedback for postdoctoral scholars.
4. Information dissemination – A website devoted to issues relevant to postdoctoral scholars was proposed. The site may include discussion forums for postdocs as well as posting general information. The website is currently at <http://www.rgs.uci.edu/grad/postdoc/index.htm>

In addition, perspective on the University policy towards postdocs was shared along with the link to the APM390 which is the policy written for postdoctoral scholars: <http://www.ap.uci.edu/APP/print/390.pdf>

Many benefits of being a UC postdoc were discussed, including healthcare, retirement benefits, collaborative project funding etc. The vacation policy of postdocs was also brought up along with the need to educate both faculty and postdocs about it.



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The Edward A. Dickson Emeriti Professorship

The following account of the Edward A. Dickson award was prepared by Charles Hess, 2005-6 President of the UC Davis Emeriti Association. Although the professorships are available to all ten UC campuses, only UC Irvine appears to have used the funds. It is quite possible that this is because the campus emeriti associations may not be aware of the award. These associations may wish to follow the example of UC Davis Emeriti Association (described below) and propose to their campus administrations that the Emeriti Association issue the call for proposals and provide the peer evaluation for recommendation of the individual to receive the award.

Edward A. Dickson served as a Regent of the University of California from 1913 to 1946, the longest tenure of any regent. He is credited with helping make the Los Angeles campus a reality. In 1955, Mr. Dickson presented the University with an endowment to support and maintain special annual professorships to be awarded to retired faculty members. It is interesting to note that Regent Dickson is the person with whom Constantine Panunzio worked to improve retiree benefits.

The award for retired faculty members is described in the gift document as follows:

“For the support and maintenance of special annual Professorships in the University of California to which shall be appointed by the President, with approval of The Regents, persons of academic rank who have been retired after service in the University of California and who shall receive such awards in addition to their retirement or pension allowances. Awards shall be made upon such conditions of service, research, or teaching as The Regents may require. Professorships so awarded shall be known as the Edward A. Dickson Emeriti Professorships.”

In 2003 the Office of the President divided the fund principal into ten separate endowments, one dedicated to each campus and delegated approval of the Dickson Emeriti Professorship to the Provost to simplify the administration of the award at each campus. The terms of the endowment payout must be used as specified by Mr. Dickson, which may include support for an annual award for one or more emeritus professor(s) for annual support for teaching, research, public service, and/or salary stipend of emeriti professors on recall. The payout available for expenditure in 2006-07 is approximately \$10,000.

UC Davis EA President Hess, following consultation with the EA Awards and Recognition Committee, proposed to Barbara Horwitz, Vice Provost for Academic Personnel, that the Awards and Recognition Committee issue a call for proposals for the Edward A. Dickson Emeriti Professorship, that the Committee evaluate the proposals, and recommend to Vice Provost Horwitz one or more emeriti/emerita for appointment to the Professorship. The proposal has been approved.

The reallocation of the Edward A. Dickson Emeriti Professorship Endowment is described in a letter to the Chancellors dated June 24, 2003 and signed by C. Judson King. The fund numbers for the endowment are as follows:

Berkeley 05151-25321
 Davis 05253-25323
 Irvine 05259-25329
 Los Angeles 05254-25324
 Merced 05249-2532M
 Riverside 05255-25325
 San Diego 05256-25236
 San Francisco 05252-25322
 Santa Barbara 05258-25328
 Santa Cruz 05257-25327

The letter and the funds should be available in the Chancellor's or Provost's office. As far as is known, the only campus that has used the funds is UC Irvine and on that campus the Deans recommend the recipient to the Provost. At most campuses the funds have not been used. UC Davis considers it very appropriate for the Emeriti Association to issue the call for proposals for the Professorship and to make a recommendation of the individual(s) to receive the award. The Emeriti Associations can provide peer evaluation and have the interest in seeing that the funds are used.

October 2006

UCLA Campus Report: March-October 2007

The UCLA Society of Postdoctoral Scholars
UCCPS Meeting, October 6th 2007, Stanford, CA.

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A. EXECUTIVE SUMMARY

Since the last UCCPS meeting, SoPS has grown significantly in membership strength and accordingly its activities. We are now an active group of 17 executives distributed into 5 committees. Three large-scale events with nearly 100 attendees were organized since April with encouraging feedback. SoPS is getting established as a strong identity in the UCLA landscape by ensuring early contact with new postdocs and broad-ranging scope of events to impact each demographic subset of the over 1000 postdocs here. We will be switching to Advisory Group status in October and hope to have a sustained budget for the future. The Graduate Division officers and the new Associate Dean, M. Belinda Tucker, have been extremely supportive, making the idea of a strong and persistent society at UCLA a feasible one.

