

TUPA Business Meeting Minutes– November 18, 2020

Meeting will be recorded to the Secretary's hard drive and deleted once minutes have been approved. Please feel free to reach out to Emily Booth if you have any concerns (tupa@temple.edu or embooth@temple.edu).

Join via Zoom: <https://temple.zoom.us/j/93743651418>

Dial in by telephone: +1 301 715 8592

Meeting ID: 937 4365 1418

Attendees: Emily Abbott, Battuya Bayarmagnai, Sarah Beganskas, Emily Booth, Achinta Bordoloi, Antonia Chroni, Emily Cowan, Arunika Das, Inés Quésada, Helene Khalid, Anna-Mariya Kukuyan, Alyssa Leystra, Jason Pattis, Wei Song, Alex Wermer-Colan, Kelly Whelan

***Meeting items in black, notes in blue, opportunities to participate in bold**

Agenda

1. Introductions
 - a. Guest on the call: Arunika Das from Penn Editors Association - Toni
 - b. Everyone else - Sarah
2. Approve last month's meeting minutes - Sarah
3. Budget! State of accounts & plan for the year - Helene + Sarah
 - a. \$2000 (~40% of budget) for individual professional development. Up to \$100 per person, reviewed by 3 postdocs (**open to more volunteer reviewers**)
 - i. Apply at least 2 weeks before event (or 1-2 weeks after for reimbursement)
 - ii. \$222 already disbursed: Free the PhD fees for 2 postdocs
 - b. \$2000 (~40% of budget) to host professional development events open to all postdocs
 - i. \$500 spent for non-academic career workshop in fall 2020
 - ii. Spring 2021--potentially other speakers, symposiums, workshops, etc.
 - c. \$1000 (~20% of budget) towards social/wellness offerings
 - i. \$100 for Zumba class in December
 - d. Balance as of 11/18/20: \$4978
4. Postdoc research symposium - Battuya
 - a. Overview of idea
 - i. Proposed annual event in spring/summer to showcase accomplishments with short presentations.
 - ii. Potential faculty judges, awards
 - b. Results of conversations with other postdoc associations
 - i. Pitt: 16 years of 'data and dine', their most popular event (postdocs only)
 1. poster presentations, travel awards, fancy dinner
 2. unclear on how to adapt for virtual format
 - ii. CHOP
 1. monthly 'lunch and learn' with shorter talks, via Zoom

- iii. Jefferson
 - 1. annual symposium w/ talks and posters, usually in summer.
Virtually held in September 2020
 - c. Any interest in helping plan this event? Forming a subcommittee perhaps? Other thoughts?
 - i. Battuya: keep it Temple-only at first to gauge interest, work on logistics, and get to know each other. Multi-institutional symposium might be good down the line.
 - ii. Helene concurs. Also, might get very long with multiple institutions. TUPA should check to ensure no conflicts w/ existing departmental events
 - iii. Kelly: a moderator could enforce timing; some system for ranking potential talks could determine who will present
 - iv. Antonia also likes the idea of Temple-only before expanding, and maybe splitting up the schedule by department
 - v. Antonia and Sarah: last year's TUPA session of informal shorter talks went well. Another idea would be to present a single figure, or some other very small portion of research. Alyssa made the point that this could encourage people who might be concerned about being scooped
 - vi. Alyssa: abstracts for oral presentations were solicited for an annual trainee symposium at FCCC, a group of reviewers ranked the abstracts. Top ones were invited for oral presentations, the rest did poster presentations. 5-10 minutes is a good talk length. Virtual posters are a challenge.
 - vii. Emily C. agrees that virtual posters present tech challenges and it might be best to stick with just talks
5. Penn Editors Association - Toni & Arunika
- a. Subcommittee of postdocs at Penn/CHOP
 - b. Penn/CHOP also has a symposium and funding events, Runi can put TUPA in touch with the organizers
 - c. PEA solicits almost any type of document: abstracts, manuscripts, presentations, grant proposals, etc.
 - d. Free help with writing flow, English grammar, proofreading, scientific clarity
 - e. 6-month confidentiality agreement for all documents
 - f. Hold occasional events (panels of journal review boards, etc.)
 - g. Looking for more editors**
 - i. Editors are required to edit for annual symposium, but general time commitment is not very high
 - ii. There are no qualifications/experience necessary to join as an editor
 - iii. New editors receive help/guidance with first few documents
 - iv. Some former PEA editors have gone on to work as editors at journals
 - h. Services are open Temple postdocs and students
 - i. Editing turnaround is very quick--returned as little as a couple of days, but more time to edit is preferred
6. Upcoming events - Jennica
- a. Game night - Em
 - i. Tues. 11/24 @ 7pm via Jackbox, hosted by Kathy Keefe
 - b. Lunches - Sarah

