

## **6/20/13 OSU PDA General Meeting Minutes**

**Present:** Jeff Agnoli, Rick Laguna, Sukhinder Sandhu, Nishant M. Tikekar, Hanah Chapman, Shareef Dabdoub, Emily Butler, Marcela Hernandez

### **Postdoc Orientation Day status report –**

Marcela Hernandez (Grad/STEM Diversity Director) reported on progress organizing a university-wide (not just the College of A&S) Postdoc Orientation day to be held for new OSU postdoc hires. Presently, the first of such events is aimed to occur the 2<sup>nd</sup> week in October to welcome everyone hired from January through October of 2013. The place and date will likely be finalized at a multi-college meeting scheduled to occur July 1<sup>st</sup>. Subsequent events are intended to occur twice a year.

The Postdoc Orientation Day will be a whole day event, beginning with a welcome followed by 10 minute talks from campus organizations that offer services relevant to postdocs, including: PDA, UCAT, GS, CCTS, Writing Center, and Women's Place. The newly hired postdocs and their faculty mentors will then be invited to a luncheon featuring a discussion on the mentor/postdoc relationship. Lunch will be followed by a panel of hired faculty, postdocs, and alternative career postdocs discussing how to make the most out of the postdoc experience. The day will close with a networking reception open to all postdocs.

An informational handout is also being generated to give OSU HR to present to all newly hired postdocs.

Marcela is also involved in putting together a Professional Development series that will complement our Career Development series. The aim is that they will host out of town speakers while we (OSU PDA) will recruit local speakers. A list of potential speakers has been posted to the wiki page:

<https://carmenwiki.osu.edu/display/10412/Professional+Development+Series>

This update was followed by a discussion of whether grad school rankings are enforcing the stigma against non-academic career directions.

### **Report on meeting with Stanford University Postdoc Association –**

Rick Laguna (Treasurer) and Shareef Dabdoub (Co-Chair) reported on their phone meeting with Catherine A. Gordon and Antoine de Morree, representatives of the Stanford University PDA (SUPDA). The aim of the conversation was to gain perspective on what the SUPDA has achieved and by what means.

Some examples of accomplishments:

- All postdocs at SU have same status, i.e. there is no difference between a postdoctoral fellow and researcher and benefits are provided for all (including international postdocs); any shortfall not covered by a fellowship or other funding is made up by the PI.
- BUT Stanford postdocs are not considered employees, so the benefits offered are not as good.
- SU has an Office of Postdoc Affairs(OPA); we do not (yet).
  - The SU OPA funds talks and provides a central location of resources for postdocs.
  - All hiring of postdocs is done through the SU OPA.
- SU requires postdocs to register w/ grad school, PI pays fee to OPA (tuition), that means you are an alum and can be approached for alumni donations, etc... (good sell to administration)
- The SU PDA has also made a conflict resolution service available to SU postdocs
- Work of the SU PDA has ensured healthcare equity for SU postdocs
- They are currently working to gain recognition on the faculty senate

Regarding the organization of the SUPDA:

- SU has 2000 postdocs (OSU has 700)
- SUPDA hosts monthly meetings. SUPDA holds events similar to what we have done/proposed. Recruitment approaches are similar to our own.
- The SUPDA has own fund provided by the OPA with no stipulations on spending beyond approval by the SUPDA budget committee
- Recently, they ran a survey of postdocs, achieving a 50% return. Their advice was, to get more than a 30% return you must offer a gift card or some incentive
  - Survey information was used to achieve most of the above listed accomplishments

### **Committee Reports:**

#### **Benefits and Pay Equity –**

Hanah Chapman (current Committee Chair) highlighted issues from the April meeting with HR representatives.

On 4/19/13, Hanah Chapman, Shareef Dabdoub, & Taka Uchida met with Pam Doseck (Director of Benefits), Mary Ellis (Assistant Director of Benefits), Adam Watowicz and Wendy Swary (Office of Legal Affairs). Notes are available on the Wiki site: <https://carmenwiki.osu.edu/display/10412/Benefits+and+Pay+Equity>

The biggest equity issues are: sick leave, disability, and life insurance. The disparity arises from distinction of a postdoc as either a researcher or a fellow. According to HR's interpretation of IRS policy, postdocs that receive funding from fellowships (fellows) are categorized as "trainees"; whereas postdocs paid by their PI's grant are designated "employees". According to OSU policy, an individual must be an employee to receive OSU benefits, therefore fellows are ineligible for many benefits. In the case of self-funded, international J1 postdocs, their funding is not run through sponsored programs. Thus, these individuals are provided the minimal benefits required by law. It was estimated that there might be 80 J1 postdocs at OSU.

Despite policy, the differentiation between researchers and fellows is not consistent. Further, HR was not aware of the designation "research scientist" being used for postdocs. At that time, a meeting was being organized with HR representatives from multiple colleges to discuss classification.

#### **Additional issues:**

After a brief discussion it was generally accepted that the OSU PDA should join the Midwest Postdoc Association.

It was also noted that we ought to keep a list of OSU PDA alumni and their contact information.

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Meeting Minutes prepared by E. Butler (Secretary), approved by S. Dabdoub (Co-Chair)