B. SoPS UPDATE

Salient features of the progress made by SoPS since the last UCCPS meeting are listed below according to topic:

1) SoPS Membership

At the last meeting, SoPS consisted of 6 members -- roughly one per committee. Since then, due to active recruiting through surveys, our strength has gone up to 17. Now each committee has at least two members, with the Career committee being the most subscribed to.

2) Non-program Activities Roundup

a. *Monthly Top-Level Meetings* – we now meet each month on a Wednesday over a catered working lunch which is attended by all SoPS execs as well as 3 or 4 officers from the graduate division, who are directly involved in overseeing postdoctoral programs. The objective of these meetings is to build transparency within the organization to promote future leadership and interact with the graduate division.

b. *Event Survey / Recruiting* – The current strength of numbers was achieved by combining an event survey, where responders were asked to give their preference of event types and suggest specific ones, with a field to join the relevant committee of their interest. See appendices for survey results. Postdocs overwhelmingly voted for career events. Our budget allocation for each committee is based on the results of this survey.

c. *Salary Survey* – This project was started early this year, and has reached its final stages. The objective is to provide salary statistics clustered by department and seniority so that postdocs are able to negotiate their salaries with their PI in a more informed way. After a few meetings with the graduate division staff, this project has developed into two phases. One phase uses open-disclosure to acquire

salary survey statistics directly from payroll. The other phase uses a SoPS developed survey as a cross-check for the internal audit and to acquire abstract information like satisfaction levels etc.

d. *Housing Survey* – The most recent project under development is a review of the UCLA housing practices concerning postdocs. There have been conflicting reports about wait times and availability of housing (given that postdocs are lowest on the housing priority list). A postdoc survey of the number of people applying for postdoc housing and those actually receiving notification or housing may be conducted depending on the nature of information internally accessible.

e. *Sally Ride Festival* – SoPS is collaborating with UCLA's WISE (Women In Science and Engineering.) group to present a booth at the upcoming Sally Ride Festival (to be held at Cal-State LA on Oct 13th). The objective of this festival is to encourage and inform young women, at an early age, about careers in science. The theme for our booth at this event will be "Light and Color".

f. *Tech Coast Angels Mentorship Program* – SoPS' business development committee, along with the Engineering Grad Student Assoc. and Entrepreneur Assoc (Anderson School of Mgmt.) have written a letter of support for making the Tech Coast Angels mentoring program a permanent feature at UCLA. These organizations have co-sponsored regular screening sessions for new ideas that could be developed into successful startups.

g. *SoPS Networking Group* – To provide a permanent channel for current, past and future UCLA postdocs to stay connected professionally, SoPS has started a networking group on LinkedIn. Within 2 weeks of this effort, we have over 60 people signed up. The Business Development Committee is designing new programs to develop networking skills among postdocs and provide regular interactions between scientists, engineers, healthcare professionals and businesspeople.

3) Newsletter

Beginning July 2007, SoPS' communication committee has been publishing a newsletter during the first week of each month. These colorful one-page abstracts have been received very well and have made this project a permanent feature of SoPS. Each newsletter informs the community of relevant news from the past month and prepares them for the upcoming events. The past three newsletters are attached as appendices.

4) SoPS Events

The most direct impact that SoPS makes on the postdoc community is through its event programming. We select resources that are not available through the administration and make them available through our programming to enhance postdoctoral careers as well as personal and social wellbeing. A list of the large, regular and future events are listed below:

Large-Scale Events (attendance 100 or above)

- Retirement Planning Seminar (04/11/07)
- Summer Friday BBQ (07/13/07)
- Peter S Fiske on Career Strategies (09/06/07)

Regular Events (held on a monthly or quarterly basis)

- Pub nights (two a month)
- Meandering Meals (one a month)
- Coffee Time (one a month)
- Tech Coast Angel screening sessions (one each quarter)
- Day at the Beach (one each quarter)

Upcoming Events

- Hike in the local canyons
- Annual BBQ (Oct 21st)
- Networking Sessions (postdocs + Health Sci. Professionals + Engg Students + Mgmt) (TBA)
- Townhall meeting / Election (Nov/Dec)

5) NPA Membership and special mentions

SoPS is promoting free NPA affiliate-member to all its postdocs through our newsletters. Besides this, we have two people from our team actively/potentially involved with the NPA.