- i. Friday 11/20, 12-1pm
 - c. Accountability Group - Battuya & Cristina
 - i. Writing accountability group is being opened up to general accountability: writing projects, job searches, immigration paperwork, anything you want to be held accountable for
 - ii. Tuesdays 9-9:30am on Zoom (ID: 898 5050 6524)
 - iii. Set weekly goals; if you meet your goal 4 weeks in a row, reward of \$10 Amazon gift card
 - d. Zumba - Em
 - i. December 8th at 7pm. Will be advertised further
 - e. December Social - Sarah
 - i. Ugly sweater/holiday crafting party, planned by Jennica and Inés
 - f. Ideas for future socials in the new year?
- 7. Subcommittee updates
 - a. Outreach subcommittee - Sarah
 - i. Ongoing work, K12 education resources
 - ii. Open to new members**
 - b. Antiracism subcommittee update - Emily C
 - i. Survey in October 2020 indicated interest from postdocs in discussions
 - ii. Hosted a space for discussion during election week
 - iii. Next event: group discussion of an article focused on anti-racism in higher education. Tentative date: Monday, Dec. 14th @1:30pm
 - iv. Open to new members**
- 8. Social media / communications update - Em
 - a. outreach to new postdocs: survey and brainstorming - Sarah
 - i. Reaching out to PIs won the poll as the most effective way to recruit
 - ii. Kelly suggests posting about TUPA on bulletin boards/TVs in departments
 - iii. Antonia can help reach out to Biology/IGEM, and suggests department 'ambassadors' (individual TUPA members that take charge of a department). Speaking with department administrators to pass on TUPA information to PIs might also be effective.
 - iv. Battuya seconds the idea of TUPA ambassadors to help bring people in to meetings
 - v. Sarah: the best strategy might differ by department, best to reach out to administrative staff or department ambassador
 - b. new Slack channels, how to find/add - Sarah
 - i. Immigration / international postdocs: Achinta
 - 1. For international postdocs--questions about visas, general tips on navigating immigration paperwork, information on transitioning from academia to industry, etc.
 - ii. Bio / chem community: Anna-Mariya
 - 1. Open for any biochem questions--research, equipment, etc.
 - iii. Benefits - Toni
 - 1. For questions about benefits--health insurance, PTO, maternity leave, etc.

2. Resource for handling sensitive issues with PIs (work schedules, time off, etc.), especially for (but not limited to) international postdocs
 - a. Battuya: Nina is currently our main resource for conflicts, but that's not sufficient. The anti-racism subcommittee maintains a list of other resources for this
 - b. Sarah: we can link to this resource in the Slack channel
 - c. Antonia is concerned that even the official Temple resources are geared to benefit PIs and the institution more than postdocs and students
 - d. Kelly has had good experiences with ombudspople, and cautions against getting/giving advice from people who are not trained in conflict resolution between postdocs and PIs. Furthermore, there needs to be more development of (compensated) resources for postdocs for this.
 - e. Sarah suggests a disclaimer for this Slack channel--that it is a place for discussion, but not necessarily to resolve issues
- iv. If you would like to be added to any Slack channel, browse through the left-hand panel of Slack to join
- c. TUPA newsletter - Em & Wei
 - i. Summary newsletter of TUPA accomplishments sent out every semester
 - ii. Frequency of newsletter is flexible, may be more frequent
 - iii. Could help in reaching out to PIs
 - iv. Spotlight postdocs, highlight recent events, advertise upcoming events, social media links, etc.
 - v. **Looking for people to contribute to/help to compile a Fall 2020 newsletter**
9. Other comments?
 - a. Wei and Sarah discussed whether there is a better way to email postdocs than through Nina, no ideal solution yet (people have to sign up for the listserv)

ACTION ITEMS

Task	Person Responsible
Reach out to Biology/IGEM	Antonia
Think about new message distribution ideas	Em, Sarah and Wei
Link to resource spreadsheet in Benefits Slack channel	Sarah

NEXT MEETING

Wed., December 16, 5:00-7:00pm, on Zoom