

PDA Committee - Minutes of Meeting

May 9th, 2023, 3 pm (EST)

- **Participants:** (23) – Felicia Moss, Nidhi Shukla, Mohandas, Sagar Regmi, Eric Mosher, Shashi Singh, Ankit Sharma, Haley Nguyen, Volodymyr Stetsenko, Gideon Gywa, Justine Renauld, Sreelakshmi Vasudevan, Shalini Verma, Shakti Prasad, Praveem Bellam, Vivek Prakash, Popular Pandey, Bernadette Schneider, Jeremy Didion, Amra Ismail, Surajit Chatterjee, Suza Mohammad Nur, Imdadul Khan
- **Felicia Moss: Director, Postdoctoral Affairs:**
 - **PDA Election results:**
 - **Senior Co-President:** Shashi Singh
 - **Junior Co-President:** Ankit Sharma
 - **Treasurer:** Lenka Hromadkova
 - **Secretary:** **Open to all postdocs**
 - **Benefits & Policy Committee:** Jeremy Didion & Bernadette Schneider
 - **Visa and Immigration Committee:** Sagar Regmi
 - **Women’s Affairs Committee:** Sreelakshmi Vasudevan & Amra Ismail
 - **Professional Development Committee:** Eric Mosher, Maura McCall, Popular Pandey
 - **Social Activities Committee:** Shalini Verma
 - **Public Relations Committee:** Ankit Sharma & Jonnelle Edwards-Glenn
 - **Faculty Senate Committee on Graduate Studies:** Jeremy Didion
 - **Faculty Senate Committee on Information & Technology:** Maura McCall
 - **Faculty Senate Committee on Minority Affairs:** Volodymyr Stetsenko
 - **Faculty Senate Committee on University libraries:** Popular Pandey
 - **Faculty Senate Committee on Women Faculty:** Nicole Wagner
 - **Faculty Senate Committee on Campus Planning, Facilities, and Space Governance:** Eric Mosher
 - **Faculty Senate Committee on Research:** Sagar Regmi
 - **Professional headshot:** Another opportunity for postdocs to get a professional headshot. Will be held on June 8th from 12 to 1 pm outside Tomlinson Hall entrance. RSVP [here](#).
 - NPA conference held May 11/12th virtually.
- **Nidhi Shukla Senior Co-President, PDA:**
 - Virtual meeting on **Complaint Processes Update Review** was held on May 10th by **Jaimee L. Bowen** (legal assistant to CWRU's Deputy General Counsel **Gabrielle Lincoff**). The meeting was intended for postdocs to provide input on CWRU's upcoming University Grievance Redressal system. Following points were discussed:
 - Major progress has been made on the first two out of four important points listed below:
 1. **Title IX (complaints against faculty)**
 2. **Discrimination complaints (student, staff, and faculty)**
 3. Student professionalism process/ student code of conduct
 4. Mistreatment complaint/ general (at the university)

- A final review will be carried out after consulting with students, faculty, staff, and postdocs before implementation.
 - Check this [webpage](#) for the latest updates and reach out to the **Office of Equity** if you need to file a complaint.
 - The Title IX process has been simplified and unlike earlier, the new hearing panel would consist of 3 members.
 - Ashley Everett also discussed with them the likely issues with the new process that might arise due to AI and chat GPT.
 - The new process will be implemented most likely at the beginning of this fall semester.
- **Professional Development Committee (Chair: Eric Mosher):**
 - **Career Series**
 - Discussed the need to prioritize in-person talks. Might incur additional expense to cover the cost of inviting the speaker.
 - All postdocs are encouraged to invite professionals from their respective fields as speakers.
 - **Kermit Hortan**, PhD [Sales Representative at Avantor] gave a talk on April 28th about career in sales. 20 members registered for the talk.
 - Planning an upcoming Career Series talk on June 29th, more details will be released at a later date.
 - The Committee will work on sending out a survey, all postdocs are encouraged to respond. The survey will gauge what professional development activities they want to attend and what their career aspects are.
- **Women’s Affairs Committee (Co-Chair: Sreelakshmi Vasudevan):**
 - Working on putting together a panel for new faculty recruitment.
- **Visa and Immigration Committee (Co-Chair: Sreelakshmi Vasudevan):**
 - No new updates
- **Benefits & Policy Committee (Rep: Jeremy Didion):**
 - No new updates
- **Social Activities Committee (Chair: Shashi Singh):**
 - **Lake Erie Summer Cruise** for postdocs and families is a possible option. However, ticket prices and number of people allowed on the cruise is a challenge we are trying address.
 - **Postdoc Family Picnic:** This is another option where PDA can organize a one-day picnic at any of the parks around Cleveland with options for food and games.
- **Public Relations Committee (Chair: Ankit Sharma):**
 - There were no meetings held by Committee on University Libraries. The committee is yet to elect a Chair. Zoom link for future meetings [here](#).
 - [“Postdoc Spotlight of the Month” form](#) created for highlighting unique achievements of postdocs. Will be released in the Daily in June or July. Postdocs are encouraged to submit their name to the form.
- **Faculty Senate Committee on University libraries (Rep: Ankit Sharma)**
 - No new updates
- **Faculty Senate Committee on Graduate Studies (Rep: Jeremy Didion)**
 - No new updates

- **Faculty Senate Committee on Research (Rep: Sagar Regmi)**
 - Discussion on research policy. Policies listed on ORTM website include Policies on collaboration with CCF, Cleveland VA, NSF, PI/PD policy, 3-day Proposal Policy, Effort reporting policy and Salary adjustment and cost transfer policy.
 - Discussion on implementing a new survey (Faculty Research Surveys).
 - Discussion on how should we interact with New Campus Planning committee?
- **Faculty Senate Committee on Information and Communications Technology (Rep: Shashi Singh)**
 - **Turnitin**, a tool used by faculty to check for plagiarism in student's thesis/assignments, has added a temporary feature check the use of AI text tools such as **Chat GPT**. However, university policies are still being developed regarding the use of these language models.
 - Discussions were also held over the use of a device called a **Beacon** in classrooms that can connect to students' phones and help them check in for attendance. Some people, like the Dental School, think this is a good idea. Others, like **Dr. Matthew Plow**, think it's important that the information is kept private and secure. **Dr. Anirban Mondal** thinks it could be connected to a tool called **Canvas** that helps teachers grade their students' work.
 - Discussions were also held regarding current strategies for undergraduate, graduate, non-degree, and non-trade programs, focusing on creating quality content before the course begins and prioritizing student experience. Use of Online Program Managers for certain programs, ways to increase enrollment and develop new programs were also discussed. Post-COVID digital learning strategies are being evaluated and investment in faculty development and digital accessibility is ongoing. The library may also be embedded into courses. Aim is to create 10 new courses per year and generate income by expanding and recycling content, rather than launching programs that may not be successful.
- **Faculty Senate Committee on Minority Affairs (Rep: Haley Nguyen)**
 - Discussion on implementing the procedure of evaluating the Diversity statement for new faculty recruitment.
 - It is understood that the College of Arts & Sciences has the best protocol and approach for evaluating DEI statement as part of the interview process for new/potential faculties among other schools. Therefore, it'd be reasonable to implement it across other departments as well.
 - It was emphasized that when using the terms "Diversity, Equity, and Inclusion" we should try to avoid abbreviating it as "DEI", since it diminishes the significance of these three principles.
- **Faculty Senate Committee on Women Faculty (Rep: Nicole Wagner): *Not present***
- **Other discussions/business:** None