- Sarah Warburton, currently involved with the Marketing & PR Committee
- Judy Ho, NPA Board Candidate for 2008-2010 (vote for her at the end of this month)

C. ADMINISTRATIVE UPDATE

1) New Associate Dean Prof. M. Belinda Tucker

Prof. M. Belinda Tucker, Professor of Psychiatry and Biobehavioral Sciences at the David Geffen school of medicine, took office as the new Associate Dean responsible for postdoctoral issues on Sept 1st. Within two weeks of assuming her responsibilities, Dean Tucker accompanied postdoctoral service administrators (Kyle Cunningham, Paolo Daniele and Ana Lebon) to their monthly meeting with SoPS executives. Their ready commitment to regular and direct involvement with SoPS is a critical step in ensuring that postdoc issues reach institutional policy and decision makers promptly.

2) Switch to Advisory Group Status

To streamline future funding and access to UCLA resources and information, SoPS is switching from RCO status to an Academic Advisory Group. This move also comes in response to the need for UCCPS members to be advisory groups for it to petition to UCOP for similar status. A couple of lines in our constitution need to be updated before this switch can occur. We hope to have the updated constitution voted in at our next monthly meeting on Oct 17th, following which an official announcement of SoPS' status change is expected from the Vice-Chancellor's office.

3) Annual Budget

SoPS fruitfully used up the previous year's budget. All our major events were conducted with signups and feedback forms. Using these as tangible evidence, SoPS will be presenting its progress and proposed budget requirements for 2008-2009 at an Executive meeting with Grad Division Vice Chancellor and Associate Dean. At this point the budget for the next year will be formally approved.

4) Monthly New-Postdoc Orientations

Inspired by the orientation sessions held at Berkeley, Kyle Cunningham and Paolo Daniele from the Grad Division have assembled a large body of information to orient postdocs. As of August 2007, these are being presented to new postdocs on campus in the form of 2-hr orientation sessions. At least one SoPS exec has been at each of these meetings to promote our activities and the benefits of the open forum available on our website. The attendance at these informal workshops ranges between 20 and 30.

5) Website update and New Server

The SoPS website has seen numerous developments. The most successful of these is a new "Classifieds" section where Job and Marketplace postings are being made by users at a steady rate. We hope to develop our Job listings section to be the central "List of Postdocs Positions at UCLA". A manual for how to post on- and off-campus jobs to our website will be provided to all departmental administrators shortly. Our website recently went secure, whereby all event signups, feedback forms and logins are now conducted over encrypted connections.

Due to several hardware limitations, the current web server is not able to handle the typical load of users accessing our site for event sign-up or feedback after any announcement is made. A proposal was made to the Grad Division for a new server, which was recently approved and executed. The new server arrived this week and awaits configuration. The next version of the SoPS website will deliver larger amounts of dynamic content effortlessly (including videos from all possible events organized by us).

6) Salary minimums go up this month + inflation correction

Both an inflation correction and the UC-wide salary minimum raise have gone into effect as of this week. This will be evident for most postdocs on their next paychecks. SoPS is increasing awareness by alerting postdocs using the October newsletter and by coordinating our salary survey announcement with the availability of the first paycheck with the above corrections.

D. OUTLOOK FOR NEXT PERIOD

1) Elections and New Leaders

With the SoPS team being larger and more stable, there is scope for earlier de facto leaders and new ones to be (re)inducted through a democratic vote. The possibility of online elections after open invitation and canvassing at a townhall meeting are being considered.

2) Annual Progress Report

To keep SoPS accountable for its actions and justify its budget, it will make available, to the Graduate Division and the UCLA postdoc community, a written annual progress report.

3) Presentation to GD & Renewal of Budget

The above report and proposed events & budget for 2008-09.

4) Hosting UCCPS?

5) A whole flurry of events planned

See earlier list of future events. Possibility of SoCal workshop on K99 grants being investigated.

