

PDA meeting minutes 2/18/09

Mike mentioned about linked-in. They will post the members' linked-in profiles on the PDA website. He will also set up a linked-in page for the biotech club.

Biotech association progress:

Mike gave some background on the biotech club. The biotech assn. is a trainee-run organization, promoting professional aspects. It's a 3-tier organization; 1st tier: communications, leadership, management skills, and commercialization of technology. 2nd tier is professional networking. People can have access to local biotech firms. 3rd tier is to provide exposure to alternative careers by providing resources and contacts with people in the biotech industry and business development.

He said that they have created the website and have a linked-in group but they have done little to advertise. Currently, there are 3 post-docs and 4 grad-students involved. Anyone interested can join and should contact him about getting involved.

Kolla suggested that we could have a seminar to advertise the club. She has names that would be interested in giving talks on career advice. She had some problems bringing in start-up companies; not many issues on pharma.

Mike said that so far, some events are scheduled and one event already participated. Scheduled events:

i-Bio meeting on 3/28(or 18??)/09 at Hyatt Regency: geared towards students for career exposure. (i-Bio: *Illinois Biotech Organization*)

National biotech symposium at McCormic's (?) downtown: We are targeting this symposium to get in contact with national and local biotechs.

CAPS meeting coming up on 3/13/09 at the(?) atrium. Advertising will be on the PDA website. Mike contacted CAPS also to have a booth at the meeting. He suggested that we could provide a sign-up sheet to join our biotech group. We can increase membership also.

Nothing has come up on the listserv for the biotech club. But there's a website for upcoming events. Melissa suggested that Victoria could send out information to postdocs in the weekly bulletin and that she herself can send it out to students.

Mike mentioned that he wants to start advertising, to which Cheng said that he wasn't sure what a grad/post-doc would get/benefit from joining the club. Mike answered by saying that they would provide platforms for specific interests, i.e. specific talks on industry, creating a breadth of exposure. There's nothing tangible that you get, but by becoming a member you become part of a group of people who are willing to participate.

Cheng then asked "What's the overlap between PDA and the biotech club? Will biotech seminars be a part of PDA seminars?" Mike answered by saying that these would be more tailored, specific seminars under a big umbrella. Mike then touched upon the benefits of membership again:

- 1- they have modeled this after other organizations and they will bring in people from those organizations.
- 2- Tangible resource for members would be networking and professional platform. He gave an example from a panel he attended: Q&A followed by networking. He said everyone's on linked-in. Online presence is very important for networking.
- 3- Networking events will be limited to people who are members.
- 4- It is also like a big brother program; how did other people do what they've done.

Ben doesn't think it's a good idea to include biotech seminars within the PDA since grad student would like to go too.

Kolla asked whether business people would be interested too, to which Mike replied that he already has proposed shared seminars with business school grads on the exploration of entrepreneurship. He talked to MBA students and they like the idea of being exposed to things that can potentially be commercialized.

What else has been done?

- 1- Booth Biopharma
- 2- He will present a poster in NPA meeting on how to start an organization like this. Step that are involved, whom to contact etc. Essentially, how do you start from scratch.

Mike will also talk to the BSD alumni about how specifically we can benefit from the alumni office. He will contact the alumni association. He mentioned that they are still infants but working on it:

- 1- create opportunities for getting better at networking events.
- 2- increase awareness of our existence.
- 3- will solicit input and volunteers.

Harold said that he will add a link to the biotech website in the PDA website:

chicagobiotech.uchicago.edu

Mike also suggested building a resume book of members to advertise to the HR people in biotech companies. This would give them a chance to see the resumes of the members and see the calibers of people that they would be interested in.

Ben wanted to know how many grad students would be interested in the club? Mike said that he can indirectly find out at the booth and that it would be interesting to know. Ben then suggested that the alumni association might keep track/info of the people who left and whether they went into biotech. Victoria added to this: certain committees with NIH funding have to keep track of what positions the former grad students take. Nancy stated her concern about soliciting the alumni association, since alumni association is not exclusive to BSD and grad students aren't happy about the alumni assn. She suggested that a better thing to do would be to do an article on the association for more alums to hear about it. She also said that she wouldn't like to release info on where people are.

Mike said that there's significant amount of interest from the industry site; there's just a lack of communication.

Kolla noted that people shouldn't directly ask for jobs when contacting these contacts, to which Mike said that whenever he has meetings he talks about tact, careful to make sure that this is strictly to build bonds between the association and the industry, not to use it for personal purposes.

Mike also wants the 2nd/3rd year grad students or 1st year post-docs to realize that this doesn't mean that they shouldn't do an unsuccessful post-doc. This is not a service for finding jobs, just a part of an educational platform for maximizing your external networking.

Nancy then suggested to contacts to Mike: Daphne Preuss and ???. Mike said that Daphne is already on our list fro seminar series.

Conflict resolution:

Victoria talked about the front on conflict resolution. James and the group recognized that there's no resource for post-docs for help on conflicts that they may face. They met with ????(couldn't catch the name) and talked about general guidelines: should produce a document on conflict resolution; should be careful very careful about what we do. If it's academic fraud, then go to the university.

Related issues: authorship, interpersonal issues, vacation time, if you're a fellow and not an employee.

James' initial idea: look at other PDAs and see what's out there. Looked at Stanford; they have an official office that brings in a mediator. Victoria thinks it's not for us.

Ideas that came up to make the document: NSF policy; professional organizations; have faculty involved in this to help post-docs communicate with their PIs.

There are cultural issues on communications with authority (language etc). Will try their best to come up with an outline. By next meeting, she will have more on the report.

Victoria also mentioned that the university has the service "Perspectives"; an online resource and there's a hotline: emotional well-being, care and giving etc. Will get info from them also.

Kolla mentioned that the website needs overhaul on content. Harold's working on content and will update the website.

Nancy noted that major conflicts mostly have been authorship issues and premature termination, vacation, leave of absence and maternity leave. Can't have policy on how it's handled.

Victoria then said that we should at least have guidelines, i.e. I want a leave of absence, how do I start with it?

Nancy said that the policies are different for fellows, scholars and students. She's also not sure if we're eligible for "perspectives".

Victoria said we can then just use it as a guideline. Harold suggested that we should be careful about the word "guidelines". It's not official and we have no authority. Kolla said that she had ethics seminars and she could talk to speakers.

Qnoqing asked about salaries, to which Nancy said that first year post-docs are given the NIH amount. Later there's recommended amounts but the PI may not give a raise.

Garnett Powers:

Parag contacted the director of benefits ant Garnett. He needs to continually feed him with problems. There's a dedicated person for U of C, but there's issues with

him also. Parag will forward communication to the committee. They're willing to work with us.

Kolla suggested that we should let people know that we are doing something even though we don't have a resolution because many people are unhappy. Victoria suggested that James should send out an email.

Parag will contact the benefits person and see how he feels about sending the document to everyone.

Cheng commented that we used to have many choices for health insurance but not anymore.