

December 13 @ 3pm ET

Participants (12) : Diana Fox, Erik Price, Justine Renaud, Katharina Rynkiewich, Jeremy Didion, Giacomo Di Mauro, Ankit Sharma, Claire Council, Rohit Jain, Raghavendra Yadavalli, Lenka Hromadkova, Mohandas Fnu.

Intro (3:05-3:15)

Treasurer report (1 min): No changes

Committee meeting reports (3:16 - 3:35)

a. **Benefits Committee:** Insurance changes for postdocs with families will be enacted by next academic year, at the moment the change is being reviewed and approved by legal departments. Policy recommendations and changes for paid parental leave and 1-2 others will be reviewed by the Faculty Senate, to be presented in January.

b. **Professional Development Committee:** Committee chairs not present at meeting. Weekly committee meeting for spring set for Tuesdays at 1pm. Cohort-based program for postdocs to review individual professional development goals, this spring will be the pilot program and postdocs will need to apply to be considered.

c. **Public Relations Committee:** New co-chair Athar joined the recent meeting. We want to start looking through the PDA LinkedIn page and see where former postdocs are today, ultimately with the goal of soliciting testimonials to advertise for CWRU. The postdoc website will soon include a form for postdocs to submit their recent publications, awards, etc. From those submissions, we will start with CWRU, The Daily and other regional publications to get our successes shared more widely.

d. **Social Committee:** Join us Friday, 12/17 @ 4pm ET at the Wade Oval Ice Skating Rink for Hot Chocolate and Snacks. This is an end of the semester social event for all postdocs, partners and families included. Following ice skating, the plan is to move to another location for dinner and drinks. Free dinner will be available 6-8pm ET.

e. **Women's Affairs:** Planning for event in spring 2022, support of the Mather Center, Nidhi Shukla is coordinating and working alongside the co-chairs for this event. More details to follow!

f. **Immigration and Visa Committee:** Committee did not meet this month, will reconvene in January.

Committee meeting reports (3:35 -)

a. **Main Faculty Senate and Intercouncil Leadership:** Faculty meeting in November, they tried to encourage people to get flu shots and to get booster shots. Positivity rate as of November still under 1%. Students should be in the classroom with professors, trying to speak with faculty to explain expectations for health and privacy. Parental leave for faculty at 16 weeks has been reviewed, and it can be divided between caregivers if both are at CWRU.

b. **Information and Communications Technology:** This committee did not meet this month.

c. **Minority Affairs:** Co-chair has submitted a report, COVID impact data and faculty salary data is being reviewed. The Center for Diversity Research proposal will be brought to the fore, establishing this center is on the horizon. Scholarship proposal initiated last year that can help establish scholarships for underrepresented students, they want to give the option for some departments to raise money through CWRU for each department.

d. **University Libraries:** Unable to attend the meeting but have minutes from the meeting. Losing money, this last meeting was projecting the increase in costs with the number of students the university wants to bring in over the next three years. 600 more undergraduates, this may have detrimental effects on the university libraries. In spring 2022, the university libraries committee will aim to advocate for increased funding with the senate committee. Plans for how the PDA can support university libraries via a letter of support or other advocacy actions.

e. **Graduate studies:** Nursing masters/PhD now extra certifications, delineated through the degree program. Graduate students are going through attempts to guarantee time off and getting mental health support from the faculty senate. Going to review the flowchart of bureaucracy, order of operations, for the university. In particular, our oversight goes to the faculty senate so it's important to understand how changes are made at all levels of the university.

f. **Research:** Rehan Khan is currently at the Faculty Senate Meeting on Research and will report back soon.

g. **Women Faculty:** Co-chair has submitted a report, the last meeting took place on Wednesday and CWRU faculty including tenure/non-tenure/part-time presented on salary database. Comparing this data to the American Association of University Professors report.

Priorities for committees: Enjoy the holidays! See you at the holiday party Friday, December 17th, @ 4pm!

Others: PDA Email sharing the links to LinkedIn and other postdoc pages along with the minutes for this meeting. The new strategic plan at CWRU shows that 600 more undergraduates will increase revenue, but how the costs for managing these students' education will be covered is still under question. The next meeting will be January 10th, 2022.