6) Outreach

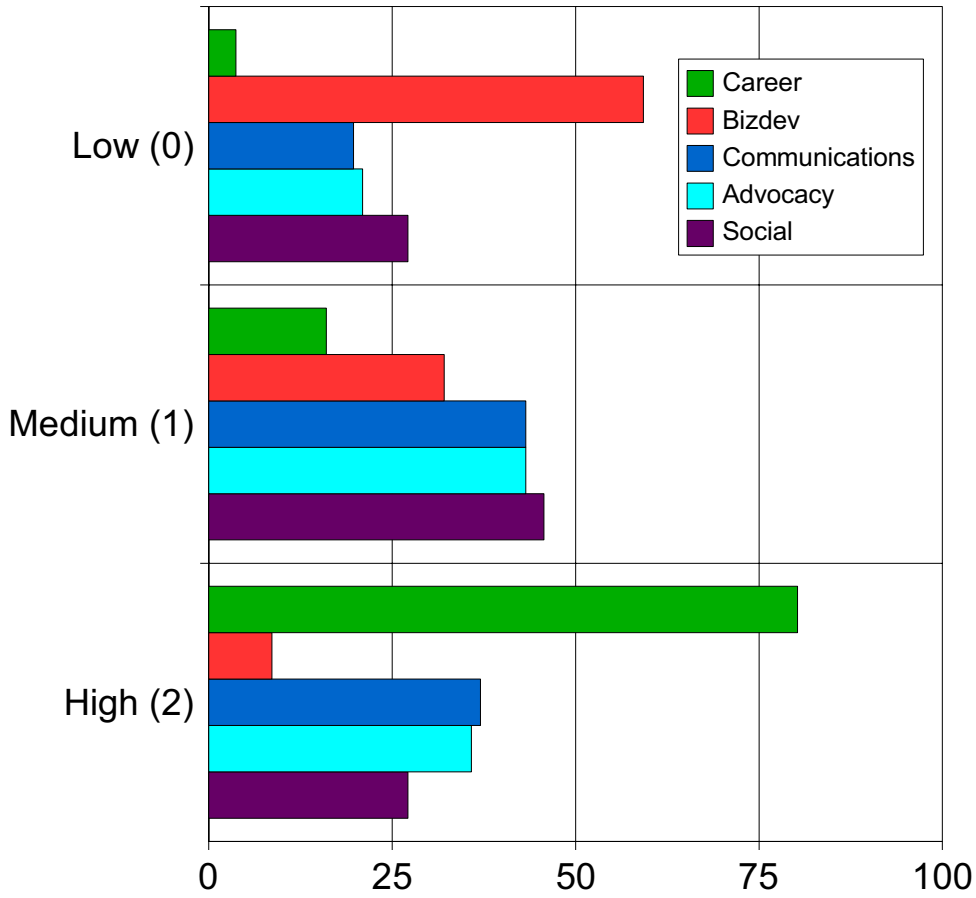
- Mentoring a PDA at UCSB
- Sally Wise Festival
- Collaboration with the Graduate Student Association and Grad Student Resource Center on co-programming events (like Fiske event) and mentoring of grads through panel discussions and a one-to-one mentorship program.

E. APPENDICES

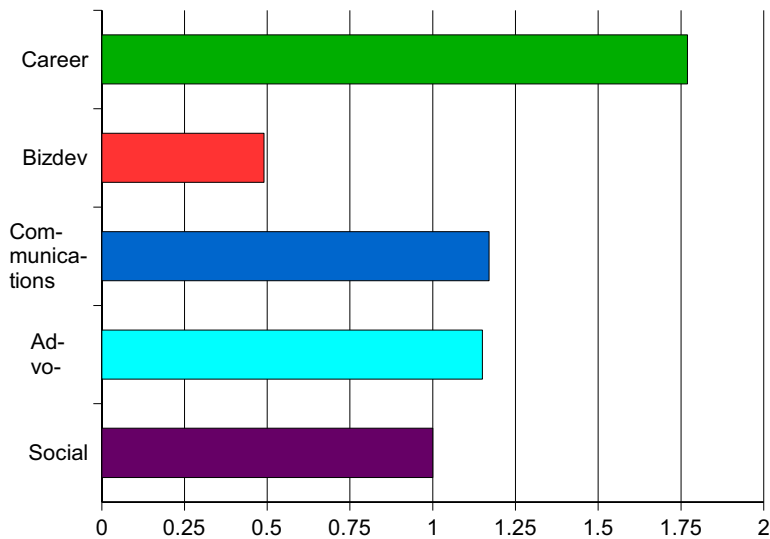
1) Event Survey Results (see following pages)

2) Newsletters to date (see following pages)

Relative Vote Count (%)



Weighted Priorities (see weights above)



SEPTEMBER 2007

S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29

Workshop: Practical Career Strategies for PhDs

September 6 - 4:00 - 6:00 pm
NRB Room 132
Light refreshments served.

Postdoc Pubnight

September 7 - 8:00 pm
Q's Billiard
(1835 Wilshire Blvd)
Come all and bring friends!

