Date: 01/10/2025

In person: Janet, Brianna, Clarissa, Liam

On Zoom: Loay, Carolina, Alex

Absent: Loreley

Agenda

* This month’s new postdocs
  + Janet is working with HR to get information about the new post-docs. The current challenge is getting the information about postdocs before they start, HR is only sharing them after they “check in” or what their start date is.
  + An email was sent out this morning
* Updates from the different committees
  + DEI committee (Loay/Alex)
    - Loay is going to step away from the committee
    - When you join the DEI committee you have to join a subcommittee, Loay was on the events committee, this was more focused on WHOI wide activities and not necessarily postdoc activities and Loay is wanting to focus more on post-doc related DEI activities.
    - Julie is the head of the DEI committee, and since she is the post-doc liaison as the Assistant Dean.
      * We should have a conversation with Julie about where she sees herself operating as the post-doc liaison
    - Alex is on the disability education and advocacy subcommittee, and none of this is specifically for post-docs but there have been inquiries about whether the initiatives are of interest to post-docs.
    - Alex is happy to continue attending the CDEI meetings to provide that post-doc input / perspective
    - Disability education and advocacy subcommittee
      * Offering ASL interpreters for Ocean Encounters
      * This will be an option that you can turn on or off - they’d like to gather data on how much this feature is being utilized
      * Lots of enthusiasm from various groups of HOH scientists
      * Proposed areas for next focus areas:
        + Audit WHOI accessibility website
        + Audit WHOI accessibility emergency procedures
        + Disabilities in STEM reading group/list
        + Disability centric speaker series
      * Group thoughts on these next focus areas?
        + Janet is on the first aid response committee - there is a need for WHOI to think about alternative ways to get in and out of building areas. There are a lot of access issues at WHOI. Bringing awareness to the departments is important.
        + Brianna really likes the emergency procedures and the speak series
        + Clarissa and Janet second that the speaker series may be more attended and shareable than sharing reading documents, etc.
  + WCC (Brianna/Alex)
    - Alex and Brianna are alternating meetings each month
    - Pulse survey is not reaching very many of the post-docs, so we’d like to increase the promotion and dissemination of the pulse survey to encourage more participation
      * Ideas for increased promotion:
        + PDA to forward the pulse survey email
        + During mentoring meetings for the different departments
        + PDA hosted events (e.g., postdoc breakfast)
    - Group to think about topics that post-docs would like to talk to the upper administration in the new “hard topics” initiative
      * Giving postdocs more access to legal support
      * Internal funds available to postdocs
    - Janet mentioned we could also organize conversations with upper admin for just postdocs outside of these WCC initiatives
  + Sustainability
    - Meeting is next week (there was no December meeting)
    - Every month there is the beach clean up organized by this committee
    - Lunch and learn on the 23rd (poster will be sent around for that)
    - A sustainability coordinator has not been hired since Stephanie has left, unknown if that role is going to be replace - current voluntarily being lead by a few individuals
    - Prior years there was an energy saving challenge - nothing has been discussed on this for 2025 yet
* Next coffee hours
  + Clarissa and Lorely will be hosting Wednesday 22nd around 4pm
    - This would be a coffee and gluhwein coffee
    - This will be hosted at Clark 5
      * Liam will check that this is available and send around a calendar invite
    - Sunset is at 4:30pm so this will be at sunset
  + Loay is on the calendar for February
    - The postdoc symposium and the breakfast are both in February
    - So we may need to pick something towards the end of the month
* Postdoc symposium planning
  + Janet, Lorely, and Loay met recently and hashed out details
  + Janet booked the Swope MBL center for the postdoc symposium
  + Time: 8:30am - 5:00pm followed by wine and cheese after 5pm
  + Google sign-up form has been sent around
  + 14 individuals have signed up so far
    - 1 from BIO
    - 0 from Marine Policy
  + If you know postdocs in these various departments, encourage them to attend
  + Reminders will be sent around
  + Help will be needed as it gets closer
  + Do we want people from the committee to present?
    - Please have the committee sign-up, if we have too many people sign up we can figure that out (Janet recommends if someone spoke last year to ask them not to speak this year)
  + There will be no posters as we will be organizing a poster section
  + Julie reached out and she would like to attend the symposium
    - Loay told her she can drop in during the breaks, and to let him know when she’s planning that so that we can introduce her and her role
    - She will also be at the breakfast, so there will be some cross-over but also reaching different postdocs
  + Loay was thinking about some awards or a raffle for the symposium as well
* Postdoc poster Party
  + Reserved Clark 5 on April 9th from 3-6PM
  + This will be announced at the symposium
  + A few weeks before the date, scientific staff will be invited via email, headlines, and poster
  + Is there funding for snacks and drinks? Janet says yes.
    - Drinks and food when walking around or only during the reception
  + Awards for 3-4 categories of posters
    - Something like a WHOI mug or some kind of award
    - Possible categories: beautiful, interesting and entertaining
* Next PDA meeting with Diane and Julie (?)
  + We will need to set aside time for us to introduce ourselves and for her to ask questions
  + Is one hour long enough? Maybe lock down 1.5 hours down just in case to give some slack if things need to go longer.
  + Janet mentioned we should provide some coffee
    - We can make coffee in the PDA lounge
  + Need to make sure we have a cord or a way to project those on Zoom on the big screen in the PDA lounge
  + Julie may want to come, not sure about her availability
* Dean Breakfast
  + Janet is thinking 9-10:30am on the 31st (this date had to change due to Diane’s schedule change as she’ll be in NY on the originally scheduled date).
  + Pending confirmation that Diane will be there and then invites will be sent out by Janet
  + PDA will introduce themselves
  + PDA announcements
  + Survey before or after?
    - Liam will look into this and what was done in the past. QR codes could be put on the tables or projected.
  + Janet is going to invite Ben and Peter and maybe one of them can give a talk on the state of funding
  + Janet needs to talk to Julie Huber as well
  + Will there be an online version of the breakfast?
    - It’s mostly eating and socializing around the tables.
    - Is there a benefit to doing a Zoom portion: Alex mentioned she would join if there was like 30 minutes of people talking, but she wouldn’t be interested in sitting on Zoom and watching people talk.
    - More organic conversations about sensitive topics may be better in person rather than hybrid
    - Group agrees to not do the zoom
    - Perhaps we have someone take notes that could be shared.
      * These could possibly go on the website
* Julie Huber / Postdoc Dean introduction (?)
  + Julie was unable to attend today
  + Clarissa will double check with her when she would like to join
* Other
  + NSF has upped their support for postdoc fellowships
  + Adopted the government system and regional upping of that.
  + Postdoc fellowship amounts are coming in for Year 1 (e.g. OCE) at GS11 step 1 and with the compensation for this region (New England) 83k for stipend.
  + Overhead would be additional to that
  + Does this affect (retroactively) OCE fellows? Janet is not sure - this would be something to ask
  + Janet has brought this up to Rob and Julie regarding the WHOI Scholars and how this impacts the competitiveness of the current salary

End time: 11:10PM