

02/05/2001 PSA Meeting

Minutes of the February 5, 2001 Meeting

Postdoctoral Scholars Association (PSA) of UC Davis

Meeting location and time: BriggsHall (Room 148), 6:00 PM

Meeting attendance: 10

Meeting called to order: 6:13 PM, PSA Chair Tom Peavy presiding

(1) Participant signed-in. Meeting agenda handed out. Draft entitled "UC Davis Postdoctoral Scholars Association Recommendations to Improve Postdoctoral Affairs" handed out.

(2) Minutes from previous PSA meeting (01/12/2001) approved with the following amendment:

(i) Addition to item (7) subitem (i): "It was suggested that the University should provide Postdocs with a picture ID (similar to the one used by undergraduate and graduate students) to facilitate Postdoc access to certain items and services on campus (such as videos on reserve, etc.) that require a UCD picture ID card".

(3) A revised list of recommendations to improve postdoctoral affairs was discussed in the meeting:

(i) *Title codes for postdoctoral Scholars should be integrated so that all postdoctoral scholars would be distinguished in a separate category (eg. Postdoctoral scholars series).* Participants raised the issue of whether the current titles at UC Davis (postgraduate researcher, visiting postdoc & unclassified) are UC systemwide titles or titles that are specific to UC Davis. In the latter case, PSA should try to contact other campuses to find out how Postdocs are employed.

(ii) *Full-time postdoctoral appointments should be delineated in a contractual form as such (i.e. 100% time).*

(iii) *Postdoctoral scholars should not receive a salary lower than the National Institute of Health's postdoctoral fellowship (NRSA) pay scale which incorporates yearly increases.* Participants suggested to post a link to the current NRSA stipend levels (<http://www.nih.gov/niams/grants/notice/notod01-011.html>) in the PSA Website. Also, it was suggested that the word "current" be added to the recommendation ("*...a salary lower than the current National Institute of Health's postdoctoral...*").

(iv) *All postdoctorate scholars should be offered complete health benefits (UCRS package) with their appointment.* Participants suggested to create a new item to include Postdoc rights to vacation, sick and maternity leave.

(v) *An offer letter should be presented to all postdoctoral scholars prior to being appointed which explicitly describes the terms and conditions of the job position.* Participants suggested that this letter should be signed (approved) and filed by the hiring Department and/or Graduate Studies to assure proper preparation of the offer letter.

(vi) *More career services should be provided to postdocs.* Participants suggested that additional workshops (with Postdoc input) such as converting a CV to a resume, etc., would be a great resource for Postdocs, and that funding must be given to Postdocs to implement these services.

(vii) *Principal investigators serving as mentors should evaluate the postdoctorate scholars performance at least yearly.*

(viii) *The institution should value good mentorship of postdoctorate scholars by incorporating this activity into the overall assessment of faculty job performance.*

(ix) PSA Chair Tom Peavy will send a revised list of recommendations for review and discussion by all UCD Postdoctoral Scholars through the postdoc listserv. A final (revised) version will be presented by Tom at the next meeting of the Graduate Council.

(4) COSEPUP meeting:

(i) COSEPUP (Committee on Science, Engineering, and Public Policy) will hold a Convocation "Enhancing the Postdoctoral Experience" on March 2, 2001 in Washington, DC. UC Davis will send a delegation to the meeting, including PSA Chair Tom Peavy and Associate Dean of Graduate Studies Jerry Hedrick. Issues to be discussed include the recognition status of Postdoctoral Scholars, compensation and benefits, and responsibilities of funding organizations.

(ii) COSEPUP will have a simultaneous **webcast** of the meeting, so that campuses nationwide can view and participate in the event. Teresa Dillinger from the Internship and Career Center volunteered to put the webcast event together here at UC Davis. This event (on March 2, 2001) will include the live webcast (big screen format), e-mail participation, and other activities. Teresa needs help setting up and advertising the event (she only has 2 volunteers so far!). Please e-mail Teresa (tdillinger@ucdavis.edu) if you are interested in helping or participating in this event.

(5) PSA website. Lara Ferry-Graham (who has been taking care of the PSA website) informed us that pubweb (the server for the PSA website) is being phased out and is frequently down. PSA needs a new webserver. In addition, Lara will be on maternity leave in the near future and therefore PSA needs a new webmaster (by Spring 2001). PSA Chair Tom Peavy reported that he will be looking for alternative servers (e.g., Graduate Studies, Information Technology, etc.). Tom encouraged anyone interested in hosting and/or maintaining the site to contact him immediately (trpeavy@ucdavis.edu). Any help / suggestions are welcome!

(6) Campus Housing. Only registered undergraduate and graduate students at UC Davis are eligible for campus housing. Housing accommodations for other affiliates of UC Davis (including postdocs) are available only in the event that all UC Davis students are accommodated, and by exception. PSA chair Tom Peavy will contact Campus Housing to learn more about their current policies regarding Postdocs before taking further actions. Participants suggested that temporary housing would be a valuable resource for incoming Postdocs, especially foreign Postdocs. Postdocs could rent it for a few days (being cheaper than a hotel) until they find a permanent place to live.

(7) Announcements/ miscellaneous:

(i) One participant suggested that the University should provide Postdocs with a picture ID card (similar to the one used by undergraduate and graduate students) to facilitate Postdoc access to certain items and services on campus (such as videos on reserve, etc.) that require a UCD picture ID card. PSA decided that this issue be revisited in the future and that the PSA website should

clearly indicate to new Postdocs that the blue "staff ID card" is available to Postdocs and can be used as proof of University affiliation (required for certain privileges such as library cards, etc.).

(ii) Participants suggested that companies participating in job fairs at UC Davis be informed prior to the events that Postdocs (in addition to undergraduate and graduate students) are interested in jobs and do attend the fairs.

(iii) In addition, participants suggested that UC Davis and the PSA should provide travel arrangements (e.g., bus, van, etc.) so that Postdocs can attend job fairs in the Bay Area. Some of these job fairs (e.g., the UC Berkeley fair last October) are tailored for Postdocs and graduate students only and can have a larger number of participant employers.

(iv) Teresa Dillinger informed that Staff Development & Professional Services (SD&PS, <http://sdps.ucdavis.edu>) offers a variety of services and workshops from counseling to computer classes. These services are available to staff (including Postdocs).

(v) Our next PSA meeting will be held at a date, time and location to be announced by e-mail at a later date.

Meeting adjourned: 7:24 PM, PSA Chair Tom Peavy presiding

Prepared by Paulo Verardi, PSA Secretary/Treasurer