Postdoc's at the Beach

September 9 - 2:00 - 6:00 pm
South Beach Park in Santa Monica
Bring family and friends!
Soft drinks and snacks will be provided by SoPS.

Postdoc Orientation

September 27 - 3:00 pm
1237 Murphy Hall
RSVP on the Graduate Division website.

NIH Clarifies Policy on Postdoc Mentoring

In response to a request from the National Postdoctoral Association (NPA), the National Institutes of Health (NIH) has clarified its policy regarding the mentoring of postdoctoral scholars supported on its research grants. The new policy makes clear that Principal Investigators (P.I.s) engaged in mentoring postdocs supported on their research grants may bill that time as part of their "effort reporting." This is an important clarification, as many P.I.s and postdocs supported on research grants have expressed concern about the permissibility of mentoring and professional development activities when 100 percent of their time is billed to a research grant. Visit the NPA website "News Item" for further details. One the same note the US Congress has approved a new provision on postdoc mentoring as part of a larger bill, The America Competes Act, reauthorizing the National Science Foundation. This bill is expected to be signed into law by President Bush.

FREE NPA Membership

Did you know that UCLA is a sustaining charter member of the NPA?

Therefore, all UCLA postdocs are eligible for a free individual membership with the NPA by signing up for an account on their website.

HOW TO: Visit the NPA website at www.nationalpostdoc.org. Click on "Join the NPA" then "Affiliate Membership" and fill in your details after selecting "UCLA Graduate Division" as the affiliated institution.

Take Advantage of NPA Member Discounts

NPA Members are eligible will receive a number of discounts on products and services ranging from publications to immigration legal services.

Visit the "Member Discounts" section on the NPA website for details of the available discounts. (Member-login is required to access the page.)

www.nationalpostdoc.org

Angels Investors Screening of Small Companies

Tech Coast Angels (TCA), the largest angel network in the U.S., holds screening sessions to evaluate potential start-up company investments. A limited number of seats are available for SoPS members to attend these sessions, with the hope that attendees will gain a better understanding of what it takes to start a company. Attendees will also have the opportunity to observe TCA as they evaluate the companies looking for start-up capital.

Next screening session will be held on

Friday September 7th, 2007 at 9 am.

If you are interested, please contact Sascha Hasan at shasan@mednet.ucla.edu



SoPS will be hosting its annual **Fall BBQ on Oct 21 at Sunset.**

Mark your calendars because you won't want to miss this event!

Interested in having your band perform live music at the BBQ?

Contact Daniel at dbraas@microbio.ucla.edu

AUGUST 2007

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Meandering Meals

- ▶ August 2 - 12:30 pm
The Bombshelter
- ▶ August 9 - 12:30 pm
The Faculty Center
- ▶ August 16 - 12:30 pm
Cafe Med
- ▶ August 23 - 12:30 pm
Cafe Synapse

For more information on the SoPS annual Meandering Meal series, visit our website.

Postdoc Pubnight

August 3 - 7:00 pm
Cabo Cantina
11829 Wilshire Blvd

Postdoc Pubnight

August 17 - 7:00 pm
Acapulco in Westwood
Come all and bring friends!

Postdoc Orientation

August 30 - 3:00 - 5:00 pm
1237 Murphy Hall

Postdoc Orientation Workshop

These are for you whether you're new at UCLA or have been here a while and are still unclear about your rights and duties as a postdoc, campus services available to you and life in LA in general. Hosted by the Office of Postdoctoral & Visiting Scholar Services, their officers as well as SoPS members will be at these workshops to share local wisdom in an informal setting. Topics covered include a general introduction to postdoc policy, employment and benefits, contact information for campus resources, useful campus services, housing, parking, using the SoPS website, and popular local attractions.

The orientation sessions will be held on the last thursday of each month, with the first one on August 30th. If you can't make it in August do mark your calendar for the September orientation. Upcoming orientation dates can be found at the SoPS online calendar at www.postdoc.ucla.edu/events.

RSVP online at www.gdnet.ucla.edu/gss/postdoc/pdorient.htm

Leadership & Career Development for Young Scientists

Dr. Peter Fiske, a nationally recognized writer, scientist, businessman and lecturer on the subject of leadership and career development for young scientists and engineers, has accepted SoPS' invitation to speak to grads and postdocs at UCLA on Sept 6th. From 1996 to 2000 he wrote the career advice column Tooling Up, for the American Association for the Advancement of Science, and he currently writes the monthly on-line column Opportunities for the AAAS as well. Please mark your calendars, you don't want to miss this lecture!

Missed last years events? Videos from past SoPS Career Development Seminars and Panel Discussions are available at www.postdoc.ucla.edu/videos.

SoPS Annual Summer BBQ

A big Thank You to all who helped with the SoPS Summer BBQ last month. The BBQ was a huge success in keeping over 140 postdocs and friends well fed and well informed.

Additional pictures from the SoPS BBQ can be found at the SoPS Online Gallery www.postdoc.ucla.edu/gallery.



DID YOU KNOW...

Postdoctoral scholars are eligible to audit courses with the permission of the instructor?

Information about auditing courses can be found at: <http://www.gdnet.ucla.edu/gss/postdoc/pdpriv.htm>

JULY 2007

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Meandering Meals

- ▶ July 12 - 12:30 pm
Northern Lights
- ▶ July 19 - 12:30 pm
Lu Valle Commons
- ▶ July 26 - 12:30 pm
Kerckhoff Cafe,
Ackerman Union &
The Cooperage

For more information on the SoPS annual "Meandering Meal" series, visit our website.

Postdoc BBQ

July 13 - 5:00 pm
Court of Sciences
Free food, great company!

UCLA Inventor Mixer

July 25 - 4:30-6:30 pm
UCLA Faculty Center
Are you interested in the commercialization of your technology? Join UCLA faculty at this OIPA event.

Postdoc Pubnight

July 27 - 7:00 pm
watch for additional details
Come all and bring friends!

Interested in writing
an article for the
SoPS Newsletter?

E-mail:

newsletter@postdoc.ucla.edu

Postdoctoral Salary Scale Increase

The Graduate Division recently approved a campus wide initiative to augment the minimum salary scales for Postdoctoral Scholars at UCLA to match the minimum levels supported by NIH. Thus, if you are currently making less than the the NIH supported minimum salary, you may receive annual incremental pay raises over the next two years to bring your salary up to the NIH standard. The first salary increase goes into effect Oct. 1 and will follow the schedule below. This increase affects postdocs paid on UCLA payroll only, not those with individual fellowships or traineeships.

While some believe that salaries should remain a negotiable compact between

the postdoc and the PI, with limited sensitivity to the "minimums" set, others claim that even the NIH minimum would not be adequate to account for the higher cost of living in LA. It is argued that a formal stratified salary scale should be in place to protect postdocs from the abuse of the current system by PIs and to keep UCLA competitive. To opine on the matter, visit the source of this discussion at www.postdoc.ucla.edu/node/708.

In response to this debate, SoPS is currently working with a joint team of administrators to make department-level salary statistics available to postdocs. A formal publication is forthcoming.

October 1, 2007: increase to \$33,000
October 1, 2008: increase to \$35,500
October 1, 2009: increase to \$37,000 (or
the 2009 NIH NRSA level, whichever is higher)

SoPS, an Academic Advisory Group

The UCLA Society of Postdoctoral Scholars (SoPS) was formed to enhance the postdoctoral experience at UCLA by providing resources to aid postdocs with their professional and personal development. Through its five committees, SoPS works to identify and program events that are not available to the postdoc community directly through the administration. Starting this summer, SoPS is also actively representing postdoctoral interests as an advisory board to the university administration.

GET INVOLVED: Check out our five committees at www.postdoc.ucla.edu/officers and join one that matches your interests.

TCA Mentorship Winners

SoPS' Biz Dev Committee is pleased to announce the results of the Tech Coast Angels mentorship program that it co-hosts with Engineering GSA and the Entrepreneur Association at Anderson. Three applications out of a total of 18 were selected and each assigned three mentors with expertise in their specific technologies. We would like to congratulate the winners and wish them the best of luck with their start-ups! SoPS will accept applications again this year for a second round of the TCA mentorship program. Details will be announced at the committee's website: www.postdoc.ucla.edu/BizDev.



TOP 10 Places to Postdoc in North America

1. M.D. Anderson Cancer Center - Houston, Texas
2. J. David Gladstone Institute - San Francisco, CA
3. U.S. Environmental Protection Agency - Washington, D.C.
4. Genentech - San Francisco, CA
5. University of Iowa - Iowa City, IA
6. National Jewish Medical & Research Center - Denver, CO
7. National Institute of Environmental Health Sciences - Durham, NC
8. Emory University - Atlanta, GA
9. Boyce Thompson Institute for Plant Research - Ithaca, NY
10. Fred Hutchinson Cancer Center - Seattle, WA

Source: The Scientist, March 2007
for details visit www.the-scientist.com

UC Santa Cruz Campus Report
October 6, 2007

Progress Since Last Meeting:

- Institutional member of NPA
- E-mail list established – still want UCSC-maintained listserv for ease of communication
- Held two meetings – low turnout, but some interest
- University sponsored survey completed – not an overwhelming amount of data, however interest in a PSA was expressed, including interest in an office of postdoc affairs
- Communication lines established with office of Dean of Graduate Studies Lisa Sloan (Kris West)

Ongoing Efforts:

- Orientation package/handbook for incoming postdocs – Graduate Students at UCSC recently made a similar document, which we will use as a template
- Recruitment – progress is slow, but plan to have a social event/gathering in the fall quarter.
- Participation on Graduate Council

UC San Diego Campus Report – 06 October 2007

Summary: Despite having a postdoc population of ~900, efforts to revitalize the PSA are not effective.

- PSA planning committee (~ 5 postdocs) meets once a month with the PDO.
- Two lunch meetings have been organized (with free snacks) attendance was very low:
1st meeting (June) – 17 postdocs
2nd meeting (July) – 8 postdocs
- Drafting a Postdoc survey; handing out at vendor shows and during lunch meetings; offering a gift card raffle. Reformatting the survey for electronic distribution
- Planning a UCSD postdoc research symposium in December. Applied for a NPA Leadership Mentoring Program Team Visit and received award. The research symposium is being cancelled and we are currently discussing if the NPA team visit can still happen.
- Planning a social event in collaboration with International Center (Proposed date: 30-October). Checking schedule of availability for on-site campus restaurants. Trying to contact biology-vendors to sponsor event.
- Drafting a letter to solicit funds from academic departments on campus. The PSA currently has support from Research Affairs.

The PDO has made a successful transition into Research Affairs. The website is online, <http://research.ucsd.edu/postdoc/index.aspx> Several events are organized to address career development and special topics:

- K99/R00 grant writing Seminar; panel of four postdocs who received award and a faculty member who was on a grant reviewer (May 2007)
- Effective Public Speaking, 6 weeks course designed specifically for postdocs (6 sessions offered throughout the year)
- Understanding Technology Transfer Seminar (November 2007)
- Crucial Conversations Seminar (October 2007)
- Lab Management Symposium (February 2008)



- PSA in transition:
 - PSA elections in July –
 - Advertised for two months, but very low turnout
 - Most of the executive council moving on, and no replacement found
 - Apathy of postdoc population – how to get better involvement?
- New Orientations for Postdocs
 - Initiated by a PSA executive council member (Beverly Falcon) and established by Chris DesJarlais.
 - An orientation every month for new postdocs.
- Practice of Science seminar series
 - February - Negotiating Your Compensation Package in the Biotech Industry
 - March – Communicating your science to the public and press
 - April – Scientific Ethics
 - May – K99/R00
- Social Events
 - Wine and Cheese (co-produced with the Graduate Student Association)
 - Very popular!
 - Red Hot, Black and White Gala
 - Semi-formal ball; PSA co-sponsored it and was able to negotiate a lower rate for postdocs.
- PSA-sponsored
 - Mentoring Mania (co-sponsored with OCPD)
 - Brown-bag lunches for woman postdocs
 - NYAS membership for UCSF postdocs
- Policy
 - Transportation and Safety, especially at new Mission Bay Campus
 - Trying to increase police presence at Muni-stop, the number of local night shuttles, and postdoc awareness of available resources
 - Parking – graduate students were given half-price parking at the Mission Bay Campus, but postdocs were refused this privilege. Currently in talks with Stella Hsu, Jon Gledhill to get this for postdocs.
 - Graduate Dean Search
 - PSA has been on search committee, and raised concerns about candidates. Strong input by PSA has influenced administration decisions.
 - Top 3 agenda items – IDP/2nd mentor, salary, child care (see attached 3-page letter submitted to Graduate Council)
- Ongoing projects



- Postdoc Survey
- PSA Constitution

The Postdoctoral Scholars Association (PSA) is as an advisory group to the Graduate Dean. The PSA provides information about the current situation and concerns of postdocs at UCSF.

Mentoring

1) Implementation of individual development plans (IDP) for all postdocs at UCSF

- An individual development plan is a written agreement between the PI and postdoc that spells out the expectations the PI has for the postdoc and the postdoc has for the PI.
- According to a Sigma Xi Postdoc survey (<http://postdoc.sigmaxi.org/news-items/in-depth-survey-analysis-available>), postdocs that followed an IDP published more papers and reported greater satisfaction during their training period.
- To be effective, the IDP should be updated once a year (and ideally once every 6 months), and serves as an avenue for open and honest discussion between the PI and postdoc.
- The IDP can include expectations about publications, travel to conferences, opportunities for teaching, or interest in pursuing an industry position.
- *It is not a contract*, but an “agreement” or “understanding” of expectations.
- It is individualized to match the interests, abilities, and ambitions of the postdoc.
- Bill Lindstaedt, director of the Office of Career and Professional Development at UCSF, have example IDPs that can be used right away.

2) Second mentor made available to each postdoc

- This is a policy implemented with great success at the Whitehead Institute (http://www.wi.mit.edu/news/discovery/discovery_2006_06.pdf).
- A second mentor can be chosen by the postdoc because he/she shares research interests, lifestyle choices, or career ambitions.
- Unlike a postdoc’s PI, a second mentor will not have a financial interest in the postdoc and will be able to offer unbiased and objective advice.
- Since the academic job market is becoming more competitive, there is a need for postdocs to have someone other than their PI to be familiar with the postdoc and his/her research to write a letter of recommendation for jobs or grants.

The PSA advises:

- Oversight and implementation of these mentoring programs. Human resources will be necessary to facilitate, enforce, and administer these mentoring programs.
- Approval and support provided by the Deans.
- These postdoc mentoring programs can be fashioned after the Faculty Mentoring Program, which already has a director of Mentoring and Mentoring Facilitators for the different Schools. (see <http://academicaffairs.ucsf.edu/mentoring/>)



Postdoctoral Salaries

1) To recruit and retain the best postdocs, UCSF should consider matching the minimum salary scales proposed by NIH guidelines for postdoctoral scholars.

- Currently, UCSF postdocs are promised a minimum salary as determined by APM390 (\$31,668 for 2006). The minimum salary increases by about 2% each year. There is no rule that requires postdocs to be paid on a scale based upon their experience and training. For example, a 5th year postdoc could be paid the same minimum as a 1st year postdoc.
- 1st year postdoc salary according to NIH F32 postdoctoral fellowship scale should be \$36,996.
- The postdoctoral salary scales at other local universities and institutions reflect the high cost of living in the bay area:
 - Stanford has a salary scale that exceeds the NIH minimum (\$38,000 for a first year postdoc).
 - Gladstone Institute has a minimum salary scale that exceeds the NIH minimum (\$41,200 for a first year postdoc) and they are rated the #1 place in the nation for postdocs to work.
- San Francisco is an expensive city. UCSF must draw people in rather than push postdocs away. Cost of living is driving talented postdocs elsewhere.
- The postdoc population is older than the graduate student population, and postdocs may have additional monetary responsibilities such as child-care, mortgages, student loans, or need for retirements savings.
- The success of the PRO/UAW unionization efforts were due largely to the dissatisfaction most postdocs felt regarding their salary and benefits.
- Differences in salaries between postdocs in a lab causes disparity, divisiveness, and a tense work environment, which effects postdoc productivity.
- Residents at UCSF and postdoctoral fellows at the Gladstone are given “housing allowances” that supplement their income (5% for Gladstone). This allowance could be considered by the University as a a good alternative to supplement salary to reflect the high cost of living in San Francisco.

The PSA Advises:

- Update the UCSF Postdoctoral Policy agreement (APM390) to require postdoctoral salaries to match NIH guidelines for postdoctoral scholars.
- Housing allowance or cost-of-living supplements granted to postdocs to reflect the higher living expenses incurred by postdocs in San Francisco.



Child Care

The majority of postdoctoral scholars are balancing a career and a family. Affordable and available child care is critical to retain and recruit postdoctoral scholars at UCSF.

- The average age of a new postdoctoral scholar in the United States is 32 years old.
- Nationwide, 69% of postdoctoral scholars are married and 34% have children.
- Approximately 44% of postdocs at UCSF are women.
- The average annual cost of childcare at UCSF for preschool kids is \$13,500; it is \$17,880 for infants and toddlers; the average salary of postdoc at UCSF is ~\$32,000.
- Stanford offers a Child Care Subsidy Grant of \$5000 to qualified employees to offset the cost of childcare, which at Stanford is XXXX.
- Genentech offers subsidized childcare for all employees.

The PSA advises:

- Guaranteed spots allocated for postdoctoral scholars at all child care facilities at UCSF.
- Reduced rates or subsidizations provided for postdoctoral scholars.